

# Pay Guide - Legal Services Award

## [MA000116]

Published 25 June 2025

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

### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours
Legal clerical and administrative employee, level 1	\$1,024.40	\$26.96	\$29.66	\$31.00	\$40.44	\$53.92
Legal clerical and administrative employee, level 2	\$1,068.40	\$28.12	\$30.93	\$32.34	\$42.18	\$56.24
Legal clerical and administrative employee, level 3	\$1,128.50	\$29.70	\$32.67	\$34.16	\$44.55	\$59.40
Legal clerical and administrative employee, level 4	\$1,185.10	\$31.19	\$34.31	\$35.87	\$46.79	\$62.38
Legal clerical and administrative employee, level 5	\$1,233.20	\$32.45	\$35.70	\$37.32	\$48.68	\$64.90
Law graduate, level 5	\$1,233.20	\$32.45	\$35.70	\$37.32	\$48.68	\$64.90
Law clerk, level 6	\$1,307.10	\$34.40	\$37.84	\$39.56	\$51.60	\$68.80

Table 2 of 5

Classification	Permanent night shift	Saturday - all shiftworkers	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers
Legal clerical and administrative employee, level 1	\$35.05	\$40.44	\$40.44	\$53.92	\$53.92	\$53.92
Legal clerical and administrative employee, level 2	\$36.56	\$42.18	\$42.18	\$56.24	\$56.24	\$56.24

<b>Classification</b>	<b>Permanent night shift</b>	<b>Saturday - all shiftworkers</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>
Legal clerical and administrative employee, level 3	\$38.61	\$44.55	\$44.55	\$59.40	\$59.40	\$59.40
Legal clerical and administrative employee, level 4	\$40.55	\$46.79	\$46.79	\$62.38	\$62.38	\$62.38
Legal clerical and administrative employee, level 5	\$42.19	\$48.68	\$48.68	\$64.90	\$64.90	\$64.90
Law graduate, level 5	\$42.19	\$48.68	\$48.68	\$64.90	\$64.90	\$64.90
Law clerk, level 6	\$44.72	\$51.60	\$51.60	\$68.80	\$68.80	\$68.80

**Table 3 of 5**

<b>Classification</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$53.92	\$53.92	\$67.40	\$40.44	\$53.92	\$53.92
Legal clerical and administrative employee, level 2	\$56.24	\$56.24	\$70.30	\$42.18	\$56.24	\$56.24
Legal clerical and administrative employee, level 3	\$59.40	\$59.40	\$74.25	\$44.55	\$59.40	\$59.40
Legal clerical and administrative employee, level 4	\$62.38	\$62.38	\$77.98	\$46.79	\$62.38	\$62.38
Legal clerical and administrative employee, level 5	\$64.90	\$64.90	\$81.13	\$48.68	\$64.90	\$64.90
Law graduate, level 5	\$64.90	\$64.90	\$81.13	\$48.68	\$64.90	\$64.90
Law clerk, level 6	\$68.80	\$68.80	\$86.00	\$51.60	\$68.80	\$68.80

**Table 4 of 5**

<b>Classification</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$53.92	\$40.44	\$53.92	\$53.92	\$67.40	\$53.92
Legal clerical and administrative employee, level 2	\$56.24	\$42.18	\$56.24	\$56.24	\$70.30	\$56.24
Legal clerical and administrative employee, level 3	\$59.40	\$44.55	\$59.40	\$59.40	\$74.25	\$59.40
Legal clerical and administrative employee, level 4	\$62.38	\$46.79	\$62.38	\$62.38	\$77.98	\$62.38
Legal clerical and administrative employee, level 5	\$64.90	\$48.68	\$64.90	\$64.90	\$81.13	\$64.90
Law graduate, level 5	\$64.90	\$48.68	\$64.90	\$64.90	\$81.13	\$64.90
Law clerk, level 6	\$68.80	\$51.60	\$68.80	\$68.80	\$86.00	\$68.80

**Table 5 of 5**

<b>Classification</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$40.44	\$53.92	\$53.92	\$40.44	\$53.92	\$53.92
Legal clerical and administrative employee, level 2	\$42.18	\$56.24	\$56.24	\$42.18	\$56.24	\$56.24
Legal clerical and administrative employee, level 3	\$44.55	\$59.40	\$59.40	\$44.55	\$59.40	\$59.40
Legal clerical and administrative employee, level 4	\$46.79	\$62.38	\$62.38	\$46.79	\$62.38	\$62.38
Legal clerical and administrative employee, level 5	\$48.68	\$64.90	\$64.90	\$48.68	\$64.90	\$64.90
Law graduate, level 5	\$48.68	\$64.90	\$64.90	\$48.68	\$64.90	\$64.90
Law clerk, level 6	\$51.60	\$68.80	\$68.80	\$51.60	\$68.80	\$68.80

## Casual

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$33.70	\$36.40	\$37.74	\$47.18	\$60.66	\$41.79	\$47.18
Legal clerical and administrative employee, level 2	\$35.15	\$37.96	\$39.37	\$49.21	\$63.27	\$43.59	\$49.21
Legal clerical and administrative employee, level 3	\$37.13	\$40.10	\$41.58	\$51.98	\$66.83	\$46.04	\$51.98
Legal clerical and administrative employee, level 4	\$38.99	\$42.11	\$43.67	\$54.58	\$70.18	\$48.34	\$54.58
Legal clerical and administrative employee, level 5	\$40.56	\$43.81	\$45.43	\$56.79	\$73.01	\$50.30	\$56.79
Law graduate, level 5	\$40.56	\$43.81	\$45.43	\$56.79	\$73.01	\$50.30	\$56.79
Law clerk, level 6	\$43.00	\$46.44	\$48.16	\$60.20	\$77.40	\$53.32	\$60.20

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$47.18	\$60.66	\$60.66	\$60.66	\$60.66	\$60.66	\$74.14
Legal clerical and administrative employee, level 2	\$49.21	\$63.27	\$63.27	\$63.27	\$63.27	\$63.27	\$77.33
Legal clerical and administrative employee, level 3	\$51.98	\$66.83	\$66.83	\$66.83	\$66.83	\$66.83	\$81.68

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$54.58	\$70.18	\$70.18	\$70.18	\$70.18	\$70.18	\$85.77
Legal clerical and administrative employee, level 5	\$56.79	\$73.01	\$73.01	\$73.01	\$73.01	\$73.01	\$89.24
Law graduate, level 5	\$56.79	\$73.01	\$73.01	\$73.01	\$73.01	\$73.01	\$89.24
Law clerk, level 6	\$60.20	\$77.40	\$77.40	\$77.40	\$77.40	\$77.40	\$94.60

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$47.18	\$60.66	\$60.66	\$60.66	\$47.18	\$60.66	\$60.66
Legal clerical and administrative employee, level 2	\$49.21	\$63.27	\$63.27	\$63.27	\$49.21	\$63.27	\$63.27
Legal clerical and administrative employee, level 3	\$51.98	\$66.83	\$66.83	\$66.83	\$51.98	\$66.83	\$66.83
Legal clerical and administrative employee, level 4	\$54.58	\$70.18	\$70.18	\$70.18	\$54.58	\$70.18	\$70.18
Legal clerical and administrative employee, level 5	\$56.79	\$73.01	\$73.01	\$73.01	\$56.79	\$73.01	\$73.01
Law graduate, level 5	\$56.79	\$73.01	\$73.01	\$73.01	\$56.79	\$73.01	\$73.01
Law clerk, level 6	\$60.20	\$77.40	\$77.40	\$77.40	\$60.20	\$77.40	\$77.40

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<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$74.14	\$60.66	\$47.18	\$47.18	\$60.66	\$60.66
Legal clerical and administrative employee, level 2	\$77.33	\$63.27	\$49.21	\$49.21	\$63.27	\$63.27
Legal clerical and administrative employee, level 3	\$81.68	\$66.83	\$51.98	\$51.98	\$66.83	\$66.83
Legal clerical and administrative employee, level 4	\$85.77	\$70.18	\$54.58	\$54.58	\$70.18	\$70.18
Legal clerical and administrative employee, level 5	\$89.24	\$73.01	\$56.79	\$56.79	\$73.01	\$73.01
Law graduate, level 5	\$89.24	\$73.01	\$56.79	\$56.79	\$73.01	\$73.01
Law clerk, level 6	\$94.60	\$77.40	\$60.20	\$60.20	\$77.40	\$77.40

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$12.13	\$13.34	\$13.95	\$18.20	\$24.26	\$15.77	\$18.20
Legal clerical and administrative employee, level 2	\$12.65	\$13.92	\$14.55	\$18.98	\$25.30	\$16.45	\$18.98
Legal clerical and administrative employee, level 3	\$13.37	\$14.71	\$15.38	\$20.06	\$26.74	\$17.38	\$20.06
Legal clerical and administrative employee, level 4	\$14.04	\$15.44	\$16.15	\$21.06	\$28.08	\$18.25	\$21.06
Legal clerical and administrative employee, level 5	\$14.60	\$16.06	\$16.79	\$21.90	\$29.20	\$18.98	\$21.90
Law graduate, level 5	\$14.60	\$16.06	\$16.79	\$21.90	\$29.20	\$18.98	\$21.90
Law clerk, level 6	\$15.48	\$17.03	\$17.80	\$23.22	\$30.96	\$20.12	\$23.22

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$18.20	\$24.26	\$24.26	\$24.26	\$24.26	\$24.26	\$30.33
Legal clerical and administrative employee, level 2	\$18.98	\$25.30	\$25.30	\$25.30	\$25.30	\$25.30	\$31.63
Legal clerical and administrative employee, level 3	\$20.06	\$26.74	\$26.74	\$26.74	\$26.74	\$26.74	\$33.43



<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$21.06	\$28.08	\$28.08	\$28.08	\$28.08	\$28.08	\$35.10
Legal clerical and administrative employee, level 5	\$21.90	\$29.20	\$29.20	\$29.20	\$29.20	\$29.20	\$36.50
Law graduate, level 5	\$21.90	\$29.20	\$29.20	\$29.20	\$29.20	\$29.20	\$36.50
Law clerk, level 6	\$23.22	\$30.96	\$30.96	\$30.96	\$30.96	\$30.96	\$38.70

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$18.20	\$24.26	\$24.26	\$24.26	\$18.20	\$24.26	\$24.26
Legal clerical and administrative employee, level 2	\$18.98	\$25.30	\$25.30	\$25.30	\$18.98	\$25.30	\$25.30
Legal clerical and administrative employee, level 3	\$20.06	\$26.74	\$26.74	\$26.74	\$20.06	\$26.74	\$26.74
Legal clerical and administrative employee, level 4	\$21.06	\$28.08	\$28.08	\$28.08	\$21.06	\$28.08	\$28.08
Legal clerical and administrative employee, level 5	\$21.90	\$29.20	\$29.20	\$29.20	\$21.90	\$29.20	\$29.20
Law graduate, level 5	\$21.90	\$29.20	\$29.20	\$29.20	\$21.90	\$29.20	\$29.20
Law clerk, level 6	\$23.22	\$30.96	\$30.96	\$30.96	\$23.22	\$30.96	\$30.96

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<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$30.33	\$24.26	\$18.20	\$24.26	\$24.26	\$18.20	\$24.26	\$24.26
Legal clerical and administrative employee, level 2	\$31.63	\$25.30	\$18.98	\$25.30	\$25.30	\$18.98	\$25.30	\$25.30
Legal clerical and administrative employee, level 3	\$33.43	\$26.74	\$20.06	\$26.74	\$26.74	\$20.06	\$26.74	\$26.74
Legal clerical and administrative employee, level 4	\$35.10	\$28.08	\$21.06	\$28.08	\$28.08	\$21.06	\$28.08	\$28.08
Legal clerical and administrative employee, level 5	\$36.50	\$29.20	\$21.90	\$29.20	\$29.20	\$21.90	\$29.20	\$29.20
Law graduate, level 5	\$36.50	\$29.20	\$21.90	\$29.20	\$29.20	\$21.90	\$29.20	\$29.20
Law clerk, level 6	\$38.70	\$30.96	\$23.22	\$30.96	\$30.96	\$23.22	\$30.96	\$30.96

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$13.48	\$14.83	\$15.50	\$20.22	\$26.96	\$17.52	\$20.22
Legal clerical and administrative employee, level 2	\$14.06	\$15.47	\$16.17	\$21.09	\$28.12	\$18.28	\$21.09
Legal clerical and administrative employee, level 3	\$14.85	\$16.34	\$17.08	\$22.28	\$29.70	\$19.31	\$22.28
Legal clerical and administrative employee, level 4	\$15.60	\$17.16	\$17.94	\$23.40	\$31.20	\$20.28	\$23.40
Legal clerical and administrative employee, level 5	\$16.23	\$17.85	\$18.66	\$24.35	\$32.46	\$21.10	\$24.35
Law graduate, level 5	\$16.23	\$17.85	\$18.66	\$24.35	\$32.46	\$21.10	\$24.35
Law clerk, level 6	\$17.20	\$18.92	\$19.78	\$25.80	\$34.40	\$22.36	\$25.80

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$20.22	\$26.96	\$26.96	\$26.96	\$26.96	\$26.96	\$33.70
Legal clerical and administrative employee, level 2	\$21.09	\$28.12	\$28.12	\$28.12	\$28.12	\$28.12	\$35.15
Legal clerical and administrative employee, level 3	\$22.28	\$29.70	\$29.70	\$29.70	\$29.70	\$29.70	\$37.13

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$23.40	\$31.20	\$31.20	\$31.20	\$31.20	\$31.20	\$39.00
Legal clerical and administrative employee, level 5	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46	\$40.58
Law graduate, level 5	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46	\$40.58
Law clerk, level 6	\$25.80	\$34.40	\$34.40	\$34.40	\$34.40	\$34.40	\$43.00

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$20.22	\$26.96	\$26.96	\$26.96	\$20.22	\$26.96	\$26.96
Legal clerical and administrative employee, level 2	\$21.09	\$28.12	\$28.12	\$28.12	\$21.09	\$28.12	\$28.12
Legal clerical and administrative employee, level 3	\$22.28	\$29.70	\$29.70	\$29.70	\$22.28	\$29.70	\$29.70
Legal clerical and administrative employee, level 4	\$23.40	\$31.20	\$31.20	\$31.20	\$23.40	\$31.20	\$31.20
Legal clerical and administrative employee, level 5	\$24.35	\$32.46	\$32.46	\$32.46	\$24.35	\$32.46	\$32.46
Law graduate, level 5	\$24.35	\$32.46	\$32.46	\$32.46	\$24.35	\$32.46	\$32.46
Law clerk, level 6	\$25.80	\$34.40	\$34.40	\$34.40	\$25.80	\$34.40	\$34.40

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$33.70	\$26.96	\$20.22	\$26.96	\$26.96	\$20.22	\$26.96	\$26.96
Legal clerical and administrative employee, level 2	\$35.15	\$28.12	\$21.09	\$28.12	\$28.12	\$21.09	\$28.12	\$28.12
Legal clerical and administrative employee, level 3	\$37.13	\$29.70	\$22.28	\$29.70	\$29.70	\$22.28	\$29.70	\$29.70
Legal clerical and administrative employee, level 4	\$39.00	\$31.20	\$23.40	\$31.20	\$31.20	\$23.40	\$31.20	\$31.20
Legal clerical and administrative employee, level 5	\$40.58	\$32.46	\$24.35	\$32.46	\$32.46	\$24.35	\$32.46	\$32.46
Law graduate, level 5	\$40.58	\$32.46	\$24.35	\$32.46	\$32.46	\$24.35	\$32.46	\$32.46
Law clerk, level 6	\$43.00	\$34.40	\$25.80	\$34.40	\$34.40	\$25.80	\$34.40	\$34.40

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$16.18	\$17.80	\$18.61	\$24.27	\$32.36	\$21.03	\$24.27
Legal clerical and administrative employee, level 2	\$16.87	\$18.56	\$19.40	\$25.31	\$33.74	\$21.93	\$25.31
Legal clerical and administrative employee, level 3	\$17.82	\$19.60	\$20.49	\$26.73	\$35.64	\$23.17	\$26.73
Legal clerical and administrative employee, level 4	\$18.71	\$20.58	\$21.52	\$28.07	\$37.42	\$24.32	\$28.07
Legal clerical and administrative employee, level 5	\$19.47	\$21.42	\$22.39	\$29.21	\$38.94	\$25.31	\$29.21
Law graduate, level 5	\$19.47	\$21.42	\$22.39	\$29.21	\$38.94	\$25.31	\$29.21
Law clerk, level 6	\$20.64	\$22.70	\$23.74	\$30.96	\$41.28	\$26.83	\$30.96

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$24.27	\$32.36	\$32.36	\$32.36	\$32.36	\$32.36	\$40.45
Legal clerical and administrative employee, level 2	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74	\$42.18
Legal clerical and administrative employee, level 3	\$26.73	\$35.64	\$35.64	\$35.64	\$35.64	\$35.64	\$44.55

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$28.07	\$37.42	\$37.42	\$37.42	\$37.42	\$37.42	\$46.78
Legal clerical and administrative employee, level 5	\$29.21	\$38.94	\$38.94	\$38.94	\$38.94	\$38.94	\$48.68
Law graduate, level 5	\$29.21	\$38.94	\$38.94	\$38.94	\$38.94	\$38.94	\$48.68
Law clerk, level 6	\$30.96	\$41.28	\$41.28	\$41.28	\$41.28	\$41.28	\$51.60

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$24.27	\$32.36	\$32.36	\$32.36	\$24.27	\$32.36	\$32.36
Legal clerical and administrative employee, level 2	\$25.31	\$33.74	\$33.74	\$33.74	\$25.31	\$33.74	\$33.74
Legal clerical and administrative employee, level 3	\$26.73	\$35.64	\$35.64	\$35.64	\$26.73	\$35.64	\$35.64
Legal clerical and administrative employee, level 4	\$28.07	\$37.42	\$37.42	\$37.42	\$28.07	\$37.42	\$37.42
Legal clerical and administrative employee, level 5	\$29.21	\$38.94	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Law graduate, level 5	\$29.21	\$38.94	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Law clerk, level 6	\$30.96	\$41.28	\$41.28	\$41.28	\$30.96	\$41.28	\$41.28

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$40.45	\$32.36	\$24.27	\$32.36	\$32.36	\$24.27	\$32.36	\$32.36
Legal clerical and administrative employee, level 2	\$42.18	\$33.74	\$25.31	\$33.74	\$33.74	\$25.31	\$33.74	\$33.74
Legal clerical and administrative employee, level 3	\$44.55	\$35.64	\$26.73	\$35.64	\$35.64	\$26.73	\$35.64	\$35.64
Legal clerical and administrative employee, level 4	\$46.78	\$37.42	\$28.07	\$37.42	\$37.42	\$28.07	\$37.42	\$37.42
Legal clerical and administrative employee, level 5	\$48.68	\$38.94	\$29.21	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Law graduate, level 5	\$48.68	\$38.94	\$29.21	\$38.94	\$38.94	\$29.21	\$38.94	\$38.94
Law clerk, level 6	\$51.60	\$41.28	\$30.96	\$41.28	\$41.28	\$30.96	\$41.28	\$41.28



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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$18.87	\$20.76	\$21.70	\$28.31	\$37.74	\$24.53	\$28.31
Legal clerical and administrative employee, level 2	\$19.68	\$21.65	\$22.63	\$29.52	\$39.36	\$25.58	\$29.52
Legal clerical and administrative employee, level 3	\$20.79	\$22.87	\$23.91	\$31.19	\$41.58	\$27.03	\$31.19
Legal clerical and administrative employee, level 4	\$21.83	\$24.01	\$25.10	\$32.75	\$43.66	\$28.38	\$32.75
Legal clerical and administrative employee, level 5	\$22.72	\$24.99	\$26.13	\$34.08	\$45.44	\$29.54	\$34.08
Law graduate, level 5	\$22.72	\$24.99	\$26.13	\$34.08	\$45.44	\$29.54	\$34.08
Law clerk, level 6	\$24.08	\$26.49	\$27.69	\$36.12	\$48.16	\$31.30	\$36.12

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74	\$47.18
Legal clerical and administrative employee, level 2	\$29.52	\$39.36	\$39.36	\$39.36	\$39.36	\$39.36	\$49.20
Legal clerical and administrative employee, level 3	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58	\$41.58	\$51.98

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$32.75	\$43.66	\$43.66	\$43.66	\$43.66	\$43.66	\$54.58
Legal clerical and administrative employee, level 5	\$34.08	\$45.44	\$45.44	\$45.44	\$45.44	\$45.44	\$56.80
Law graduate, level 5	\$34.08	\$45.44	\$45.44	\$45.44	\$45.44	\$45.44	\$56.80
Law clerk, level 6	\$36.12	\$48.16	\$48.16	\$48.16	\$48.16	\$48.16	\$60.20

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$28.31	\$37.74	\$37.74	\$37.74	\$28.31	\$37.74	\$37.74
Legal clerical and administrative employee, level 2	\$29.52	\$39.36	\$39.36	\$39.36	\$29.52	\$39.36	\$39.36
Legal clerical and administrative employee, level 3	\$31.19	\$41.58	\$41.58	\$41.58	\$31.19	\$41.58	\$41.58
Legal clerical and administrative employee, level 4	\$32.75	\$43.66	\$43.66	\$43.66	\$32.75	\$43.66	\$43.66
Legal clerical and administrative employee, level 5	\$34.08	\$45.44	\$45.44	\$45.44	\$34.08	\$45.44	\$45.44
Law graduate, level 5	\$34.08	\$45.44	\$45.44	\$45.44	\$34.08	\$45.44	\$45.44
Law clerk, level 6	\$36.12	\$48.16	\$48.16	\$48.16	\$36.12	\$48.16	\$48.16

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$47.18	\$37.74	\$28.31	\$37.74	\$37.74	\$28.31	\$37.74	\$37.74
Legal clerical and administrative employee, level 2	\$49.20	\$39.36	\$29.52	\$39.36	\$39.36	\$29.52	\$39.36	\$39.36
Legal clerical and administrative employee, level 3	\$51.98	\$41.58	\$31.19	\$41.58	\$41.58	\$31.19	\$41.58	\$41.58
Legal clerical and administrative employee, level 4	\$54.58	\$43.66	\$32.75	\$43.66	\$43.66	\$32.75	\$43.66	\$43.66
Legal clerical and administrative employee, level 5	\$56.80	\$45.44	\$34.08	\$45.44	\$45.44	\$34.08	\$45.44	\$45.44
Law graduate, level 5	\$56.80	\$45.44	\$34.08	\$45.44	\$45.44	\$34.08	\$45.44	\$45.44
Law clerk, level 6	\$60.20	\$48.16	\$36.12	\$48.16	\$48.16	\$36.12	\$48.16	\$48.16

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$21.57	\$23.73	\$24.81	\$32.36	\$43.14	\$28.04	\$32.36
Legal clerical and administrative employee, level 2	\$22.50	\$24.75	\$25.88	\$33.75	\$45.00	\$29.25	\$33.75
Legal clerical and administrative employee, level 3	\$23.76	\$26.14	\$27.32	\$35.64	\$47.52	\$30.89	\$35.64
Legal clerical and administrative employee, level 4	\$24.95	\$27.45	\$28.69	\$37.43	\$49.90	\$32.44	\$37.43
Legal clerical and administrative employee, level 5	\$25.96	\$28.56	\$29.85	\$38.94	\$51.92	\$33.75	\$38.94
Law graduate, level 5	\$25.96	\$28.56	\$29.85	\$38.94	\$51.92	\$33.75	\$38.94
Law clerk, level 6	\$27.52	\$30.27	\$31.65	\$41.28	\$55.04	\$35.78	\$41.28

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$32.36	\$43.14	\$43.14	\$43.14	\$43.14	\$43.14	\$53.93
Legal clerical and administrative employee, level 2	\$33.75	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$56.25
Legal clerical and administrative employee, level 3	\$35.64	\$47.52	\$47.52	\$47.52	\$47.52	\$47.52	\$59.40

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$37.43	\$49.90	\$49.90	\$49.90	\$49.90	\$49.90	\$62.38
Legal clerical and administrative employee, level 5	\$38.94	\$51.92	\$51.92	\$51.92	\$51.92	\$51.92	\$64.90
Law graduate, level 5	\$38.94	\$51.92	\$51.92	\$51.92	\$51.92	\$51.92	\$64.90
Law clerk, level 6	\$41.28	\$55.04	\$55.04	\$55.04	\$55.04	\$55.04	\$68.80

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$32.36	\$43.14	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
Legal clerical and administrative employee, level 2	\$33.75	\$45.00	\$45.00	\$45.00	\$33.75	\$45.00	\$45.00
Legal clerical and administrative employee, level 3	\$35.64	\$47.52	\$47.52	\$47.52	\$35.64	\$47.52	\$47.52
Legal clerical and administrative employee, level 4	\$37.43	\$49.90	\$49.90	\$49.90	\$37.43	\$49.90	\$49.90
Legal clerical and administrative employee, level 5	\$38.94	\$51.92	\$51.92	\$51.92	\$38.94	\$51.92	\$51.92
Law graduate, level 5	\$38.94	\$51.92	\$51.92	\$51.92	\$38.94	\$51.92	\$51.92
Law clerk, level 6	\$41.28	\$55.04	\$55.04	\$55.04	\$41.28	\$55.04	\$55.04

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$53.93	\$43.14	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14	\$43.14
Legal clerical and administrative employee, level 2	\$56.25	\$45.00	\$33.75	\$45.00	\$45.00	\$33.75	\$45.00	\$45.00
Legal clerical and administrative employee, level 3	\$59.40	\$47.52	\$35.64	\$47.52	\$47.52	\$35.64	\$47.52	\$47.52
Legal clerical and administrative employee, level 4	\$62.38	\$49.90	\$37.43	\$49.90	\$49.90	\$37.43	\$49.90	\$49.90
Legal clerical and administrative employee, level 5	\$64.90	\$51.92	\$38.94	\$51.92	\$51.92	\$38.94	\$51.92	\$51.92
Law graduate, level 5	\$64.90	\$51.92	\$38.94	\$51.92	\$51.92	\$38.94	\$51.92	\$51.92
Law clerk, level 6	\$68.80	\$55.04	\$41.28	\$55.04	\$55.04	\$41.28	\$55.04	\$55.04

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

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$24.26	\$26.69	\$27.90	\$36.39	\$48.52	\$31.54	\$36.39
Legal clerical and administrative employee, level 2	\$25.31	\$27.84	\$29.11	\$37.97	\$50.62	\$32.90	\$37.97
Legal clerical and administrative employee, level 3	\$26.73	\$29.40	\$30.74	\$40.10	\$53.46	\$34.75	\$40.10
Legal clerical and administrative employee, level 4	\$28.07	\$30.88	\$32.28	\$42.11	\$56.14	\$36.49	\$42.11
Legal clerical and administrative employee, level 5	\$29.21	\$32.13	\$33.59	\$43.82	\$58.42	\$37.97	\$43.82
Law graduate, level 5	\$29.21	\$32.13	\$33.59	\$43.82	\$58.42	\$37.97	\$43.82
Law clerk, level 6	\$30.96	\$34.06	\$35.60	\$46.44	\$61.92	\$40.25	\$46.44

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$36.39	\$48.52	\$48.52	\$48.52	\$48.52	\$48.52	\$60.65
Legal clerical and administrative employee, level 2	\$37.97	\$50.62	\$50.62	\$50.62	\$50.62	\$50.62	\$63.28
Legal clerical and administrative employee, level 3	\$40.10	\$53.46	\$53.46	\$53.46	\$53.46	\$53.46	\$66.83

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$42.11	\$56.14	\$56.14	\$56.14	\$56.14	\$56.14	\$70.18
Legal clerical and administrative employee, level 5	\$43.82	\$58.42	\$58.42	\$58.42	\$58.42	\$58.42	\$73.03
Law graduate, level 5	\$43.82	\$58.42	\$58.42	\$58.42	\$58.42	\$58.42	\$73.03
Law clerk, level 6	\$46.44	\$61.92	\$61.92	\$61.92	\$61.92	\$61.92	\$77.40

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$36.39	\$48.52	\$48.52	\$48.52	\$36.39	\$48.52	\$48.52
Legal clerical and administrative employee, level 2	\$37.97	\$50.62	\$50.62	\$50.62	\$37.97	\$50.62	\$50.62
Legal clerical and administrative employee, level 3	\$40.10	\$53.46	\$53.46	\$53.46	\$40.10	\$53.46	\$53.46
Legal clerical and administrative employee, level 4	\$42.11	\$56.14	\$56.14	\$56.14	\$42.11	\$56.14	\$56.14
Legal clerical and administrative employee, level 5	\$43.82	\$58.42	\$58.42	\$58.42	\$43.82	\$58.42	\$58.42
Law graduate, level 5	\$43.82	\$58.42	\$58.42	\$58.42	\$43.82	\$58.42	\$58.42
Law clerk, level 6	\$46.44	\$61.92	\$61.92	\$61.92	\$46.44	\$61.92	\$61.92



**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$60.65	\$48.52	\$36.39	\$48.52	\$48.52	\$36.39	\$48.52	\$48.52
Legal clerical and administrative employee, level 2	\$63.28	\$50.62	\$37.97	\$50.62	\$50.62	\$37.97	\$50.62	\$50.62
Legal clerical and administrative employee, level 3	\$66.83	\$53.46	\$40.10	\$53.46	\$53.46	\$40.10	\$53.46	\$53.46
Legal clerical and administrative employee, level 4	\$70.18	\$56.14	\$42.11	\$56.14	\$56.14	\$42.11	\$56.14	\$56.14
Legal clerical and administrative employee, level 5	\$73.03	\$58.42	\$43.82	\$58.42	\$58.42	\$43.82	\$58.42	\$58.42
Law graduate, level 5	\$73.03	\$58.42	\$43.82	\$58.42	\$58.42	\$43.82	\$58.42	\$58.42
Law clerk, level 6	\$77.40	\$61.92	\$46.44	\$61.92	\$61.92	\$46.44	\$61.92	\$61.92

## Junior - Casual - Under 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$15.16	\$16.38	\$16.98	\$21.23	\$27.29	\$18.80	\$21.23
Legal clerical and administrative employee, level 2	\$15.81	\$17.08	\$17.71	\$22.14	\$28.46	\$19.61	\$22.14
Legal clerical and administrative employee, level 3	\$16.71	\$18.05	\$18.72	\$23.40	\$30.08	\$20.72	\$23.40
Legal clerical and administrative employee, level 4	\$17.55	\$18.95	\$19.66	\$24.57	\$31.59	\$21.76	\$24.57
Legal clerical and administrative employee, level 5	\$18.25	\$19.71	\$20.44	\$25.55	\$32.85	\$22.63	\$25.55
Law graduate, level 5	\$18.25	\$19.71	\$20.44	\$25.55	\$32.85	\$22.63	\$25.55
Law clerk, level 6	\$19.35	\$20.90	\$21.67	\$27.09	\$34.83	\$23.99	\$27.09

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$21.23	\$27.29	\$27.29	\$27.29	\$27.29	\$27.29	\$33.36
Legal clerical and administrative employee, level 2	\$22.14	\$28.46	\$28.46	\$28.46	\$28.46	\$28.46	\$34.79
Legal clerical and administrative employee, level 3	\$23.40	\$30.08	\$30.08	\$30.08	\$30.08	\$30.08	\$36.77

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$24.57	\$31.59	\$31.59	\$31.59	\$31.59	\$31.59	\$38.61
Legal clerical and administrative employee, level 5	\$25.55	\$32.85	\$32.85	\$32.85	\$32.85	\$32.85	\$40.15
Law graduate, level 5	\$25.55	\$32.85	\$32.85	\$32.85	\$32.85	\$32.85	\$40.15
Law clerk, level 6	\$27.09	\$34.83	\$34.83	\$34.83	\$34.83	\$34.83	\$42.57

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$21.23	\$27.29	\$27.29	\$27.29	\$21.23	\$27.29	\$27.29
Legal clerical and administrative employee, level 2	\$22.14	\$28.46	\$28.46	\$28.46	\$22.14	\$28.46	\$28.46
Legal clerical and administrative employee, level 3	\$23.40	\$30.08	\$30.08	\$30.08	\$23.40	\$30.08	\$30.08
Legal clerical and administrative employee, level 4	\$24.57	\$31.59	\$31.59	\$31.59	\$24.57	\$31.59	\$31.59
Legal clerical and administrative employee, level 5	\$25.55	\$32.85	\$32.85	\$32.85	\$25.55	\$32.85	\$32.85
Law graduate, level 5	\$25.55	\$32.85	\$32.85	\$32.85	\$25.55	\$32.85	\$32.85
Law clerk, level 6	\$27.09	\$34.83	\$34.83	\$34.83	\$27.09	\$34.83	\$34.83

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$33.36	\$27.29	\$21.23	\$21.23	\$27.29	\$27.29
Legal clerical and administrative employee, level 2	\$34.79	\$28.46	\$22.14	\$22.14	\$28.46	\$28.46
Legal clerical and administrative employee, level 3	\$36.77	\$30.08	\$23.40	\$23.40	\$30.08	\$30.08
Legal clerical and administrative employee, level 4	\$38.61	\$31.59	\$24.57	\$24.57	\$31.59	\$31.59
Legal clerical and administrative employee, level 5	\$40.15	\$32.85	\$25.55	\$25.55	\$32.85	\$32.85
Law graduate, level 5	\$40.15	\$32.85	\$25.55	\$25.55	\$32.85	\$32.85
Law clerk, level 6	\$42.57	\$34.83	\$27.09	\$27.09	\$34.83	\$34.83

## Junior - Casual - 16 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$16.85	\$18.20	\$18.87	\$23.59	\$30.33	\$20.89	\$23.59
Legal clerical and administrative employee, level 2	\$17.58	\$18.98	\$19.68	\$24.61	\$31.64	\$21.79	\$24.61
Legal clerical and administrative employee, level 3	\$18.56	\$20.05	\$20.79	\$25.99	\$33.41	\$23.02	\$25.99
Legal clerical and administrative employee, level 4	\$19.50	\$21.06	\$21.84	\$27.30	\$35.10	\$24.18	\$27.30
Legal clerical and administrative employee, level 5	\$20.29	\$21.91	\$22.72	\$28.40	\$36.52	\$25.16	\$28.40
Law graduate, level 5	\$20.29	\$21.91	\$22.72	\$28.40	\$36.52	\$25.16	\$28.40
Law clerk, level 6	\$21.50	\$23.22	\$24.08	\$30.10	\$38.70	\$26.66	\$30.10

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$23.59	\$30.33	\$30.33	\$30.33	\$30.33	\$30.33	\$37.07
Legal clerical and administrative employee, level 2	\$24.61	\$31.64	\$31.64	\$31.64	\$31.64	\$31.64	\$38.67
Legal clerical and administrative employee, level 3	\$25.99	\$33.41	\$33.41	\$33.41	\$33.41	\$33.41	\$40.84

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$27.30	\$35.10	\$35.10	\$35.10	\$35.10	\$35.10	\$42.90
Legal clerical and administrative employee, level 5	\$28.40	\$36.52	\$36.52	\$36.52	\$36.52	\$36.52	\$44.63
Law graduate, level 5	\$28.40	\$36.52	\$36.52	\$36.52	\$36.52	\$36.52	\$44.63
Law clerk, level 6	\$30.10	\$38.70	\$38.70	\$38.70	\$38.70	\$38.70	\$47.30

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$23.59	\$30.33	\$30.33	\$30.33	\$23.59	\$30.33	\$30.33
Legal clerical and administrative employee, level 2	\$24.61	\$31.64	\$31.64	\$31.64	\$24.61	\$31.64	\$31.64
Legal clerical and administrative employee, level 3	\$25.99	\$33.41	\$33.41	\$33.41	\$25.99	\$33.41	\$33.41
Legal clerical and administrative employee, level 4	\$27.30	\$35.10	\$35.10	\$35.10	\$27.30	\$35.10	\$35.10
Legal clerical and administrative employee, level 5	\$28.40	\$36.52	\$36.52	\$36.52	\$28.40	\$36.52	\$36.52
Law graduate, level 5	\$28.40	\$36.52	\$36.52	\$36.52	\$28.40	\$36.52	\$36.52
Law clerk, level 6	\$30.10	\$38.70	\$38.70	\$38.70	\$30.10	\$38.70	\$38.70

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$37.07	\$30.33	\$23.59	\$23.59	\$30.33	\$30.33
Legal clerical and administrative employee, level 2	\$38.67	\$31.64	\$24.61	\$24.61	\$31.64	\$31.64
Legal clerical and administrative employee, level 3	\$40.84	\$33.41	\$25.99	\$25.99	\$33.41	\$33.41
Legal clerical and administrative employee, level 4	\$42.90	\$35.10	\$27.30	\$27.30	\$35.10	\$35.10
Legal clerical and administrative employee, level 5	\$44.63	\$36.52	\$28.40	\$28.40	\$36.52	\$36.52
Law graduate, level 5	\$44.63	\$36.52	\$28.40	\$28.40	\$36.52	\$36.52
Law clerk, level 6	\$47.30	\$38.70	\$30.10	\$30.10	\$38.70	\$38.70

## Junior - Casual - 17 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$20.23	\$21.84	\$22.65	\$28.32	\$36.41	\$25.08	\$28.32
Legal clerical and administrative employee, level 2	\$21.09	\$22.77	\$23.62	\$29.52	\$37.96	\$26.15	\$29.52
Legal clerical and administrative employee, level 3	\$22.28	\$24.06	\$24.95	\$31.19	\$40.10	\$27.62	\$31.19
Legal clerical and administrative employee, level 4	\$23.39	\$25.26	\$26.19	\$32.74	\$42.10	\$29.00	\$32.74
Legal clerical and administrative employee, level 5	\$24.34	\$26.28	\$27.26	\$34.07	\$43.81	\$30.18	\$34.07
Law graduate, level 5	\$24.34	\$26.28	\$27.26	\$34.07	\$43.81	\$30.18	\$34.07
Law clerk, level 6	\$25.80	\$27.86	\$28.90	\$36.12	\$46.44	\$31.99	\$36.12

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$28.32	\$36.41	\$36.41	\$36.41	\$36.41	\$36.41	\$44.50
Legal clerical and administrative employee, level 2	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96	\$46.39
Legal clerical and administrative employee, level 3	\$31.19	\$40.10	\$40.10	\$40.10	\$40.10	\$40.10	\$49.01



<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$32.74	\$42.10	\$42.10	\$42.10	\$42.10	\$42.10	\$51.45
Legal clerical and administrative employee, level 5	\$34.07	\$43.81	\$43.81	\$43.81	\$43.81	\$43.81	\$53.54
Law graduate, level 5	\$34.07	\$43.81	\$43.81	\$43.81	\$43.81	\$43.81	\$53.54
Law clerk, level 6	\$36.12	\$46.44	\$46.44	\$46.44	\$46.44	\$46.44	\$56.76

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$28.32	\$36.41	\$36.41	\$36.41	\$28.32	\$36.41	\$36.41
Legal clerical and administrative employee, level 2	\$29.52	\$37.96	\$37.96	\$37.96	\$29.52	\$37.96	\$37.96
Legal clerical and administrative employee, level 3	\$31.19	\$40.10	\$40.10	\$40.10	\$31.19	\$40.10	\$40.10
Legal clerical and administrative employee, level 4	\$32.74	\$42.10	\$42.10	\$42.10	\$32.74	\$42.10	\$42.10
Legal clerical and administrative employee, level 5	\$34.07	\$43.81	\$43.81	\$43.81	\$34.07	\$43.81	\$43.81
Law graduate, level 5	\$34.07	\$43.81	\$43.81	\$43.81	\$34.07	\$43.81	\$43.81
Law clerk, level 6	\$36.12	\$46.44	\$46.44	\$46.44	\$36.12	\$46.44	\$46.44

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$44.50	\$36.41	\$28.32	\$28.32	\$36.41	\$36.41
Legal clerical and administrative employee, level 2	\$46.39	\$37.96	\$29.52	\$29.52	\$37.96	\$37.96
Legal clerical and administrative employee, level 3	\$49.01	\$40.10	\$31.19	\$31.19	\$40.10	\$40.10
Legal clerical and administrative employee, level 4	\$51.45	\$42.10	\$32.74	\$32.74	\$42.10	\$42.10
Legal clerical and administrative employee, level 5	\$53.54	\$43.81	\$34.07	\$34.07	\$43.81	\$43.81
Law graduate, level 5	\$53.54	\$43.81	\$34.07	\$34.07	\$43.81	\$43.81
Law clerk, level 6	\$56.76	\$46.44	\$36.12	\$36.12	\$46.44	\$46.44

## Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$23.59	\$25.47	\$26.42	\$33.02	\$42.46	\$29.25	\$33.02
Legal clerical and administrative employee, level 2	\$24.60	\$26.57	\$27.55	\$34.44	\$44.28	\$30.50	\$34.44
Legal clerical and administrative employee, level 3	\$25.99	\$28.07	\$29.11	\$36.38	\$46.78	\$32.22	\$36.38
Legal clerical and administrative employee, level 4	\$27.29	\$29.47	\$30.56	\$38.20	\$49.12	\$33.84	\$38.20
Legal clerical and administrative employee, level 5	\$28.40	\$30.67	\$31.81	\$39.76	\$51.12	\$35.22	\$39.76
Law graduate, level 5	\$28.40	\$30.67	\$31.81	\$39.76	\$51.12	\$35.22	\$39.76
Law clerk, level 6	\$30.10	\$32.51	\$33.71	\$42.14	\$54.18	\$37.32	\$42.14

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$33.02	\$42.46	\$42.46	\$42.46	\$42.46	\$42.46	\$51.89
Legal clerical and administrative employee, level 2	\$34.44	\$44.28	\$44.28	\$44.28	\$44.28	\$44.28	\$54.12
Legal clerical and administrative employee, level 3	\$36.38	\$46.78	\$46.78	\$46.78	\$46.78	\$46.78	\$57.17

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$38.20	\$49.12	\$49.12	\$49.12	\$49.12	\$49.12	\$60.03
Legal clerical and administrative employee, level 5	\$39.76	\$51.12	\$51.12	\$51.12	\$51.12	\$51.12	\$62.48
Law graduate, level 5	\$39.76	\$51.12	\$51.12	\$51.12	\$51.12	\$51.12	\$62.48
Law clerk, level 6	\$42.14	\$54.18	\$54.18	\$54.18	\$54.18	\$54.18	\$66.22

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$33.02	\$42.46	\$42.46	\$42.46	\$33.02	\$42.46	\$42.46
Legal clerical and administrative employee, level 2	\$34.44	\$44.28	\$44.28	\$44.28	\$34.44	\$44.28	\$44.28
Legal clerical and administrative employee, level 3	\$36.38	\$46.78	\$46.78	\$46.78	\$36.38	\$46.78	\$46.78
Legal clerical and administrative employee, level 4	\$38.20	\$49.12	\$49.12	\$49.12	\$38.20	\$49.12	\$49.12
Legal clerical and administrative employee, level 5	\$39.76	\$51.12	\$51.12	\$51.12	\$39.76	\$51.12	\$51.12
Law graduate, level 5	\$39.76	\$51.12	\$51.12	\$51.12	\$39.76	\$51.12	\$51.12
Law clerk, level 6	\$42.14	\$54.18	\$54.18	\$54.18	\$42.14	\$54.18	\$54.18

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$51.89	\$42.46	\$33.02	\$33.02	\$42.46	\$42.46
Legal clerical and administrative employee, level 2	\$54.12	\$44.28	\$34.44	\$34.44	\$44.28	\$44.28
Legal clerical and administrative employee, level 3	\$57.17	\$46.78	\$36.38	\$36.38	\$46.78	\$46.78
Legal clerical and administrative employee, level 4	\$60.03	\$49.12	\$38.20	\$38.20	\$49.12	\$49.12
Legal clerical and administrative employee, level 5	\$62.48	\$51.12	\$39.76	\$39.76	\$51.12	\$51.12
Law graduate, level 5	\$62.48	\$51.12	\$39.76	\$39.76	\$51.12	\$51.12
Law clerk, level 6	\$66.22	\$54.18	\$42.14	\$42.14	\$54.18	\$54.18

## Junior - Casual - 19 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$26.96	\$29.12	\$30.20	\$37.75	\$48.53	\$33.43	\$37.75
Legal clerical and administrative employee, level 2	\$28.13	\$30.38	\$31.50	\$39.38	\$50.63	\$34.88	\$39.38
Legal clerical and administrative employee, level 3	\$29.70	\$32.08	\$33.26	\$41.58	\$53.46	\$36.83	\$41.58
Legal clerical and administrative employee, level 4	\$31.19	\$33.68	\$34.93	\$43.66	\$56.14	\$38.67	\$43.66
Legal clerical and administrative employee, level 5	\$32.45	\$35.05	\$36.34	\$45.43	\$58.41	\$40.24	\$45.43
Law graduate, level 5	\$32.45	\$35.05	\$36.34	\$45.43	\$58.41	\$40.24	\$45.43
Law clerk, level 6	\$34.40	\$37.15	\$38.53	\$48.16	\$61.92	\$42.66	\$48.16

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$37.75	\$48.53	\$48.53	\$48.53	\$48.53	\$48.53	\$59.32
Legal clerical and administrative employee, level 2	\$39.38	\$50.63	\$50.63	\$50.63	\$50.63	\$50.63	\$61.88
Legal clerical and administrative employee, level 3	\$41.58	\$53.46	\$53.46	\$53.46	\$53.46	\$53.46	\$65.34

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$43.66	\$56.14	\$56.14	\$56.14	\$56.14	\$56.14	\$68.61
Legal clerical and administrative employee, level 5	\$45.43	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$71.39
Law graduate, level 5	\$45.43	\$58.41	\$58.41	\$58.41	\$58.41	\$58.41	\$71.39
Law clerk, level 6	\$48.16	\$61.92	\$61.92	\$61.92	\$61.92	\$61.92	\$75.68

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$37.75	\$48.53	\$48.53	\$48.53	\$37.75	\$48.53	\$48.53
Legal clerical and administrative employee, level 2	\$39.38	\$50.63	\$50.63	\$50.63	\$39.38	\$50.63	\$50.63
Legal clerical and administrative employee, level 3	\$41.58	\$53.46	\$53.46	\$53.46	\$41.58	\$53.46	\$53.46
Legal clerical and administrative employee, level 4	\$43.66	\$56.14	\$56.14	\$56.14	\$43.66	\$56.14	\$56.14
Legal clerical and administrative employee, level 5	\$45.43	\$58.41	\$58.41	\$58.41	\$45.43	\$58.41	\$58.41
Law graduate, level 5	\$45.43	\$58.41	\$58.41	\$58.41	\$45.43	\$58.41	\$58.41
Law clerk, level 6	\$48.16	\$61.92	\$61.92	\$61.92	\$48.16	\$61.92	\$61.92

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$59.32	\$48.53	\$37.75	\$37.75	\$48.53	\$48.53
Legal clerical and administrative employee, level 2	\$61.88	\$50.63	\$39.38	\$39.38	\$50.63	\$50.63
Legal clerical and administrative employee, level 3	\$65.34	\$53.46	\$41.58	\$41.58	\$53.46	\$53.46
Legal clerical and administrative employee, level 4	\$68.61	\$56.14	\$43.66	\$43.66	\$56.14	\$56.14
Legal clerical and administrative employee, level 5	\$71.39	\$58.41	\$45.43	\$45.43	\$58.41	\$58.41
Law graduate, level 5	\$71.39	\$58.41	\$45.43	\$45.43	\$58.41	\$58.41
Law clerk, level 6	\$75.68	\$61.92	\$48.16	\$48.16	\$61.92	\$61.92



## Junior - Casual - 20 years

Table 1 of 4

Classification	Hourly pay rate	Early morning shift	Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours	Permanent night shift	Saturday - all shiftworkers
Legal clerical and administrative employee, level 1	\$30.33	\$32.75	\$33.96	\$42.46	\$54.59	\$37.60	\$42.46
Legal clerical and administrative employee, level 2	\$31.64	\$34.17	\$35.43	\$44.29	\$56.95	\$39.23	\$44.29
Legal clerical and administrative employee, level 3	\$33.41	\$36.09	\$37.42	\$46.78	\$60.14	\$41.43	\$46.78
Legal clerical and administrative employee, level 4	\$35.09	\$37.89	\$39.30	\$49.12	\$63.16	\$43.51	\$49.12
Legal clerical and administrative employee, level 5	\$36.51	\$39.43	\$40.89	\$51.12	\$65.72	\$45.28	\$51.12
Law graduate, level 5	\$36.51	\$39.43	\$40.89	\$51.12	\$65.72	\$45.28	\$51.12
Law clerk, level 6	\$38.70	\$41.80	\$43.34	\$54.18	\$69.66	\$47.99	\$54.18

Table 2 of 4

Classification	Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers	Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers	Overtime - Saturday after 12 noon - other than continuous shiftworkers	Sunday - shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Public holiday - continuous shiftworkers	Public holiday - other than continuous shiftworkers
Legal clerical and administrative employee, level 1	\$42.46	\$54.59	\$54.59	\$54.59	\$54.59	\$54.59	\$66.72
Legal clerical and administrative employee, level 2	\$44.29	\$56.95	\$56.95	\$56.95	\$56.95	\$56.95	\$69.60
Legal clerical and administrative employee, level 3	\$46.78	\$60.14	\$60.14	\$60.14	\$60.14	\$60.14	\$73.51

<b>Classification</b>	<b>Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Saturday after 12 noon - other than continuous shiftworkers</b>	<b>Sunday - shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Public holiday - other than continuous shiftworkers</b>
Legal clerical and administrative employee, level 4	\$49.12	\$63.16	\$63.16	\$63.16	\$63.16	\$63.16	\$77.19
Legal clerical and administrative employee, level 5	\$51.12	\$65.72	\$65.72	\$65.72	\$65.72	\$65.72	\$80.33
Law graduate, level 5	\$51.12	\$65.72	\$65.72	\$65.72	\$65.72	\$65.72	\$80.33
Law clerk, level 6	\$54.18	\$69.66	\$69.66	\$69.66	\$69.66	\$69.66	\$85.14

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers</b>	<b>Overtime - any day - continuous shiftworkers</b>	<b>Overtime - not relieved for RDO - shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers</b>	<b>Working on an RDO - Sunday</b>
Legal clerical and administrative employee, level 1	\$42.46	\$54.59	\$54.59	\$54.59	\$42.46	\$54.59	\$54.59
Legal clerical and administrative employee, level 2	\$44.29	\$56.95	\$56.95	\$56.95	\$44.29	\$56.95	\$56.95
Legal clerical and administrative employee, level 3	\$46.78	\$60.14	\$60.14	\$60.14	\$46.78	\$60.14	\$60.14
Legal clerical and administrative employee, level 4	\$49.12	\$63.16	\$63.16	\$63.16	\$49.12	\$63.16	\$63.16
Legal clerical and administrative employee, level 5	\$51.12	\$65.72	\$65.72	\$65.72	\$51.12	\$65.72	\$65.72
Law graduate, level 5	\$51.12	\$65.72	\$65.72	\$65.72	\$51.12	\$65.72	\$65.72
Law clerk, level 6	\$54.18	\$69.66	\$69.66	\$69.66	\$54.18	\$69.66	\$69.66

**Table 4 of 4**

<b>Classification</b>	<b>Working on an RDO - public holiday</b>	<b>Working on an RDO - Monday to Saturday - continuous shiftworkers</b>	<b>Delayed meal break</b>	<b>Overtime - call back - first 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - after 3 hours - not continuous shiftworkers</b>	<b>Overtime - call back - continuous shiftworkers</b>
Legal clerical and administrative employee, level 1	\$66.72	\$54.59	\$42.46	\$42.46	\$54.59	\$54.59
Legal clerical and administrative employee, level 2	\$69.60	\$56.95	\$44.29	\$44.29	\$56.95	\$56.95
Legal clerical and administrative employee, level 3	\$73.51	\$60.14	\$46.78	\$46.78	\$60.14	\$60.14
Legal clerical and administrative employee, level 4	\$77.19	\$63.16	\$49.12	\$49.12	\$63.16	\$63.16
Legal clerical and administrative employee, level 5	\$80.33	\$65.72	\$51.12	\$51.12	\$65.72	\$65.72
Law graduate, level 5	\$80.33	\$65.72	\$51.12	\$51.12	\$65.72	\$65.72
Law clerk, level 6	\$85.14	\$69.66	\$54.18	\$54.18	\$69.66	\$69.66

## Allowances

Allowances	Rate
Living away from home allowance - board and lodging	payment to cover all reasonable expenses for board and lodging
Living away from home - fares allowance	payment to cover all fares to and from the temporary place of work
Living away from home - travelling time allowance	payment at the minimum hourly rate with a maximum payment of 8 hours in each 24 hour period
Meal allowance	\$19.93 for the first meal and \$15.89 for an extra meal
Uniform or special clothing allowance	\$3.65 per week
Protective clothing reimbursement	reimbursement for the cost of uniforms and/or protective clothing
Standing by allowance	payment at the minimum hourly rate for time spent standing by
Transport after overtime reimbursement	reimbursement for the cost of transport to return home
Vehicle allowance - motor car	\$0.98 per km
Vehicle allowance - motorcycle	\$0.33 per km