

Pay Guide - General Retail Industry Award

[MA000004]

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Rates of pay

Adult

Full-time & part-time

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| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$703.90 | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Retail employee level 2 | \$720.70 | \$18.97 | \$23.71 | \$23.71 | \$37.94 | \$47.43 |
| Retail employee level 3 | \$731.90 | \$19.26 | \$24.08 | \$24.08 | \$38.52 | \$48.15 |
| Retail employee level 4 | \$746.20 | \$19.64 | \$24.55 | \$24.55 | \$39.28 | \$49.10 |
| Retail employee level 5 | \$776.90 | \$20.44 | \$25.55 | \$25.55 | \$40.88 | \$51.10 |
| Retail employee level 6 | \$788.20 | \$20.74 | \$25.93 | \$25.93 | \$41.48 | \$51.85 |
| Retail employee level 7 | \$827.60 | \$21.78 | \$27.23 | \$27.23 | \$43.56 | \$54.45 |
| Retail employee level 8 | \$861.30 | \$22.67 | \$28.34 | \$28.34 | \$45.34 | \$56.68 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Retail employee level 2 | \$24.66 | \$21.34 | \$24.66 | \$28.46 | \$37.94 |
| Retail employee level 3 | \$25.04 | \$21.67 | \$25.04 | \$28.89 | \$38.52 |
| Retail employee level 4 | \$25.53 | \$22.10 | \$25.53 | \$29.46 | \$39.28 |
| Retail employee level 5 | \$26.57 | \$23.00 | \$26.57 | \$30.66 | \$40.88 |
| Retail employee level 6 | \$26.96 | \$23.33 | \$26.96 | \$31.11 | \$41.48 |
| Retail employee level 7 | \$28.31 | \$24.50 | \$28.31 | \$32.67 | \$43.56 |
| Retail employee level 8 | \$29.47 | \$25.50 | \$29.47 | \$34.01 | \$45.34 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Retail employee level 2 | \$47.43 | \$28.46 | \$37.94 | \$37.94 | \$47.43 |
| Retail employee level 3 | \$48.15 | \$28.89 | \$38.52 | \$38.52 | \$48.15 |
| Retail employee level 4 | \$49.10 | \$29.46 | \$39.28 | \$39.28 | \$49.10 |
| Retail employee level 5 | \$51.10 | \$30.66 | \$40.88 | \$40.88 | \$51.10 |
| Retail employee level 6 | \$51.85 | \$31.11 | \$41.48 | \$41.48 | \$51.85 |
| Retail employee level 7 | \$54.45 | \$32.67 | \$43.56 | \$43.56 | \$54.45 |
| Retail employee level 8 | \$56.68 | \$34.01 | \$45.34 | \$45.34 | \$56.68 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$23.15 | \$25.00 | \$37.04 | \$50.93 | \$28.71 |
| Retail employee level 2 | \$23.71 | \$25.61 | \$37.94 | \$52.17 | \$29.40 |
| Retail employee level 3 | \$24.08 | \$26.00 | \$38.52 | \$52.97 | \$29.85 |
| Retail employee level 4 | \$24.55 | \$26.51 | \$39.28 | \$54.01 | \$30.44 |
| Retail employee level 5 | \$25.55 | \$27.59 | \$40.88 | \$56.21 | \$31.68 |
| Retail employee level 6 | \$25.93 | \$28.00 | \$41.48 | \$57.04 | \$32.15 |
| Retail employee level 7 | \$27.23 | \$29.40 | \$43.56 | \$59.90 | \$33.76 |
| Retail employee level 8 | \$28.34 | \$30.60 | \$45.34 | \$62.34 | \$35.14 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$25.47 | \$28.71 | \$32.41 | \$41.67 | \$50.93 |
| Retail employee level 2 | \$26.08 | \$29.40 | \$33.20 | \$42.68 | \$52.17 |
| Retail employee level 3 | \$26.48 | \$29.85 | \$33.71 | \$43.34 | \$52.97 |
| Retail employee level 4 | \$27.01 | \$30.44 | \$34.37 | \$44.19 | \$54.01 |
| Retail employee level 5 | \$28.11 | \$31.68 | \$35.77 | \$45.99 | \$56.21 |
| Retail employee level 6 | \$28.52 | \$32.15 | \$36.30 | \$46.67 | \$57.04 |
| Retail employee level 7 | \$29.95 | \$33.76 | \$38.12 | \$49.01 | \$59.90 |
| Retail employee level 8 | \$31.17 | \$35.14 | \$39.67 | \$51.01 | \$62.34 |

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$316.76 | \$8.34 | \$10.43 | \$10.43 | \$16.68 | \$20.85 |
| Retail employee level 2 | \$324.32 | \$8.53 | \$10.66 | \$10.66 | \$17.06 | \$21.33 |
| Retail employee level 3 | \$329.36 | \$8.67 | \$10.84 | \$10.84 | \$17.34 | \$21.68 |
| Retail employee level 4 | \$335.79 | \$8.84 | \$11.05 | \$11.05 | \$17.68 | \$22.10 |
| Retail employee level 5 | \$349.61 | \$9.20 | \$11.50 | \$11.50 | \$18.40 | \$23.00 |
| Retail employee level 6 | \$354.69 | \$9.33 | \$11.66 | \$11.66 | \$18.66 | \$23.33 |
| Retail employee level 7 | \$372.42 | \$9.80 | \$12.25 | \$12.25 | \$19.60 | \$24.50 |
| Retail employee level 8 | \$387.59 | \$10.20 | \$12.75 | \$12.75 | \$20.40 | \$25.50 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$10.84 | \$9.38 | \$10.84 | \$12.51 | \$16.68 |
| Retail employee level 2 | \$11.09 | \$9.60 | \$11.09 | \$12.80 | \$17.06 |
| Retail employee level 3 | \$11.27 | \$9.75 | \$11.27 | \$13.01 | \$17.34 |
| Retail employee level 4 | \$11.49 | \$9.95 | \$11.49 | \$13.26 | \$17.68 |
| Retail employee level 5 | \$11.96 | \$10.35 | \$11.96 | \$13.80 | \$18.40 |
| Retail employee level 6 | \$12.13 | \$10.50 | \$12.13 | \$14.00 | \$18.66 |
| Retail employee level 7 | \$12.74 | \$11.03 | \$12.74 | \$14.70 | \$19.60 |
| Retail employee level 8 | \$13.26 | \$11.48 | \$13.26 | \$15.30 | \$20.40 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$20.85 | \$12.51 | \$16.68 | \$16.68 | \$20.85 |
| Retail employee level 2 | \$21.33 | \$12.80 | \$17.06 | \$17.06 | \$21.33 |
| Retail employee level 3 | \$21.68 | \$13.01 | \$17.34 | \$17.34 | \$21.68 |
| Retail employee level 4 | \$22.10 | \$13.26 | \$17.68 | \$17.68 | \$22.10 |
| Retail employee level 5 | \$23.00 | \$13.80 | \$18.40 | \$18.40 | \$23.00 |
| Retail employee level 6 | \$23.33 | \$14.00 | \$18.66 | \$18.66 | \$23.33 |
| Retail employee level 7 | \$24.50 | \$14.70 | \$19.60 | \$19.60 | \$24.50 |
| Retail employee level 8 | \$25.50 | \$15.30 | \$20.40 | \$20.40 | \$25.50 |

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$351.95 | \$9.26 | \$11.58 | \$11.58 | \$18.52 | \$23.15 |
| Retail employee level 2 | \$360.35 | \$9.48 | \$11.85 | \$11.85 | \$18.96 | \$23.70 |
| Retail employee level 3 | \$365.95 | \$9.63 | \$12.04 | \$12.04 | \$19.26 | \$24.08 |
| Retail employee level 4 | \$373.10 | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Retail employee level 5 | \$388.45 | \$10.22 | \$12.78 | \$12.78 | \$20.44 | \$25.55 |
| Retail employee level 6 | \$394.10 | \$10.37 | \$12.96 | \$12.96 | \$20.74 | \$25.93 |
| Retail employee level 7 | \$413.80 | \$10.89 | \$13.61 | \$13.61 | \$21.78 | \$27.23 |
| Retail employee level 8 | \$430.65 | \$11.33 | \$14.16 | \$14.16 | \$22.66 | \$28.33 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$12.04 | \$10.42 | \$12.04 | \$13.89 | \$18.52 |
| Retail employee level 2 | \$12.32 | \$10.67 | \$12.32 | \$14.22 | \$18.96 |
| Retail employee level 3 | \$12.52 | \$10.83 | \$12.52 | \$14.45 | \$19.26 |
| Retail employee level 4 | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Retail employee level 5 | \$13.29 | \$11.50 | \$13.29 | \$15.33 | \$20.44 |
| Retail employee level 6 | \$13.48 | \$11.67 | \$13.48 | \$15.56 | \$20.74 |
| Retail employee level 7 | \$14.16 | \$12.25 | \$14.16 | \$16.34 | \$21.78 |
| Retail employee level 8 | \$14.73 | \$12.75 | \$14.73 | \$17.00 | \$22.66 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$23.15 | \$13.89 | \$18.52 | \$18.52 | \$23.15 |
| Retail employee level 2 | \$23.70 | \$14.22 | \$18.96 | \$18.96 | \$23.70 |
| Retail employee level 3 | \$24.08 | \$14.45 | \$19.26 | \$19.26 | \$24.08 |
| Retail employee level 4 | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Retail employee level 5 | \$25.55 | \$15.33 | \$20.44 | \$20.44 | \$25.55 |
| Retail employee level 6 | \$25.93 | \$15.56 | \$20.74 | \$20.74 | \$25.93 |
| Retail employee level 7 | \$27.23 | \$16.34 | \$21.78 | \$21.78 | \$27.23 |
| Retail employee level 8 | \$28.33 | \$17.00 | \$22.66 | \$22.66 | \$28.33 |

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Retail employee level 1 | \$422.34 | \$11.11 | \$13.89 | \$13.89 | \$22.22 | \$27.78 |
| Retail employee level 2 | \$432.42 | \$11.38 | \$14.23 | \$14.23 | \$22.76 | \$28.45 |
| Retail employee level 3 | \$439.14 | \$11.56 | \$14.45 | \$14.45 | \$23.12 | \$28.90 |
| Retail employee level 4 | \$447.72 | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Retail employee level 5 | \$466.14 | \$12.27 | \$15.34 | \$15.34 | \$24.54 | \$30.68 |
| Retail employee level 6 | \$472.92 | \$12.45 | \$15.56 | \$15.56 | \$24.90 | \$31.13 |
| Retail employee level 7 | \$496.56 | \$13.07 | \$16.34 | \$16.34 | \$26.14 | \$32.68 |
| Retail employee level 8 | \$516.78 | \$13.60 | \$17.00 | \$17.00 | \$27.20 | \$34.00 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|-------------------------|-----------------------|
| Retail employee level 1 | \$14.44 | \$12.50 | \$14.44 | \$16.67 | \$22.22 |
| Retail employee level 2 | \$14.79 | \$12.80 | \$14.79 | \$17.07 | \$22.76 |
| Retail employee level 3 | \$15.03 | \$13.01 | \$15.03 | \$17.34 | \$23.12 |
| Retail employee level 4 | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Retail employee level 5 | \$15.95 | \$13.80 | \$15.95 | \$18.41 | \$24.54 |
| Retail employee level 6 | \$16.19 | \$14.01 | \$16.19 | \$18.68 | \$24.90 |
| Retail employee level 7 | \$16.99 | \$14.70 | \$16.99 | \$19.61 | \$26.14 |
| Retail employee level 8 | \$17.68 | \$15.30 | \$17.68 | \$20.40 | \$27.20 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$27.78 | \$16.67 | \$22.22 | \$22.22 | \$27.78 |
| Retail employee level 2 | \$28.45 | \$17.07 | \$22.76 | \$22.76 | \$28.45 |
| Retail employee level 3 | \$28.90 | \$17.34 | \$23.12 | \$23.12 | \$28.90 |
| Retail employee level 4 | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Retail employee level 5 | \$30.68 | \$18.41 | \$24.54 | \$24.54 | \$30.68 |
| Retail employee level 6 | \$31.13 | \$18.68 | \$24.90 | \$24.90 | \$31.13 |
| Retail employee level 7 | \$32.68 | \$19.61 | \$26.14 | \$26.14 | \$32.68 |
| Retail employee level 8 | \$34.00 | \$20.40 | \$27.20 | \$27.20 | \$34.00 |

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$492.73 | \$12.97 | \$16.21 | \$16.21 | \$25.94 | \$32.43 |
| Retail employee level 2 | \$504.49 | \$13.28 | \$16.60 | \$16.60 | \$26.56 | \$33.20 |
| Retail employee level 3 | \$512.33 | \$13.48 | \$16.85 | \$16.85 | \$26.96 | \$33.70 |
| Retail employee level 4 | \$522.34 | \$13.75 | \$17.19 | \$17.19 | \$27.50 | \$34.38 |
| Retail employee level 5 | \$543.83 | \$14.31 | \$17.89 | \$17.89 | \$28.62 | \$35.78 |
| Retail employee level 6 | \$551.74 | \$14.52 | \$18.15 | \$18.15 | \$29.04 | \$36.30 |
| Retail employee level 7 | \$579.32 | \$15.25 | \$19.06 | \$19.06 | \$30.50 | \$38.13 |
| Retail employee level 8 | \$602.91 | \$15.87 | \$19.84 | \$19.84 | \$31.74 | \$39.68 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$16.86 | \$14.59 | \$16.86 | \$19.46 | \$25.94 |
| Retail employee level 2 | \$17.26 | \$14.94 | \$17.26 | \$19.92 | \$26.56 |
| Retail employee level 3 | \$17.52 | \$15.17 | \$17.52 | \$20.22 | \$26.96 |
| Retail employee level 4 | \$17.88 | \$15.47 | \$17.88 | \$20.63 | \$27.50 |
| Retail employee level 5 | \$18.60 | \$16.10 | \$18.60 | \$21.47 | \$28.62 |
| Retail employee level 6 | \$18.88 | \$16.34 | \$18.88 | \$21.78 | \$29.04 |
| Retail employee level 7 | \$19.83 | \$17.16 | \$19.83 | \$22.88 | \$30.50 |
| Retail employee level 8 | \$20.63 | \$17.85 | \$20.63 | \$23.81 | \$31.74 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$32.43 | \$19.46 | \$25.94 | \$25.94 | \$32.43 |
| Retail employee level 2 | \$33.20 | \$19.92 | \$26.56 | \$26.56 | \$33.20 |
| Retail employee level 3 | \$33.70 | \$20.22 | \$26.96 | \$26.96 | \$33.70 |
| Retail employee level 4 | \$34.38 | \$20.63 | \$27.50 | \$27.50 | \$34.38 |
| Retail employee level 5 | \$35.78 | \$21.47 | \$28.62 | \$28.62 | \$35.78 |
| Retail employee level 6 | \$36.30 | \$21.78 | \$29.04 | \$29.04 | \$36.30 |
| Retail employee level 7 | \$38.13 | \$22.88 | \$30.50 | \$30.50 | \$38.13 |
| Retail employee level 8 | \$39.68 | \$23.81 | \$31.74 | \$31.74 | \$39.68 |

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

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$563.12 | \$14.82 | \$18.53 | \$18.53 | \$29.64 | \$37.05 |
| Retail employee level 2 | \$576.56 | \$15.17 | \$18.96 | \$18.96 | \$30.34 | \$37.93 |
| Retail employee level 3 | \$585.52 | \$15.41 | \$19.26 | \$19.26 | \$30.82 | \$38.53 |
| Retail employee level 4 | \$596.96 | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Retail employee level 5 | \$621.52 | \$16.36 | \$20.45 | \$20.45 | \$32.72 | \$40.90 |
| Retail employee level 6 | \$630.56 | \$16.59 | \$20.74 | \$20.74 | \$33.18 | \$41.48 |
| Retail employee level 7 | \$662.08 | \$17.42 | \$21.78 | \$21.78 | \$34.84 | \$43.55 |
| Retail employee level 8 | \$689.04 | \$18.13 | \$22.66 | \$22.66 | \$36.26 | \$45.33 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$19.27 | \$16.67 | \$19.27 | \$22.23 | \$29.64 |
| Retail employee level 2 | \$19.72 | \$17.07 | \$19.72 | \$22.76 | \$30.34 |
| Retail employee level 3 | \$20.03 | \$17.34 | \$20.03 | \$23.12 | \$30.82 |
| Retail employee level 4 | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Retail employee level 5 | \$21.27 | \$18.41 | \$21.27 | \$24.54 | \$32.72 |
| Retail employee level 6 | \$21.57 | \$18.66 | \$21.57 | \$24.89 | \$33.18 |
| Retail employee level 7 | \$22.65 | \$19.60 | \$22.65 | \$26.13 | \$34.84 |
| Retail employee level 8 | \$23.57 | \$20.40 | \$23.57 | \$27.20 | \$36.26 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$37.05 | \$22.23 | \$29.64 | \$29.64 | \$37.05 |
| Retail employee level 2 | \$37.93 | \$22.76 | \$30.34 | \$30.34 | \$37.93 |
| Retail employee level 3 | \$38.53 | \$23.12 | \$30.82 | \$30.82 | \$38.53 |
| Retail employee level 4 | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Retail employee level 5 | \$40.90 | \$24.54 | \$32.72 | \$32.72 | \$40.90 |
| Retail employee level 6 | \$41.48 | \$24.89 | \$33.18 | \$33.18 | \$41.48 |
| Retail employee level 7 | \$43.55 | \$26.13 | \$34.84 | \$34.84 | \$43.55 |
| Retail employee level 8 | \$45.33 | \$27.20 | \$36.26 | \$36.26 | \$45.33 |

Junior - Full-time & part-time - 20 years, employed by the employer for 6 months or less

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$633.51 | \$16.67 | \$20.84 | \$20.84 | \$33.34 | \$41.68 |
| Retail employee level 2 | \$648.63 | \$17.07 | \$21.34 | \$21.34 | \$34.14 | \$42.68 |
| Retail employee level 3 | \$658.71 | \$17.33 | \$21.66 | \$21.66 | \$34.66 | \$43.33 |
| Retail employee level 4 | \$671.58 | \$17.67 | \$22.09 | \$22.09 | \$35.34 | \$44.18 |
| Retail employee level 5 | \$699.21 | \$18.40 | \$23.00 | \$23.00 | \$36.80 | \$46.00 |
| Retail employee level 6 | \$709.38 | \$18.67 | \$23.34 | \$23.34 | \$37.34 | \$46.68 |
| Retail employee level 7 | \$744.84 | \$19.60 | \$24.50 | \$24.50 | \$39.20 | \$49.00 |
| Retail employee level 8 | \$775.17 | \$20.40 | \$25.50 | \$25.50 | \$40.80 | \$51.00 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$21.67 | \$18.75 | \$21.67 | \$25.01 | \$33.34 |
| Retail employee level 2 | \$22.19 | \$19.20 | \$22.19 | \$25.61 | \$34.14 |
| Retail employee level 3 | \$22.53 | \$19.50 | \$22.53 | \$26.00 | \$34.66 |
| Retail employee level 4 | \$22.97 | \$19.88 | \$22.97 | \$26.51 | \$35.34 |
| Retail employee level 5 | \$23.92 | \$20.70 | \$23.92 | \$27.60 | \$36.80 |
| Retail employee level 6 | \$24.27 | \$21.00 | \$24.27 | \$28.01 | \$37.34 |
| Retail employee level 7 | \$25.48 | \$22.05 | \$25.48 | \$29.40 | \$39.20 |
| Retail employee level 8 | \$26.52 | \$22.95 | \$26.52 | \$30.60 | \$40.80 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$41.68 | \$25.01 | \$33.34 | \$33.34 | \$41.68 |
| Retail employee level 2 | \$42.68 | \$25.61 | \$34.14 | \$34.14 | \$42.68 |
| Retail employee level 3 | \$43.33 | \$26.00 | \$34.66 | \$34.66 | \$43.33 |
| Retail employee level 4 | \$44.18 | \$26.51 | \$35.34 | \$35.34 | \$44.18 |
| Retail employee level 5 | \$46.00 | \$27.60 | \$36.80 | \$36.80 | \$46.00 |
| Retail employee level 6 | \$46.68 | \$28.01 | \$37.34 | \$37.34 | \$46.68 |
| Retail employee level 7 | \$49.00 | \$29.40 | \$39.20 | \$39.20 | \$49.00 |
| Retail employee level 8 | \$51.00 | \$30.60 | \$40.80 | \$40.80 | \$51.00 |

Junior - Full-time & part-time - 20 years, employed by the employer for more than 6 months

Table 1 of 3

| Classification | Weekly pay rate | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-------------------------|-----------------|-----------------|--|--------------------------------|------------------------------|--------------------------------------|
| Retail employee level 1 | \$668.71 | \$17.60 | \$22.00 | \$22.00 | \$35.20 | \$44.00 |
| Retail employee level 2 | \$684.67 | \$18.02 | \$22.53 | \$22.53 | \$36.04 | \$45.05 |
| Retail employee level 3 | \$695.31 | \$18.30 | \$22.88 | \$22.88 | \$36.60 | \$45.75 |
| Retail employee level 4 | \$708.89 | \$18.66 | \$23.33 | \$23.33 | \$37.32 | \$46.65 |
| Retail employee level 5 | \$738.06 | \$19.42 | \$24.28 | \$24.28 | \$38.84 | \$48.55 |
| Retail employee level 6 | \$748.79 | \$19.71 | \$24.64 | \$24.64 | \$39.42 | \$49.28 |
| Retail employee level 7 | \$786.22 | \$20.69 | \$25.86 | \$25.86 | \$41.38 | \$51.73 |
| Retail employee level 8 | \$818.24 | \$21.53 | \$26.91 | \$26.91 | \$43.06 | \$53.83 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non- baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-------------------------|--|---|---|----------------------------|--------------------------|
| Retail employee level 1 | \$22.88 | \$19.80 | \$22.88 | \$26.40 | \$35.20 |
| Retail employee level 2 | \$23.43 | \$20.27 | \$23.43 | \$27.03 | \$36.04 |
| Retail employee level 3 | \$23.79 | \$20.59 | \$23.79 | \$27.45 | \$36.60 |
| Retail employee level 4 | \$24.26 | \$20.99 | \$24.26 | \$27.99 | \$37.32 |
| Retail employee level 5 | \$25.25 | \$21.85 | \$25.25 | \$29.13 | \$38.84 |
| Retail employee level 6 | \$25.62 | \$22.17 | \$25.62 | \$29.57 | \$39.42 |
| Retail employee level 7 | \$26.90 | \$23.28 | \$26.90 | \$31.04 | \$41.38 |
| Retail employee level 8 | \$27.99 | \$24.22 | \$27.99 | \$32.30 | \$43.06 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-------------------------|--------------------------------------|--|--|--------------------------|----------------------------------|
| Retail employee level 1 | \$44.00 | \$26.40 | \$35.20 | \$35.20 | \$44.00 |
| Retail employee level 2 | \$45.05 | \$27.03 | \$36.04 | \$36.04 | \$45.05 |
| Retail employee level 3 | \$45.75 | \$27.45 | \$36.60 | \$36.60 | \$45.75 |
| Retail employee level 4 | \$46.65 | \$27.99 | \$37.32 | \$37.32 | \$46.65 |
| Retail employee level 5 | \$48.55 | \$29.13 | \$38.84 | \$38.84 | \$48.55 |
| Retail employee level 6 | \$49.28 | \$29.57 | \$39.42 | \$39.42 | \$49.28 |
| Retail employee level 7 | \$51.73 | \$31.04 | \$41.38 | \$41.38 | \$51.73 |
| Retail employee level 8 | \$53.83 | \$32.30 | \$43.06 | \$43.06 | \$53.83 |

Junior - Casual - Under 16 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$10.43 | \$11.26 | \$16.68 | \$22.94 | \$12.93 |
| Retail employee level 2 | \$10.66 | \$11.52 | \$17.06 | \$23.46 | \$13.22 |
| Retail employee level 3 | \$10.84 | \$11.70 | \$17.34 | \$23.84 | \$13.44 |
| Retail employee level 4 | \$11.05 | \$11.93 | \$17.68 | \$24.31 | \$13.70 |
| Retail employee level 5 | \$11.50 | \$12.42 | \$18.40 | \$25.30 | \$14.26 |
| Retail employee level 6 | \$11.66 | \$12.60 | \$18.66 | \$25.66 | \$14.46 |
| Retail employee level 7 | \$12.25 | \$13.23 | \$19.60 | \$26.95 | \$15.19 |
| Retail employee level 8 | \$12.75 | \$13.77 | \$20.40 | \$28.05 | \$15.81 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$11.47 | \$12.93 | \$14.60 | \$18.77 | \$22.94 |
| Retail employee level 2 | \$11.73 | \$13.22 | \$14.93 | \$19.19 | \$23.46 |
| Retail employee level 3 | \$11.92 | \$13.44 | \$15.17 | \$19.51 | \$23.84 |
| Retail employee level 4 | \$12.16 | \$13.70 | \$15.47 | \$19.89 | \$24.31 |
| Retail employee level 5 | \$12.65 | \$14.26 | \$16.10 | \$20.70 | \$25.30 |
| Retail employee level 6 | \$12.83 | \$14.46 | \$16.33 | \$20.99 | \$25.66 |
| Retail employee level 7 | \$13.48 | \$15.19 | \$17.15 | \$22.05 | \$26.95 |
| Retail employee level 8 | \$14.03 | \$15.81 | \$17.85 | \$22.95 | \$28.05 |

Junior - Casual - 16 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$11.58 | \$12.50 | \$18.52 | \$25.47 | \$14.35 |
| Retail employee level 2 | \$11.85 | \$12.80 | \$18.96 | \$26.07 | \$14.69 |
| Retail employee level 3 | \$12.04 | \$13.00 | \$19.26 | \$26.48 | \$14.93 |
| Retail employee level 4 | \$12.28 | \$13.26 | \$19.64 | \$27.01 | \$15.22 |
| Retail employee level 5 | \$12.78 | \$13.80 | \$20.44 | \$28.11 | \$15.84 |
| Retail employee level 6 | \$12.96 | \$14.00 | \$20.74 | \$28.52 | \$16.07 |
| Retail employee level 7 | \$13.61 | \$14.70 | \$21.78 | \$29.95 | \$16.88 |
| Retail employee level 8 | \$14.16 | \$15.30 | \$22.66 | \$31.16 | \$17.56 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$12.73 | \$14.35 | \$16.21 | \$20.84 | \$25.47 |
| Retail employee level 2 | \$13.04 | \$14.69 | \$16.59 | \$21.33 | \$26.07 |
| Retail employee level 3 | \$13.24 | \$14.93 | \$16.85 | \$21.67 | \$26.48 |
| Retail employee level 4 | \$13.50 | \$15.22 | \$17.19 | \$22.10 | \$27.01 |
| Retail employee level 5 | \$14.05 | \$15.84 | \$17.89 | \$23.00 | \$28.11 |
| Retail employee level 6 | \$14.26 | \$16.07 | \$18.15 | \$23.33 | \$28.52 |
| Retail employee level 7 | \$14.97 | \$16.88 | \$19.06 | \$24.50 | \$29.95 |
| Retail employee level 8 | \$15.58 | \$17.56 | \$19.83 | \$25.49 | \$31.16 |

Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$13.89 | \$15.00 | \$22.22 | \$30.55 | \$17.22 |
| Retail employee level 2 | \$14.23 | \$15.36 | \$22.76 | \$31.30 | \$17.64 |
| Retail employee level 3 | \$14.45 | \$15.61 | \$23.12 | \$31.79 | \$17.92 |
| Retail employee level 4 | \$14.73 | \$15.90 | \$23.56 | \$32.40 | \$18.26 |
| Retail employee level 5 | \$15.34 | \$16.56 | \$24.54 | \$33.74 | \$19.02 |
| Retail employee level 6 | \$15.56 | \$16.81 | \$24.90 | \$34.24 | \$19.30 |
| Retail employee level 7 | \$16.34 | \$17.64 | \$26.14 | \$35.94 | \$20.26 |
| Retail employee level 8 | \$17.00 | \$18.36 | \$27.20 | \$37.40 | \$21.08 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$15.28 | \$17.22 | \$19.44 | \$25.00 | \$30.55 |
| Retail employee level 2 | \$15.65 | \$17.64 | \$19.92 | \$25.61 | \$31.30 |
| Retail employee level 3 | \$15.90 | \$17.92 | \$20.23 | \$26.01 | \$31.79 |
| Retail employee level 4 | \$16.20 | \$18.26 | \$20.62 | \$26.51 | \$32.40 |
| Retail employee level 5 | \$16.87 | \$19.02 | \$21.47 | \$27.61 | \$33.74 |
| Retail employee level 6 | \$17.12 | \$19.30 | \$21.79 | \$28.01 | \$34.24 |
| Retail employee level 7 | \$17.97 | \$20.26 | \$22.87 | \$29.41 | \$35.94 |
| Retail employee level 8 | \$18.70 | \$21.08 | \$23.80 | \$30.60 | \$37.40 |

Junior - Casual - 18 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$16.21 | \$17.51 | \$25.94 | \$35.67 | \$20.10 |
| Retail employee level 2 | \$16.60 | \$17.93 | \$26.56 | \$36.52 | \$20.58 |
| Retail employee level 3 | \$16.85 | \$18.20 | \$26.96 | \$37.07 | \$20.89 |
| Retail employee level 4 | \$17.19 | \$18.56 | \$27.50 | \$37.81 | \$21.31 |
| Retail employee level 5 | \$17.89 | \$19.32 | \$28.62 | \$39.35 | \$22.18 |
| Retail employee level 6 | \$18.15 | \$19.60 | \$29.04 | \$39.93 | \$22.51 |
| Retail employee level 7 | \$19.06 | \$20.59 | \$30.50 | \$41.94 | \$23.64 |
| Retail employee level 8 | \$19.84 | \$21.42 | \$31.74 | \$43.64 | \$24.60 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$17.83 | \$20.10 | \$22.70 | \$29.18 | \$35.67 |
| Retail employee level 2 | \$18.26 | \$20.58 | \$23.24 | \$29.88 | \$36.52 |
| Retail employee level 3 | \$18.54 | \$20.89 | \$23.59 | \$30.33 | \$37.07 |
| Retail employee level 4 | \$18.91 | \$21.31 | \$24.06 | \$30.94 | \$37.81 |
| Retail employee level 5 | \$19.68 | \$22.18 | \$25.04 | \$32.20 | \$39.35 |
| Retail employee level 6 | \$19.97 | \$22.51 | \$25.41 | \$32.67 | \$39.93 |
| Retail employee level 7 | \$20.97 | \$23.64 | \$26.69 | \$34.31 | \$41.94 |
| Retail employee level 8 | \$21.82 | \$24.60 | \$27.77 | \$35.71 | \$43.64 |

Junior - Casual - 19 years

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$18.53 | \$20.01 | \$29.64 | \$40.76 | \$22.97 |
| Retail employee level 2 | \$18.96 | \$20.48 | \$30.34 | \$41.72 | \$23.51 |
| Retail employee level 3 | \$19.26 | \$20.80 | \$30.82 | \$42.38 | \$23.89 |
| Retail employee level 4 | \$19.64 | \$21.21 | \$31.42 | \$43.20 | \$24.35 |
| Retail employee level 5 | \$20.45 | \$22.09 | \$32.72 | \$44.99 | \$25.36 |
| Retail employee level 6 | \$20.74 | \$22.40 | \$33.18 | \$45.62 | \$25.71 |
| Retail employee level 7 | \$21.78 | \$23.52 | \$34.84 | \$47.91 | \$27.00 |
| Retail employee level 8 | \$22.66 | \$24.48 | \$36.26 | \$49.86 | \$28.10 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$20.38 | \$22.97 | \$25.94 | \$33.35 | \$40.76 |
| Retail employee level 2 | \$20.86 | \$23.51 | \$26.55 | \$34.13 | \$41.72 |
| Retail employee level 3 | \$21.19 | \$23.89 | \$26.97 | \$34.67 | \$42.38 |
| Retail employee level 4 | \$21.60 | \$24.35 | \$27.49 | \$35.35 | \$43.20 |
| Retail employee level 5 | \$22.50 | \$25.36 | \$28.63 | \$36.81 | \$44.99 |
| Retail employee level 6 | \$22.81 | \$25.71 | \$29.03 | \$37.33 | \$45.62 |
| Retail employee level 7 | \$23.95 | \$27.00 | \$30.49 | \$39.20 | \$47.91 |
| Retail employee level 8 | \$24.93 | \$28.10 | \$31.73 | \$40.79 | \$49.86 |

Junior - Casual - 20 years, employed by the employer for 6 months or less

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$20.84 | \$22.50 | \$33.34 | \$45.84 | \$25.84 |
| Retail employee level 2 | \$21.34 | \$23.04 | \$34.14 | \$46.94 | \$26.46 |
| Retail employee level 3 | \$21.66 | \$23.40 | \$34.66 | \$47.66 | \$26.86 |
| Retail employee level 4 | \$22.09 | \$23.85 | \$35.34 | \$48.59 | \$27.39 |
| Retail employee level 5 | \$23.00 | \$24.84 | \$36.80 | \$50.60 | \$28.52 |
| Retail employee level 6 | \$23.34 | \$25.20 | \$37.34 | \$51.34 | \$28.94 |
| Retail employee level 7 | \$24.50 | \$26.46 | \$39.20 | \$53.90 | \$30.38 |
| Retail employee level 8 | \$25.50 | \$27.54 | \$40.80 | \$56.10 | \$31.62 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$22.92 | \$25.84 | \$29.17 | \$37.51 | \$45.84 |
| Retail employee level 2 | \$23.47 | \$26.46 | \$29.87 | \$38.41 | \$46.94 |
| Retail employee level 3 | \$23.83 | \$26.86 | \$30.33 | \$38.99 | \$47.66 |
| Retail employee level 4 | \$24.30 | \$27.39 | \$30.92 | \$39.76 | \$48.59 |
| Retail employee level 5 | \$25.30 | \$28.52 | \$32.20 | \$41.40 | \$50.60 |
| Retail employee level 6 | \$25.67 | \$28.94 | \$32.67 | \$42.01 | \$51.34 |
| Retail employee level 7 | \$26.95 | \$30.38 | \$34.30 | \$44.10 | \$53.90 |
| Retail employee level 8 | \$28.05 | \$31.62 | \$35.70 | \$45.90 | \$56.10 |

Junior - Casual - 20 years, employed by the employer for more than 6 months

Table 1 of 2

| Classification | Hourly pay rate | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers | Shiftwork - Monday to Friday - non-baking production employees |
|-------------------------|-----------------|-----------------------------|---------------------------|-----------------------------------|--|
| Retail employee level 1 | \$22.00 | \$23.76 | \$35.20 | \$48.40 | \$27.28 |
| Retail employee level 2 | \$22.53 | \$24.33 | \$36.04 | \$49.56 | \$27.93 |
| Retail employee level 3 | \$22.88 | \$24.71 | \$36.60 | \$50.33 | \$28.37 |
| Retail employee level 4 | \$23.33 | \$25.19 | \$37.32 | \$51.32 | \$28.92 |
| Retail employee level 5 | \$24.28 | \$26.22 | \$38.84 | \$53.41 | \$30.10 |
| Retail employee level 6 | \$24.64 | \$26.61 | \$39.42 | \$54.20 | \$30.55 |
| Retail employee level 7 | \$25.86 | \$27.93 | \$41.38 | \$56.90 | \$32.07 |
| Retail employee level 8 | \$26.91 | \$29.07 | \$43.06 | \$59.21 | \$33.37 |

Table 2 of 2

| Classification | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers | Public holiday - shiftworkers |
|-------------------------|---|---|-------------------------|-----------------------|-------------------------------|
| Retail employee level 1 | \$24.20 | \$27.28 | \$30.80 | \$39.60 | \$48.40 |
| Retail employee level 2 | \$24.78 | \$27.93 | \$31.54 | \$40.55 | \$49.56 |
| Retail employee level 3 | \$25.16 | \$28.37 | \$32.03 | \$41.18 | \$50.33 |
| Retail employee level 4 | \$25.66 | \$28.92 | \$32.66 | \$41.99 | \$51.32 |
| Retail employee level 5 | \$26.70 | \$30.10 | \$33.99 | \$43.70 | \$53.41 |
| Retail employee level 6 | \$27.10 | \$30.55 | \$34.49 | \$44.35 | \$54.20 |
| Retail employee level 7 | \$28.45 | \$32.07 | \$36.21 | \$46.55 | \$56.90 |
| Retail employee level 8 | \$29.60 | \$33.37 | \$37.68 | \$48.44 | \$59.21 |

Apprentice - 4 year apprenticeship - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$17.68 | \$22.10 | \$22.10 | \$35.36 | \$44.20 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 4th year | \$22.98 | \$19.89 | \$22.98 | \$26.52 | \$35.36 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$44.20 | \$26.52 | \$35.36 | \$35.36 | \$44.20 |

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$17.68 | \$22.10 | \$22.10 | \$35.36 | \$44.20 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 4th year | \$22.98 | \$19.89 | \$22.98 | \$26.52 | \$35.36 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$44.20 | \$26.52 | \$35.36 | \$35.36 | \$44.20 |

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$10.80 | \$13.50 | \$13.50 | \$21.60 | \$27.00 |
| Apprentice - 2nd year | \$12.77 | \$15.96 | \$15.96 | \$25.54 | \$31.93 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$17.68 | \$22.10 | \$22.10 | \$35.36 | \$44.20 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.04 | \$12.15 | \$14.04 | \$16.20 | \$21.60 |
| Apprentice - 2nd year | \$16.60 | \$14.37 | \$16.60 | \$19.16 | \$25.54 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 4th year | \$22.98 | \$19.89 | \$22.98 | \$26.52 | \$35.36 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$27.00 | \$16.20 | \$21.60 | \$21.60 | \$27.00 |
| Apprentice - 2nd year | \$31.93 | \$19.16 | \$25.54 | \$25.54 | \$31.93 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$44.20 | \$26.52 | \$35.36 | \$35.36 | \$44.20 |

Apprentice - 3 year apprenticeship - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$10.80 | \$13.50 | \$13.50 | \$21.60 | \$27.00 |
| Apprentice - 2nd year | \$12.77 | \$15.96 | \$15.96 | \$25.54 | \$31.93 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$14.04 | \$12.15 | \$14.04 | \$16.20 | \$21.60 |
| Apprentice - 2nd year | \$16.60 | \$14.37 | \$16.60 | \$19.16 | \$25.54 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$27.00 | \$16.20 | \$21.60 | \$21.60 | \$27.00 |
| Apprentice - 2nd year | \$31.93 | \$19.16 | \$25.54 | \$25.54 | \$31.93 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |

Adult apprentice - 4 year apprenticeship - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$17.68 | \$22.10 | \$22.10 | \$35.36 | \$44.20 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 4th year | \$22.98 | \$19.89 | \$22.98 | \$26.52 | \$35.36 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 4th year | \$44.20 | \$26.52 | \$35.36 | \$35.36 | \$44.20 |

Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 4th year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 2nd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 3rd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 4th year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 4th year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |

Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 4th year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 2nd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 3rd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 4th year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 4th year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |

Adult apprentice - 3 year apprenticeship - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$9.82 | \$12.28 | \$12.28 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$11.78 | \$14.73 | \$14.73 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$12.77 | \$11.05 | \$12.77 | \$14.73 | \$19.64 |
| Apprentice - 2nd year | \$15.31 | \$13.25 | \$15.31 | \$17.67 | \$23.56 |
| Apprentice - 3rd year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$24.55 | \$14.73 | \$19.64 | \$19.64 | \$24.55 |
| Apprentice - 2nd year | \$29.45 | \$17.67 | \$23.56 | \$23.56 | \$29.45 |
| Apprentice - 3rd year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |

Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 2nd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 3rd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |

Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 3

| Classification | Hourly pay rate | Evening - Monday to Friday after 6pm | Saturday - not shiftworkers | Sunday - not shiftworkers | Public holiday - not shiftworkers |
|-----------------------|-----------------|--------------------------------------|-----------------------------|---------------------------|-----------------------------------|
| Apprentice - 1st year | \$15.71 | \$19.64 | \$19.64 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$18.52 | \$23.15 | \$23.15 | \$37.04 | \$46.30 |

Table 2 of 3

| Classification | Shiftwork - Monday to Friday - non-baking production employees | Early morning shift - baking production employees | Night shift - baking production employees | Saturday - shiftworkers | Sunday - shiftworkers |
|-----------------------|--|---|---|-------------------------|-----------------------|
| Apprentice - 1st year | \$20.42 | \$17.67 | \$20.42 | \$23.57 | \$31.42 |
| Apprentice - 2nd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |
| Apprentice - 3rd year | \$24.08 | \$20.84 | \$24.08 | \$27.78 | \$37.04 |

Table 3 of 3

| Classification | Public holiday - shiftworkers | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Sunday | Overtime - public holiday |
|-----------------------|-------------------------------|---|---|-------------------|---------------------------|
| Apprentice - 1st year | \$39.28 | \$23.57 | \$31.42 | \$31.42 | \$39.28 |
| Apprentice - 2nd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |
| Apprentice - 3rd year | \$46.30 | \$27.78 | \$37.04 | \$37.04 | \$46.30 |

Allowances

| Allowances | Rate |
|--|---|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks (from 1 January 2015) |
| 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 (from 1 January 2015) |
| Cold work allowance - 0°C and above | \$0.26 per hour while so employed |
| Cold work allowance - below 0°C | \$0.65 per hour while so employed |
| District allowance - Broken Hill (not payable between 01 January 2015 and 06 May 2015) | \$0.84 per hour |
| First aid allowance | \$9.70 per week |
| Laundry allowance – full-time employees | \$6.25 per week |
| Laundry allowance – part-time & casual employees | \$1.25 per shift |
| Liquor licence allowance | \$0.61 per hour up to a maximum of \$23.13 per week |
| Meal allowance | \$16.99 for the first meal and \$15.38 for an extra meal if overtime worked is more than 4 hours |
| Recall allowance | the appropriate rate for all hours worked with a minimum of 3 hours on each occasion |
| Protective or special clothing reimbursement | reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is due to normal wear and tear |
| Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable | reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence |
| Working away from usual workplace - travelling time reimbursement - Monday to Saturday | payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |
| Working away from usual workplace - travelling time reimbursement - Sunday and public holidays | payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |
| Working away from usual workplace - excess fares reimbursement | reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment |
| Working away from usual workplace - excess travelling costs reimbursement | reimbursement of all additional transport costs |
| Vehicle allowance | \$0.78 per km |