

Pay Guide - Food, Beverage and Tobacco Manufacturing Award

[MA000073]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 November 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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

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

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

Rates of pay

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

If any all purpose allowances apply the rates below should not be used, and should be calculated using PACT.

Adult Full-time & part-time

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|----------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Level 1 | \$753.80 | \$19.84 | \$29.76 | \$39.68 | \$49.60 | \$22.32 |
| Level 2 | \$775.40 | \$20.41 | \$30.62 | \$40.82 | \$51.03 | \$22.96 |
| Level 3 | \$805.10 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$23.84 |
| Level 4 | \$832.80 | \$21.92 | \$32.88 | \$43.84 | \$54.80 | \$24.66 |
| Level 5 | \$877.60 | \$23.09 | \$34.64 | \$46.18 | \$57.73 | \$25.98 |
| Level 6 | \$905.10 | \$23.82 | \$35.73 | \$47.64 | \$59.55 | \$26.80 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|----------------|---|---|-----------------------|--|--|------------------------|
| Level 1 | \$22.82 | \$22.82 | \$25.79 | \$29.76 | \$39.68 | \$29.76 |
| Level 2 | \$23.47 | \$23.47 | \$26.53 | \$30.62 | \$40.82 | \$30.62 |
| Level 3 | \$24.37 | \$24.37 | \$27.55 | \$31.79 | \$42.38 | \$31.79 |
| Level 4 | \$25.21 | \$25.21 | \$28.50 | \$32.88 | \$43.84 | \$32.88 |
| Level 5 | \$26.55 | \$26.55 | \$30.02 | \$34.64 | \$46.18 | \$34.64 |
| Level 6 | \$27.39 | \$27.39 | \$30.97 | \$35.73 | \$47.64 | \$35.73 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|----------------|---------------------------------|-------------------------------------|---|---|--|--|
| Level 1 | \$39.68 | \$39.68 | \$39.68 | \$49.60 | \$39.68 | \$29.76 |
| Level 2 | \$40.82 | \$40.82 | \$40.82 | \$51.03 | \$40.82 | \$30.62 |
| Level 3 | \$42.38 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$31.79 |
| Level 4 | \$43.84 | \$43.84 | \$43.84 | \$54.80 | \$43.84 | \$32.88 |
| Level 5 | \$46.18 | \$46.18 | \$46.18 | \$57.73 | \$46.18 | \$34.64 |
| Level 6 | \$47.64 | \$47.64 | \$47.64 | \$59.55 | \$47.64 | \$35.73 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|----------------|--|---|---|---|---|-----------------------------------|
| Level 1 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$49.60 | \$39.68 |
| Level 2 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$51.03 | \$40.82 |
| Level 3 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 |
| Level 4 | \$43.84 | \$32.88 | \$43.84 | \$43.84 | \$54.80 | \$43.84 |
| Level 5 | \$46.18 | \$34.64 | \$46.18 | \$46.18 | \$57.73 | \$46.18 |
| Level 6 | \$47.64 | \$35.73 | \$47.64 | \$47.64 | \$59.55 | \$47.64 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non- continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non- continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|-----------------------|---|---|---|---|---|--|---|
| Level 1 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$39.68 | \$39.68 | \$29.76 |
| Level 2 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$40.82 | \$40.82 | \$30.62 |
| Level 3 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$31.79 |
| Level 4 | \$43.84 | \$32.88 | \$43.84 | \$43.84 | \$43.84 | \$43.84 | \$32.88 |
| Level 5 | \$46.18 | \$34.64 | \$46.18 | \$46.18 | \$46.18 | \$46.18 | \$34.64 |
| Level 6 | \$47.64 | \$35.73 | \$47.64 | \$47.64 | \$47.64 | \$47.64 | \$35.73 |

Casual

Table 1 of 5

| Classification | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) |
|-----------------------|------------------------|----------------------------------|--------------------------------|--|--------------------------------|--|
| Level 1 | \$24.80 | \$37.20 | \$49.60 | \$62.00 | \$27.90 | \$28.52 |
| Level 2 | \$25.51 | \$38.27 | \$51.02 | \$63.78 | \$28.70 | \$29.34 |
| Level 3 | \$26.49 | \$39.74 | \$52.98 | \$66.23 | \$29.80 | \$30.46 |
| Level 4 | \$27.40 | \$41.10 | \$54.80 | \$68.50 | \$30.83 | \$31.51 |
| Level 5 | \$28.86 | \$43.29 | \$57.72 | \$72.15 | \$32.47 | \$33.19 |
| Level 6 | \$29.78 | \$44.67 | \$59.56 | \$74.45 | \$33.50 | \$34.25 |

Table 2 of 5

| Classification | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker | Sunday - continuous shiftworker |
|-----------------------|--|------------------------------|---|---|-------------------------------|--|
| Level 1 | \$28.52 | \$32.24 | \$37.20 | \$49.60 | \$37.20 | \$49.60 |
| Level 2 | \$29.34 | \$33.16 | \$38.27 | \$51.02 | \$38.27 | \$51.02 |
| Level 3 | \$30.46 | \$34.44 | \$39.74 | \$52.98 | \$39.74 | \$52.98 |
| Level 4 | \$31.51 | \$35.62 | \$41.10 | \$54.80 | \$41.10 | \$54.80 |
| Level 5 | \$33.19 | \$37.52 | \$43.29 | \$57.72 | \$43.29 | \$57.72 |
| Level 6 | \$34.25 | \$38.71 | \$44.67 | \$59.56 | \$44.67 | \$59.56 |

Table 3 of 5

| Classification | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours | Work on an unrostered shift - non-continuous shiftworker - after 3 hours |
|-----------------------|--|--|--|---|---|---|
| Level 1 | \$49.60 | \$49.60 | \$62.00 | \$49.60 | \$37.20 | \$49.60 |
| Level 2 | \$51.02 | \$51.02 | \$63.78 | \$51.02 | \$38.27 | \$51.02 |
| Level 3 | \$52.98 | \$52.98 | \$66.23 | \$52.98 | \$39.74 | \$52.98 |
| Level 4 | \$54.80 | \$54.80 | \$68.50 | \$54.80 | \$41.10 | \$54.80 |
| Level 5 | \$57.72 | \$57.72 | \$72.15 | \$57.72 | \$43.29 | \$57.72 |
| Level 6 | \$59.56 | \$59.56 | \$74.45 | \$59.56 | \$44.67 | \$59.56 |

Table 4 of 5

| Classification | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|----------------|---|---|---|---|-----------------------------------|
| Level 1 | \$37.20 | \$49.60 | \$49.60 | \$62.00 | \$49.60 |
| Level 2 | \$38.27 | \$51.02 | \$51.02 | \$63.78 | \$51.02 |
| Level 3 | \$39.74 | \$52.98 | \$52.98 | \$66.23 | \$52.98 |
| Level 4 | \$41.10 | \$54.80 | \$54.80 | \$68.50 | \$54.80 |
| Level 5 | \$43.29 | \$57.72 | \$57.72 | \$72.15 | \$57.72 |
| Level 6 | \$44.67 | \$59.56 | \$59.56 | \$74.45 | \$59.56 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Working through meal break |
|----------------|------------------------------|---|---|--|----------------------------|
| Level 1 | \$49.60 | \$37.20 | \$49.60 | \$49.60 | \$37.20 |
| Level 2 | \$51.02 | \$38.27 | \$51.02 | \$51.02 | \$38.27 |
| Level 3 | \$52.98 | \$39.74 | \$52.98 | \$52.98 | \$39.74 |
| Level 4 | \$54.80 | \$41.10 | \$54.80 | \$54.80 | \$41.10 |
| Level 5 | \$57.72 | \$43.29 | \$57.72 | \$57.72 | \$43.29 |
| Level 6 | \$59.56 | \$44.67 | \$59.56 | \$59.56 | \$44.67 |

Junior - Full-time & part-time

Table 1 of 5

| Classification | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) |
|----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|---|
| Under 16 years | \$12.25 | \$18.38 | \$24.50 | \$30.63 | \$13.78 | \$14.09 |
| 16 years | \$14.29 | \$21.44 | \$28.58 | \$35.73 | \$16.08 | \$16.43 |
| 17 years | \$16.33 | \$24.50 | \$32.66 | \$40.83 | \$18.37 | \$18.78 |
| 18 years | \$18.37 | \$27.56 | \$36.74 | \$45.93 | \$20.67 | \$21.13 |

Table 2 of 5

| Classification | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker | Sunday - continuous shiftworker |
|----------------|---|-----------------------|--|--|------------------------|---------------------------------|
| Under 16 years | \$14.09 | \$15.93 | \$18.38 | \$24.50 | \$18.38 | \$24.50 |
| 16 years | \$16.43 | \$18.58 | \$21.44 | \$28.58 | \$21.44 | \$28.58 |
| 17 years | \$18.78 | \$21.23 | \$24.50 | \$32.66 | \$24.50 | \$32.66 |
| 18 years | \$21.13 | \$23.88 | \$27.56 | \$36.74 | \$27.56 | \$36.74 |

Table 3 of 5

| Classification | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours | Work on an unrostered shift - non-continuous shiftworker - after 3 hours |
|----------------|-------------------------------------|---|---|--|--|--|
| Under 16 years | \$24.50 | \$24.50 | \$30.63 | \$24.50 | \$18.38 | \$24.50 |
| 16 years | \$28.58 | \$28.58 | \$35.73 | \$28.58 | \$21.44 | \$28.58 |
| 17 years | \$32.66 | \$32.66 | \$40.83 | \$32.66 | \$24.50 | \$32.66 |
| 18 years | \$36.74 | \$36.74 | \$45.93 | \$36.74 | \$36.74 | \$27.56 |

Table 4 of 5

| Classification | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker | Overtime - working on an RDO |
|-----------------------|--|--|--|--|--|-------------------------------------|
| Under 16 years | \$24.50 | \$18.38 | \$24.50 | \$30.63 | \$24.50 | \$24.50 |
| 16 years | \$28.58 | \$21.44 | \$28.58 | \$35.73 | \$28.58 | \$28.58 |
| 17 years | \$32.66 | \$24.50 | \$32.66 | \$40.83 | \$32.66 | \$32.66 |
| 18 years | \$36.74 | \$36.74 | \$36.74 | \$45.93 | \$36.74 | \$36.74 |

Table 5 of 5

| Classification | Less than 10 hour break between shifts | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 8 hour break between shifts - change to shift | Working through meal break |
|-----------------------|---|--|--|---|--|-----------------------------------|
| Under 16 years | \$24.50 | \$18.38 | \$24.50 | \$24.50 | \$24.50 | \$18.38 |
| 16 years | \$28.58 | \$21.44 | \$28.58 | \$28.58 | \$28.58 | \$21.44 |
| 17 years | \$32.66 | \$24.50 | \$32.66 | \$32.66 | \$32.66 | \$24.50 |
| 18 years | \$36.74 | \$27.56 | \$36.74 | \$36.74 | \$36.74 | \$27.56 |

Junior - Casual

Table 1 of 5

| Classification | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) |
|----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|---|
| Under 16 years | \$15.31 | \$22.97 | \$30.62 | \$38.28 | \$17.22 | \$17.61 |
| 16 years | \$17.86 | \$26.79 | \$35.72 | \$44.65 | \$20.09 | \$20.54 |
| 17 years | \$20.41 | \$30.62 | \$40.82 | \$51.03 | \$22.96 | \$23.47 |
| 18 years | \$22.96 | \$34.44 | \$45.92 | \$57.40 | \$25.83 | \$26.40 |

Table 2 of 5

| Classification | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker | Sunday - continuous shiftworker |
|----------------|---|-----------------------|--|--|------------------------|---------------------------------|
| Under 16 years | \$17.61 | \$19.90 | \$22.97 | \$30.62 | \$22.97 | \$30.62 |
| 16 years | \$20.54 | \$23.22 | \$26.79 | \$35.72 | \$26.79 | \$35.72 |
| 17 years | \$23.47 | \$26.53 | \$30.62 | \$40.82 | \$30.62 | \$40.82 |
| 18 years | \$26.40 | \$29.85 | \$34.44 | \$45.92 | \$34.44 | \$45.92 |

Table 3 of 5

| Classification | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours | Work on an unrostered shift - non-continuous shiftworker - after 3 hours |
|----------------|-------------------------------------|---|---|--|--|--|
| Under 16 years | \$30.62 | \$30.62 | \$38.28 | \$30.62 | \$22.97 | \$30.62 |
| 16 years | \$35.72 | \$35.72 | \$44.65 | \$35.72 | \$26.79 | \$35.72 |
| 17 years | \$40.82 | \$40.82 | \$51.03 | \$40.82 | \$30.62 | \$40.82 |
| 18 years | \$45.92 | \$45.92 | \$57.40 | \$45.92 | \$34.44 | \$45.92 |

Table 4 of 5

| Classification | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|-----------------------|--|--|--|--|--|
| Under 16 years | \$30.62 | \$22.97 | \$30.62 | \$38.28 | \$30.62 |
| 16 years | \$35.72 | \$26.79 | \$35.72 | \$44.65 | \$35.72 |
| 17 years | \$40.82 | \$30.62 | \$40.82 | \$51.03 | \$40.82 |
| 18 years | \$45.92 | \$34.44 | \$45.92 | \$57.40 | \$45.92 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Working through meal break |
|-----------------------|-------------------------------------|--|--|---|-----------------------------------|
| Under 16 years | \$30.62 | \$22.97 | \$30.62 | \$30.62 | \$22.97 |
| 16 years | \$35.72 | \$26.79 | \$35.72 | \$35.72 | \$26.79 |
| 17 years | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$30.62 |
| 18 years | \$45.92 | \$34.44 | \$45.92 | \$45.92 | \$34.44 |

Apprentice - Started before 1 Jan 2014 - Completed Year 10 or less

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$368.59 | \$9.70 | \$14.55 | \$19.40 | \$24.25 | \$10.91 |
| Apprentice stage 2 | \$482.68 | \$12.70 | \$19.05 | \$25.40 | \$31.75 | \$14.29 |
| Apprentice stage 3 | \$658.20 | \$17.32 | \$25.98 | \$34.64 | \$43.30 | \$19.49 |
| Apprentice stage 4 | \$772.29 | \$20.32 | \$30.48 | \$40.64 | \$50.80 | \$22.86 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$11.16 | \$11.16 | \$12.61 | \$14.55 | \$19.40 | \$14.55 |
| Apprentice stage 2 | \$14.61 | \$14.61 | \$16.51 | \$19.05 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$19.92 | \$19.92 | \$22.52 | \$25.98 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 | \$30.48 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$19.40 | \$19.40 | \$19.40 | \$24.25 | \$19.40 | \$14.55 |
| Apprentice stage 2 | \$25.40 | \$25.40 | \$25.40 | \$31.75 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$34.64 | \$34.64 | \$34.64 | \$43.30 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$40.64 | \$40.64 | \$50.80 | \$40.64 | \$30.48 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|--------------------|--|---|---|---|---|-----------------------------------|
| Apprentice stage 1 | \$19.40 | \$14.55 | \$19.40 | \$19.40 | \$24.25 | \$19.40 |
| Apprentice stage 2 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$31.75 | \$25.40 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$43.30 | \$34.64 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$50.80 | \$40.64 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|--------------------|------------------------------|---|---|--|--|---|----------------------------|
| Apprentice stage 1 | \$19.40 | \$14.55 | \$19.40 | \$19.40 | \$19.40 | \$19.40 | \$14.55 |
| Apprentice stage 2 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$40.64 | \$40.64 | \$30.48 |

Apprentice - Started before 1 Jan 2014 - Completed Year 11

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$421.25 | \$11.09 | \$16.64 | \$22.18 | \$27.73 | \$12.48 |
| Apprentice stage 2 | \$482.68 | \$12.70 | \$19.05 | \$25.40 | \$31.75 | \$14.29 |
| Apprentice stage 3 | \$658.20 | \$17.32 | \$25.98 | \$34.64 | \$43.30 | \$19.49 |
| Apprentice stage 4 | \$772.29 | \$20.32 | \$30.48 | \$40.64 | \$50.80 | \$22.86 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$12.75 | \$12.75 | \$14.42 | \$16.64 | \$22.18 | \$16.64 |
| Apprentice stage 2 | \$14.61 | \$14.61 | \$16.51 | \$19.05 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$19.92 | \$19.92 | \$22.52 | \$25.98 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 | \$30.48 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$22.18 | \$22.18 | \$22.18 | \$27.73 | \$22.18 | \$16.64 |
| Apprentice stage 2 | \$25.40 | \$25.40 | \$25.40 | \$31.75 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$34.64 | \$34.64 | \$34.64 | \$43.30 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$40.64 | \$40.64 | \$50.80 | \$40.64 | \$30.48 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|--------------------|--|---|---|---|---|-----------------------------------|
| Apprentice stage 1 | \$22.18 | \$16.64 | \$22.18 | \$22.18 | \$27.73 | \$22.18 |
| Apprentice stage 2 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$31.75 | \$25.40 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$43.30 | \$34.64 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$50.80 | \$40.64 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|--------------------|------------------------------|---|---|--|--|---|----------------------------|
| Apprentice stage 1 | \$22.18 | \$16.64 | \$22.18 | \$22.18 | \$22.18 | \$22.18 | \$16.64 |
| Apprentice stage 2 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$25.40 | \$19.05 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$40.64 | \$40.64 | \$30.48 |

Apprentice - Started before 1 Jan 2014 - Completed Year 12

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$444.20 | \$11.69 | \$17.54 | \$23.38 | \$29.23 | \$13.15 |
| Apprentice stage 2 | \$517.00 | \$13.61 | \$20.42 | \$27.22 | \$34.03 | \$15.31 |
| Apprentice stage 3 | \$658.20 | \$17.32 | \$25.98 | \$34.64 | \$43.30 | \$19.49 |
| Apprentice stage 4 | \$805.10 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$23.84 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$13.44 | \$13.44 | \$15.20 | \$17.54 | \$23.38 | \$17.54 |
| Apprentice stage 2 | \$15.65 | \$15.65 | \$17.69 | \$20.42 | \$27.22 | \$20.42 |
| Apprentice stage 3 | \$19.92 | \$19.92 | \$22.52 | \$25.98 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$24.37 | \$24.37 | \$27.55 | \$31.79 | \$42.38 | \$31.79 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$23.38 | \$23.38 | \$23.38 | \$29.23 | \$23.38 | \$17.54 |
| Apprentice stage 2 | \$27.22 | \$27.22 | \$27.22 | \$34.03 | \$27.22 | \$20.42 |
| Apprentice stage 3 | \$34.64 | \$34.64 | \$34.64 | \$43.30 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$42.38 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$31.79 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|-----------------------|---|--|--|--|--|--|
| Apprentice stage 1 | \$23.38 | \$17.54 | \$23.38 | \$23.38 | \$29.23 | \$23.38 |
| Apprentice stage 2 | \$27.22 | \$20.42 | \$27.22 | \$27.22 | \$34.03 | \$27.22 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$43.30 | \$34.64 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|-----------------------|-------------------------------------|--|--|---|---|--|-----------------------------------|
| Apprentice stage 1 | \$23.38 | \$17.54 | \$23.38 | \$23.38 | \$23.38 | \$23.38 | \$17.54 |
| Apprentice stage 2 | \$27.22 | \$20.42 | \$27.22 | \$27.22 | \$27.22 | \$27.22 | \$20.42 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$31.79 |

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

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$438.80 | \$11.55 | \$17.33 | \$23.10 | \$28.88 | \$12.99 |
| Apprentice stage 2 | \$526.56 | \$13.86 | \$20.79 | \$27.72 | \$34.65 | \$15.59 |
| Apprentice stage 3 | \$658.20 | \$17.32 | \$25.98 | \$34.64 | \$43.30 | \$19.49 |
| Apprentice stage 4 | \$772.29 | \$20.32 | \$30.48 | \$40.64 | \$50.80 | \$22.86 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$13.28 | \$13.28 | \$15.02 | \$17.33 | \$23.10 | \$17.33 |
| Apprentice stage 2 | \$15.94 | \$15.94 | \$18.02 | \$20.79 | \$27.72 | \$20.79 |
| Apprentice stage 3 | \$19.92 | \$19.92 | \$22.52 | \$25.98 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 | \$30.48 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$23.10 | \$23.10 | \$23.10 | \$28.88 | \$23.10 | \$17.33 |
| Apprentice stage 2 | \$27.72 | \$27.72 | \$27.72 | \$34.65 | \$27.72 | \$20.79 |
| Apprentice stage 3 | \$34.64 | \$34.64 | \$34.64 | \$43.30 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$40.64 | \$40.64 | \$50.80 | \$40.64 | \$30.48 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|-----------------------|---|--|--|--|--|--|
| Apprentice stage 1 | \$23.10 | \$17.33 | \$23.10 | \$23.10 | \$28.88 | \$23.10 |
| Apprentice stage 2 | \$27.72 | \$20.79 | \$27.72 | \$27.72 | \$34.65 | \$27.72 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$43.30 | \$34.64 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$50.80 | \$40.64 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|-----------------------|-------------------------------------|--|--|---|---|--|-----------------------------------|
| Apprentice stage 1 | \$23.10 | \$17.33 | \$23.10 | \$23.10 | \$23.10 | \$23.10 | \$17.33 |
| Apprentice stage 2 | \$27.72 | \$20.79 | \$27.72 | \$27.72 | \$27.72 | \$27.72 | \$20.79 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$40.64 | \$40.64 | \$30.48 |

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$482.68 | \$12.70 | \$19.05 | \$25.40 | \$31.75 | \$14.29 |
| Apprentice stage 2 | \$570.44 | \$15.01 | \$22.52 | \$30.02 | \$37.53 | \$16.89 |
| Apprentice stage 3 | \$658.20 | \$17.32 | \$25.98 | \$34.64 | \$43.30 | \$19.49 |
| Apprentice stage 4 | \$772.29 | \$20.32 | \$30.48 | \$40.64 | \$50.80 | \$22.86 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$14.61 | \$14.61 | \$16.51 | \$19.05 | \$25.40 | \$19.05 |
| Apprentice stage 2 | \$17.26 | \$17.26 | \$19.51 | \$22.52 | \$30.02 | \$22.52 |
| Apprentice stage 3 | \$19.92 | \$19.92 | \$22.52 | \$25.98 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$23.37 | \$23.37 | \$26.42 | \$30.48 | \$40.64 | \$30.48 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$25.40 | \$25.40 | \$25.40 | \$31.75 | \$25.40 | \$19.05 |
| Apprentice stage 2 | \$30.02 | \$30.02 | \$30.02 | \$37.53 | \$30.02 | \$22.52 |
| Apprentice stage 3 | \$34.64 | \$34.64 | \$34.64 | \$43.30 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$40.64 | \$40.64 | \$50.80 | \$40.64 | \$30.48 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|-----------------------|---|--|--|--|--|--|
| Apprentice stage 1 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$31.75 | \$25.40 |
| Apprentice stage 2 | \$30.02 | \$22.52 | \$30.02 | \$30.02 | \$37.53 | \$30.02 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$43.30 | \$34.64 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$50.80 | \$40.64 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|-----------------------|-------------------------------------|--|--|---|---|--|-----------------------------------|
| Apprentice stage 1 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$25.40 | \$19.05 |
| Apprentice stage 2 | \$30.02 | \$22.52 | \$30.02 | \$30.02 | \$30.02 | \$30.02 | \$22.52 |
| Apprentice stage 3 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice stage 4 | \$40.64 | \$30.48 | \$40.64 | \$40.64 | \$40.64 | \$40.64 | \$30.48 |

Adult apprentice - Started before 1 Jan 2014

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$666.98 | \$17.55 | \$26.33 | \$35.10 | \$43.88 | \$19.74 |
| Apprentice stage 2 | \$753.80 | \$19.84 | \$29.76 | \$39.68 | \$49.60 | \$22.32 |
| Apprentice stage 3 | \$775.40 | \$20.41 | \$30.62 | \$40.82 | \$51.03 | \$22.96 |
| Apprentice stage 4 | \$805.10 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$23.84 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$20.18 | \$20.18 | \$22.82 | \$26.33 | \$35.10 | \$26.33 |
| Apprentice stage 2 | \$22.82 | \$22.82 | \$25.79 | \$29.76 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$23.47 | \$23.47 | \$26.53 | \$30.62 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$24.37 | \$24.37 | \$27.55 | \$31.79 | \$42.38 | \$31.79 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$35.10 | \$35.10 | \$35.10 | \$43.88 | \$35.10 | \$26.33 |
| Apprentice stage 2 | \$39.68 | \$39.68 | \$39.68 | \$49.60 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$40.82 | \$40.82 | \$40.82 | \$51.03 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$42.38 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$31.79 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|--------------------|--|---|---|---|---|-----------------------------------|
| Apprentice stage 1 | \$35.10 | \$26.33 | \$35.10 | \$35.10 | \$43.88 | \$35.10 |
| Apprentice stage 2 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$49.60 | \$39.68 |
| Apprentice stage 3 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$51.03 | \$40.82 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|--------------------|------------------------------|---|---|--|--|---|----------------------------|
| Apprentice stage 1 | \$35.10 | \$26.33 | \$35.10 | \$35.10 | \$35.10 | \$35.10 | \$26.33 |
| Apprentice stage 2 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$39.68 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$40.82 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$31.79 |

Adult apprentice - Started after 1 Jan 2014

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Saturday - day worker | Sunday - day worker | Public holiday - day worker | Early morning shift |
|--------------------|-----------------|-----------------|-----------------------|---------------------|-----------------------------|---------------------|
| Apprentice stage 1 | \$702.08 | \$18.48 | \$27.72 | \$36.96 | \$46.20 | \$20.79 |
| Apprentice stage 2 | \$753.80 | \$19.84 | \$29.76 | \$39.68 | \$49.60 | \$22.32 |
| Apprentice stage 3 | \$775.40 | \$20.41 | \$30.62 | \$40.82 | \$51.03 | \$22.96 |
| Apprentice stage 4 | \$805.10 | \$21.19 | \$31.79 | \$42.38 | \$52.98 | \$23.84 |

Table 2 of 5

| Classification | Afternoon shift - 5 or more successive shifts (6 in six day enterprise) | Night shift - 5 or more successive shifts (6 in six day enterprise) | Permanent night shift | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours | Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours | Saturday - shiftworker |
|--------------------|---|---|-----------------------|--|--|------------------------|
| Apprentice stage 1 | \$21.25 | \$21.25 | \$24.02 | \$27.72 | \$36.96 | \$27.72 |
| Apprentice stage 2 | \$22.82 | \$22.82 | \$25.79 | \$29.76 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$23.47 | \$23.47 | \$26.53 | \$30.62 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$24.37 | \$24.37 | \$27.55 | \$31.79 | \$42.38 | \$31.79 |

Table 3 of 5

| Classification | Sunday - continuous shiftworker | Sunday - non-continuous shiftworker | Public holiday - continuous shiftworker | Public holiday - non-continuous shiftworker | Work on an unrostered shift - continuous shiftworker | Work on an unrostered shift - non-continuous shiftworker - first 3 hours |
|--------------------|---------------------------------|-------------------------------------|---|---|--|--|
| Apprentice stage 1 | \$36.96 | \$36.96 | \$36.96 | \$46.20 | \$36.96 | \$27.72 |
| Apprentice stage 2 | \$39.68 | \$39.68 | \$39.68 | \$49.60 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$40.82 | \$40.82 | \$40.82 | \$51.03 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$42.38 | \$42.38 | \$42.38 | \$52.98 | \$42.38 | \$31.79 |

Table 4 of 5

| Classification | Work on an unrostered shift - non-continuous shiftworker - after 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - first 3 hours | Overtime - Monday to Saturday - day worker and non-continuous shiftworker - after 3 hours | Overtime - Sunday - day worker and non-continuous shiftworker | Overtime - public holiday - day worker and non-continuous shiftworker | Overtime - continuous shiftworker |
|--------------------|--|---|---|---|---|-----------------------------------|
| Apprentice stage 1 | \$36.96 | \$27.72 | \$36.96 | \$36.96 | \$46.20 | \$36.96 |
| Apprentice stage 2 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$49.60 | \$39.68 |
| Apprentice stage 3 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$51.03 | \$40.82 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$52.98 | \$42.38 |

Table 5 of 5

| Classification | Overtime - working on an RDO | Overtime - return to duty/call back - day worker and non-continuous shiftworker - first 3 hours | Overtime - return to duty/call back - day worker and non-continuous shiftworker - after 3 hours | Overtime - return to duty/call back - continuous shiftworker | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift | Working through meal break |
|--------------------|------------------------------|---|---|--|--|---|----------------------------|
| Apprentice stage 1 | \$36.96 | \$27.72 | \$36.96 | \$36.96 | \$36.96 | \$36.96 | \$27.72 |
| Apprentice stage 2 | \$39.68 | \$29.76 | \$39.68 | \$39.68 | \$39.68 | \$39.68 | \$29.76 |
| Apprentice stage 3 | \$40.82 | \$30.62 | \$40.82 | \$40.82 | \$40.82 | \$40.82 | \$30.62 |
| Apprentice stage 4 | \$42.38 | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$31.79 |

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

| Allowances | Rate |
|--|--|
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| * Boiler attendant allowance | \$0.52 per hour |
| Cold places allowance | \$0.65 per hour |
| Confined spaces allowance | \$0.88 per hour |
| Dirty or dusty work allowance | \$0.67 per hour |
| Distant work - return home fares reimbursement | reimbursement for the cost of a return trip home after each 4 weeks of distant work |
| First aid allowance | \$0.46 per hour up to a maximum of \$17.46 per week |
| Fumigation gas allowance | \$8.82 per day on any day methyl bromide gas is used |
| * Heavy vehicle driver allowance - Gross Vehicle Weight over 3 tonnes and up to 4.5 tonnes | \$0.14 per hour for time spent driving a heavy vehicle |
| * Heavy vehicle driver allowance - Gross Vehicle Weight over 4.5 tonnes and up to 14.95 tonnes | \$1.15 per hour for time spent driving a heavy vehicle |
| * Heavy vehicle driver allowance - Gross Vehicle Weight over 14.95 tonnes | \$1.52 per hour for time spent driving a heavy vehicle |
| * Heavy vehicle driver allowance - Semi-trailer | \$2.75 per hour for time spent driving a heavy vehicle |
| Hot places allowance - between 46 and 54 degrees | \$0.67 per hour |
| Hot places allowance - more than 54 degrees | \$0.88 per hour |
| * Leading hand - in charge of 3-10 employees | \$1.01 per hour |
| * Leading hand - in charge of 11-20 employees | \$1.51 per hour |
| * Leading hand - in charge of more than 20 employees | \$1.92 per hour |
| Meal allowance | \$15.01 per meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of buying and laundering the special clothing or equipment |
| Stand by allowance | payment at the ordinary hourly rate while on stand by |
| Training - costs reimbursement | reimbursement for the cost of fees and required textbooks |
| Training - travel reimbursement | reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return |
| Vehicle allowance | \$0.78 per km |
| Wet places allowance | \$0.67 for each hour worked in wet clothing or boots |

| Allowances | Rate |
|--|--|
| Working away from usual workplace - staying away from home - distant work - expenses reimbursement | \$15.01 for each meal and reimbursement for the cost of accommodation |
| Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - expenses reimbursement | \$15.01 for each meal and reimbursement for the cost of accommodation for up to 3 months |
| Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - expenses reimbursement | \$15.01 for each meal and reimbursement for the cost of accommodation for up to 6 months |
| Working away from usual workplace - not staying away from home - not using own transport or using own transport and no agreement to be paid regular travelling allowance - fares reimbursement | reimbursement for the cost of fares which are more than the normal costs for travel from home to work and return |
| Working away from usual workplace - staying away from home - temporary transfer - fares reimbursement | reimbursement for the cost of fares between the usual location and the new location |
| Working away from usual workplace - staying away from home - permanent transfer - change of residence - not in the process of buying a property - fares reimbursement | reimbursement for the cost of fares between the usual location and the new location for up to 3 months |
| Working away from usual workplace - staying away from home - permanent transfer - change of residence - in the process of buying a property - fares reimbursement | reimbursement for the cost of fares between the usual location and the new location for up to 6 months |
| Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth provided | payment at the ordinary hourly rate for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours |
| Working away from usual workplace - Permanent transfer - change of residence - travelling time (Monday to Saturday) allowance - sleeping berth not provided | payment at the ordinary hourly rate for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours |
| Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth provided | payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours |
| Working away from usual workplace - Temporary transfer - travelling time (Monday to Saturday) allowance - sleeping berth not provided | payment at the ordinary hourly rate for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours |
| Working away from usual workplace - Distant work - travelling time (Monday to Saturday) allowance | payment at the ordinary hourly rate for any travel time which is more than the normal travel time from home to work |
| Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth provided | payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location with a maximum payment of 8 hours out of each 24 hours |
| Working away from usual workplace - Permanent transfer - change of residence - travelling time (Sunday or public holiday) allowance - sleeping berth not provided | payment at the ordinary hourly rate + 50% for travel time between the usual location and their new location up to a maximum of 12 hours out of 24 hours |

| Allowances | Rate |
|---|---|
| Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth provided | payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 8 hours out of 24 hours |
| Working away from usual workplace - Temporary transfer - travelling time (Sunday or public holiday) allowance - sleeping berth not provided | payment at the ordinary hourly rate + 50% for travel time between the usual location and the new location up to a maximum of 12 hours out of 24 hours |
| Working away from usual workplace - Distant work - travelling time (Sunday or public holiday) allowance | payment at the ordinary hourly rate + 50% for any travel time which is more than the normal travel time from home to work |