# Pay Guide - Rail Industry Award

# [MA000015]

Published 26 June 2024

Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Disclaimer

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

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

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/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](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

If the Tool allowance applies the rates below should not be used, and should be calculated using [PACT](https://calculate.fairwork.gov.au/).

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

### Adult

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $891.50 | $23.46 | $35.19 | $46.92 | $58.65 | $27.06 | $27.06 |
| Operations employee level 2 | $945.10 | $24.87 | $37.31 | $49.74 | $62.18 | $28.47 | $28.47 |
| Operations employee level 3 | $1,043.80 | $27.47 | $41.21 | $54.94 | $68.68 | $31.07 | $31.07 |
| Operations employee level 4 | $1,145.00 | $30.13 | $45.20 | $60.26 | $75.33 | $33.73 | $33.73 |
| Operations employee level 5 | $1,253.80 | $32.99 | $49.49 | $65.98 | $82.48 | $36.59 | $36.59 |
| Operations employee level 6 | $1,340.20 | $35.27 | $52.91 | $70.54 | $88.18 | $38.87 | $38.87 |
| Clerical, administration and professional employee level 1 | $937.50 | $24.67 | $37.01 | $49.34 | $61.68 | $28.27 | $28.27 |
| Clerical, administration and professional employee level 2 | $1,012.60 | $26.65 | $39.98 | $53.30 | $66.63 | $30.25 | $30.25 |
| Clerical, administration and professional employee level 3 | $1,051.40 | $27.67 | $41.51 | $55.34 | $69.18 | $31.27 | $31.27 |
| Clerical, administration and professional employee level 4 | $1,098.00 | $28.89 | $43.34 | $57.78 | $72.23 | $32.49 | $32.49 |
| Clerical, administration and professional employee level 5 | $1,191.50 | $31.36 | $47.04 | $62.72 | $78.40 | $34.96 | $34.96 |
| Clerical, administration and professional employee level 6 | $1,277.10 | $33.61 | $50.42 | $67.22 | $84.03 | $37.21 | $37.21 |
| Clerical, administration and professional employee level 7 | $1,354.90 | $35.66 | $53.49 | $71.32 | $89.15 | $39.26 | $39.26 |
| Clerical, administration and professional employee level 8 | $1,526.00 | $40.16 | $60.24 | $80.32 | $100.40 | $43.76 | $43.76 |
| Clerical, administration and professional employee level 9 | $1,829.30 | $48.14 | $72.21 | $96.28 | $120.35 | $51.74 | $51.74 |
| Technical and civil infrastructure employee level 1 | $915.50 | $24.09 | $36.14 | $48.18 | $60.23 | $27.69 | $27.69 |
| Technical and civil infrastructure employee level 2 | $949.10 | $24.98 | $37.47 | $49.96 | $62.45 | $28.58 | $28.58 |
| Technical and civil infrastructure employee level 3 | $980.30 | $25.80 | $38.70 | $51.60 | $64.50 | $29.40 | $29.40 |
| Technical and civil infrastructure employee level 4 | $1,032.30 | $27.17 | $40.76 | $54.34 | $67.93 | $30.77 | $30.77 |
| Technical and civil infrastructure employee level 5 | $1,078.20 | $28.37 | $42.56 | $56.74 | $70.93 | $31.97 | $31.97 |
| Technical and civil infrastructure employee level 6 | $1,126.10 | $29.63 | $44.45 | $59.26 | $74.08 | $33.23 | $33.23 |
| Technical and civil infrastructure employee level 7 | $1,215.00 | $31.97 | $47.96 | $63.94 | $79.93 | $35.57 | $35.57 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $27.73 | $31.57 | $35.19 | $46.92 | $35.19 | $46.92 | $58.65 |
| Operations employee level 2 | $29.14 | $32.98 | $37.31 | $49.74 | $37.31 | $49.74 | $62.18 |
| Operations employee level 3 | $31.74 | $35.58 | $41.21 | $54.94 | $41.21 | $54.94 | $68.68 |
| Operations employee level 4 | $34.40 | $38.24 | $45.20 | $60.26 | $45.20 | $60.26 | $75.33 |
| Operations employee level 5 | $37.26 | $41.10 | $49.49 | $65.98 | $49.49 | $65.98 | $82.48 |
| Operations employee level 6 | $39.54 | $43.38 | $52.91 | $70.54 | $52.91 | $70.54 | $88.18 |
| Clerical, administration and professional employee level 1 | $28.94 | $32.78 | $37.01 | $49.34 | $37.01 | $49.34 | $61.68 |
| Clerical, administration and professional employee level 2 | $30.92 | $34.76 | $39.98 | $53.30 | $39.98 | $53.30 | $66.63 |
| Clerical, administration and professional employee level 3 | $31.94 | $35.78 | $41.51 | $55.34 | $41.51 | $55.34 | $69.18 |
| Clerical, administration and professional employee level 4 | $33.16 | $37.00 | $43.34 | $57.78 | $43.34 | $57.78 | $72.23 |
| Clerical, administration and professional employee level 5 | $35.63 | $39.47 | $47.04 | $62.72 | $47.04 | $62.72 | $78.40 |
| Clerical, administration and professional employee level 6 | $37.88 | $41.72 | $50.42 | $67.22 | $50.42 | $67.22 | $84.03 |
| Clerical, administration and professional employee level 7 | $39.93 | $43.77 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $44.43 | $48.27 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $52.41 | $56.25 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $28.36 | $32.20 | $36.14 | $48.18 | $36.14 | $48.18 | $60.23 |
| Technical and civil infrastructure employee level 2 | $29.25 | $33.09 | $37.47 | $49.96 | $37.47 | $49.96 | $62.45 |
| Technical and civil infrastructure employee level 3 | $30.07 | $33.91 | $38.70 | $51.60 | $38.70 | $51.60 | $64.50 |
| Technical and civil infrastructure employee level 4 | $31.44 | $35.28 | $40.76 | $54.34 | $40.76 | $54.34 | $67.93 |
| Technical and civil infrastructure employee level 5 | $32.64 | $36.48 | $42.56 | $56.74 | $42.56 | $56.74 | $70.93 |
| Technical and civil infrastructure employee level 6 | $33.90 | $37.74 | $44.45 | $59.26 | $44.45 | $59.26 | $74.08 |
| Technical and civil infrastructure employee level 7 | $36.24 | $40.08 | $47.96 | $63.94 | $47.96 | $63.94 | $79.93 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $29.33 | $41.06 | $52.79 | $64.52 | $32.93 | $32.93 | $33.60 |
| Operations employee level 2 | $31.09 | $43.52 | $55.96 | $68.39 | $34.69 | $34.69 | $35.36 |
| Operations employee level 3 | $34.34 | $48.07 | $61.81 | $75.54 | $37.94 | $37.94 | $38.61 |
| Operations employee level 4 | $37.66 | $52.73 | $67.79 | $82.86 | $41.26 | $41.26 | $41.93 |
| Operations employee level 5 | $41.24 | $57.73 | $74.23 | $90.72 | $44.84 | $44.84 | $45.51 |
| Operations employee level 6 | $44.09 | $61.72 | $79.36 | $96.99 | $47.69 | $47.69 | $48.36 |
| Clerical, administration and professional employee level 1 | $30.84 | $43.17 | $55.51 | $67.84 | $34.44 | $34.44 | $35.11 |
| Clerical, administration and professional employee level 2 | $33.31 | $46.64 | $59.96 | $73.29 | $36.91 | $36.91 | $37.58 |
| Clerical, administration and professional employee level 3 | $34.59 | $48.42 | $62.26 | $76.09 | $38.19 | $38.19 | $38.86 |
| Clerical, administration and professional employee level 4 | $36.11 | $50.56 | $65.00 | $79.45 | $39.71 | $39.71 | $40.38 |
| Clerical, administration and professional employee level 5 | $39.20 | $54.88 | $70.56 | $86.24 | $42.80 | $42.80 | $43.47 |
| Clerical, administration and professional employee level 6 | $42.01 | $58.82 | $75.62 | $92.43 | $45.61 | $45.61 | $46.28 |
| Clerical, administration and professional employee level 7 | $44.58 | $62.41 | $80.24 | $98.07 | $48.18 | $48.18 | $48.85 |
| Clerical, administration and professional employee level 8 | $50.20 | $70.28 | $90.36 | $110.44 | $53.80 | $53.80 | $54.47 |
| Clerical, administration and professional employee level 9 | $60.18 | $84.25 | $108.32 | $132.39 | $63.78 | $63.78 | $64.45 |
| Technical and civil infrastructure employee level 1 | $30.11 | $42.16 | $54.20 | $66.25 | $33.71 | $33.71 | $34.38 |
| Technical and civil infrastructure employee level 2 | $31.23 | $43.72 | $56.21 | $68.70 | $34.83 | $34.83 | $35.50 |
| Technical and civil infrastructure employee level 3 | $32.25 | $45.15 | $58.05 | $70.95 | $35.85 | $35.85 | $36.52 |
| Technical and civil infrastructure employee level 4 | $33.96 | $47.55 | $61.13 | $74.72 | $37.56 | $37.56 | $38.23 |
| Technical and civil infrastructure employee level 5 | $35.46 | $49.65 | $63.83 | $78.02 | $39.06 | $39.06 | $39.73 |
| Technical and civil infrastructure employee level 6 | $37.04 | $51.85 | $66.67 | $81.48 | $40.64 | $40.64 | $41.31 |
| Technical and civil infrastructure employee level 7 | $39.96 | $55.95 | $71.93 | $87.92 | $43.56 | $43.56 | $44.23 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $37.44 | $41.06 | $52.79 | $41.06 | $52.79 | $64.52 |
| Operations employee level 2 | $39.20 | $43.52 | $55.96 | $43.52 | $55.96 | $68.39 |
| Operations employee level 3 | $42.45 | $48.07 | $61.81 | $48.07 | $61.81 | $75.54 |
| Operations employee level 4 | $45.77 | $52.73 | $67.79 | $52.73 | $67.79 | $82.86 |
| Operations employee level 5 | $49.35 | $57.73 | $74.23 | $57.73 | $74.23 | $90.72 |
| Operations employee level 6 | $52.20 | $61.72 | $79.36 | $61.72 | $79.36 | $96.99 |
| Clerical, administration and professional employee level 1 | $38.95 | $43.17 | $55.51 | $43.17 | $55.51 | $67.84 |
| Clerical, administration and professional employee level 2 | $41.42 | $46.64 | $59.96 | $46.64 | $59.96 | $73.29 |
| Clerical, administration and professional employee level 3 | $42.70 | $48.42 | $62.26 | $48.42 | $62.26 | $76.09 |
| Clerical, administration and professional employee level 4 | $44.22 | $50.56 | $65.00 | $50.56 | $65.00 | $79.45 |
| Clerical, administration and professional employee level 5 | $47.31 | $54.88 | $70.56 | $54.88 | $70.56 | $86.24 |
| Clerical, administration and professional employee level 6 | $50.12 | $58.82 | $75.62 | $58.82 | $75.62 | $92.43 |
| Clerical, administration and professional employee level 7 | $52.69 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $58.31 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $68.29 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $38.22 | $42.16 | $54.20 | $42.16 | $54.20 | $66.25 |
| Technical and civil infrastructure employee level 2 | $39.34 | $43.72 | $56.21 | $43.72 | $56.21 | $68.70 |
| Technical and civil infrastructure employee level 3 | $40.36 | $45.15 | $58.05 | $45.15 | $58.05 | $70.95 |
| Technical and civil infrastructure employee level 4 | $42.07 | $47.55 | $61.13 | $47.55 | $61.13 | $74.72 |
| Technical and civil infrastructure employee level 5 | $43.57 | $49.65 | $63.83 | $49.65 | $63.83 | $78.02 |
| Technical and civil infrastructure employee level 6 | $45.15 | $51.85 | $66.67 | $51.85 | $66.67 | $81.48 |
| Technical and civil infrastructure employee level 7 | $48.07 | $55.95 | $71.93 | $55.95 | $71.93 | $87.92 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $668.63 | $17.60 | $26.40 | $35.20 | $44.00 | $21.20 | $21.20 |
| Operations employee level 2 | $708.83 | $18.65 | $27.98 | $37.30 | $46.63 | $22.25 | $22.25 |
| Operations employee level 3 | $782.85 | $20.60 | $30.90 | $41.20 | $51.50 | $24.20 | $24.20 |
| Operations employee level 4 | $858.75 | $22.60 | $33.90 | $45.20 | $56.50 | $26.20 | $26.20 |
| Clerical, administration and professional employee level 1 | $703.13 | $18.50 | $27.75 | $37.00 | $46.25 | $22.10 | $22.10 |
| Clerical, administration and professional employee level 2 | $759.45 | $19.99 | $29.99 | $39.98 | $49.98 | $23.59 | $23.59 |
| Clerical, administration and professional employee level 3 | $788.55 | $20.75 | $31.13 | $41.50 | $51.88 | $24.35 | $24.35 |
| Clerical, administration and professional employee level 4 | $823.50 | $21.67 | $32.51 | $43.34 | $54.18 | $25.27 | $25.27 |
| Clerical, administration and professional employee level 5 | $893.63 | $23.52 | $35.28 | $47.04 | $58.80 | $27.12 | $27.12 |
| Clerical, administration and professional employee level 6 | $957.83 | $25.21 | $37.82 | $50.42 | $63.03 | $28.81 | $28.81 |
| Clerical, administration and professional employee level 7 | $1,016.18 | $26.74 | $40.11 | $53.48 | $66.85 | $30.34 | $30.34 |
| Clerical, administration and professional employee level 8 | $1,144.50 | $30.12 | $45.18 | $60.24 | $75.30 | $33.72 | $33.72 |
| Clerical, administration and professional employee level 9 | $1,371.98 | $36.10 | $54.15 | $72.20 | $90.25 | $39.70 | $39.70 |
| Technical and civil infrastructure employee level 1 | $686.63 | $18.07 | $27.11 | $36.14 | $45.18 | $21.67 | $21.67 |
| Technical and civil infrastructure employee level 2 | $711.83 | $18.73 | $28.10 | $37.46 | $46.83 | $22.33 | $22.33 |
| Technical and civil infrastructure employee level 3 | $735.23 | $19.35 | $29.03 | $38.70 | $48.38 | $22.95 | $22.95 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $21.87 | $25.71 | $26.40 | $35.20 | $26.40 | $35.20 | $44.00 |
| Operations employee level 2 | $22.92 | $26.76 | $27.98 | $37.30 | $27.98 | $37.30 | $46.63 |
| Operations employee level 3 | $24.87 | $28.71 | $30.90 | $41.20 | $30.90 | $41.20 | $51.50 |
| Operations employee level 4 | $26.87 | $30.71 | $33.90 | $45.20 | $33.90 | $45.20 | $56.50 |
| Clerical, administration and professional employee level 1 | $22.77 | $26.61 | $27.75 | $37.00 | $27.75 | $37.00 | $46.25 |
| Clerical, administration and professional employee level 2 | $24.26 | $28.10 | $29.99 | $39.98 | $29.99 | $39.98 | $49.98 |
| Clerical, administration and professional employee level 3 | $25.02 | $28.86 | $31.13 | $41.50 | $31.13 | $41.50 | $51.88 |
| Clerical, administration and professional employee level 4 | $25.94 | $29.78 | $32.51 | $43.34 | $32.51 | $43.34 | $54.18 |
| Clerical, administration and professional employee level 5 | $27.79 | $31.63 | $35.28 | $47.04 | $35.28 | $47.04 | $58.80 |
| Clerical, administration and professional employee level 6 | $29.48 | $33.32 | $37.82 | $50.42 | $37.82 | $50.42 | $63.03 |
| Clerical, administration and professional employee level 7 | $31.01 | $34.85 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $34.39 | $38.23 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $40.37 | $44.21 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $22.34 | $26.18 | $27.11 | $36.14 | $27.11 | $36.14 | $45.18 |
| Technical and civil infrastructure employee level 2 | $23.00 | $26.84 | $28.10 | $37.46 | $28.10 | $37.46 | $46.83 |
| Technical and civil infrastructure employee level 3 | $23.62 | $27.46 | $29.03 | $38.70 | $29.03 | $38.70 | $48.38 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $757.78 | $19.94 | $29.91 | $39.88 | $49.85 | $23.54 | $23.54 |
| Operations employee level 2 | $803.34 | $21.14 | $31.71 | $42.28 | $52.85 | $24.74 | $24.74 |
| Operations employee level 3 | $887.23 | $23.35 | $35.03 | $46.70 | $58.38 | $26.95 | $26.95 |
| Operations employee level 4 | $973.25 | $25.61 | $38.42 | $51.22 | $64.03 | $29.21 | $29.21 |
| Clerical, administration and professional employee level 1 | $796.88 | $20.97 | $31.46 | $41.94 | $52.43 | $24.57 | $24.57 |
| Clerical, administration and professional employee level 2 | $860.71 | $22.65 | $33.98 | $45.30 | $56.63 | $26.25 | $26.25 |
| Clerical, administration and professional employee level 3 | $893.69 | $23.52 | $35.28 | $47.04 | $58.80 | $27.12 | $27.12 |
| Clerical, administration and professional employee level 4 | $933.30 | $24.56 | $36.84 | $49.12 | $61.40 | $28.16 | $28.16 |
| Clerical, administration and professional employee level 5 | $1,012.78 | $26.65 | $39.98 | $53.30 | $66.63 | $30.25 | $30.25 |
| Clerical, administration and professional employee level 6 | $1,085.54 | $28.57 | $42.86 | $57.14 | $71.43 | $32.17 | $32.17 |
| Clerical, administration and professional employee level 7 | $1,151.67 | $30.31 | $45.47 | $60.62 | $75.78 | $33.91 | $33.91 |
| Clerical, administration and professional employee level 8 | $1,297.10 | $34.13 | $51.20 | $68.26 | $85.33 | $37.73 | $37.73 |
| Clerical, administration and professional employee level 9 | $1,554.91 | $40.92 | $61.38 | $81.84 | $102.30 | $44.52 | $44.52 |
| Technical and civil infrastructure employee level 1 | $778.18 | $20.48 | $30.72 | $40.96 | $51.20 | $24.08 | $24.08 |
| Technical and civil infrastructure employee level 2 | $806.74 | $21.23 | $31.85 | $42.46 | $53.08 | $24.83 | $24.83 |
| Technical and civil infrastructure employee level 3 | $833.26 | $21.93 | $32.90 | $43.86 | $54.83 | $25.53 | $25.53 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $24.21 | $28.05 | $29.91 | $39.88 | $29.91 | $39.88 | $49.85 |
| Operations employee level 2 | $25.41 | $29.25 | $31.71 | $42.28 | $31.71 | $42.28 | $52.85 |
| Operations employee level 3 | $27.62 | $31.46 | $35.03 | $46.70 | $35.03 | $46.70 | $58.38 |
| Operations employee level 4 | $29.88 | $33.72 | $38.42 | $51.22 | $38.42 | $51.22 | $64.03 |
| Clerical, administration and professional employee level 1 | $25.24 | $29.08 | $31.46 | $41.94 | $31.46 | $41.94 | $52.43 |
| Clerical, administration and professional employee level 2 | $26.92 | $30.76 | $33.98 | $45.30 | $33.98 | $45.30 | $56.63 |
| Clerical, administration and professional employee level 3 | $27.79 | $31.63 | $35.28 | $47.04 | $35.28 | $47.04 | $58.80 |
| Clerical, administration and professional employee level 4 | $28.83 | $32.67 | $36.84 | $49.12 | $36.84 | $49.12 | $61.40 |
| Clerical, administration and professional employee level 5 | $30.92 | $34.76 | $39.98 | $53.30 | $39.98 | $53.30 | $66.63 |
| Clerical, administration and professional employee level 6 | $32.84 | $36.68 | $42.86 | $57.14 | $42.86 | $57.14 | $71.43 |
| Clerical, administration and professional employee level 7 | $34.58 | $38.42 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $38.40 | $42.24 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $45.19 | $49.03 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $24.75 | $28.59 | $30.72 | $40.96 | $30.72 | $40.96 | $51.20 |
| Technical and civil infrastructure employee level 2 | $25.50 | $29.34 | $31.85 | $42.46 | $31.85 | $42.46 | $53.08 |
| Technical and civil infrastructure employee level 3 | $26.20 | $30.04 | $32.90 | $43.86 | $32.90 | $43.86 | $54.83 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $891.50 | $23.46 | $35.19 | $46.92 | $58.65 | $27.06 | $27.06 |
| Operations employee level 2 | $945.10 | $24.87 | $37.31 | $49.74 | $62.18 | $28.47 | $28.47 |
| Operations employee level 3 | $1,043.80 | $27.47 | $41.21 | $54.94 | $68.68 | $31.07 | $31.07 |
| Operations employee level 4 | $1,145.00 | $30.13 | $45.20 | $60.26 | $75.33 | $33.73 | $33.73 |
| Clerical, administration and professional employee level 1 | $937.50 | $24.67 | $37.01 | $49.34 | $61.68 | $28.27 | $28.27 |
| Clerical, administration and professional employee level 2 | $1,012.60 | $26.65 | $39.98 | $53.30 | $66.63 | $30.25 | $30.25 |
| Clerical, administration and professional employee level 3 | $1,051.40 | $27.67 | $41.51 | $55.34 | $69.18 | $31.27 | $31.27 |
| Clerical, administration and professional employee level 4 | $1,098.00 | $28.89 | $43.34 | $57.78 | $72.23 | $32.49 | $32.49 |
| Clerical, administration and professional employee level 5 | $1,191.50 | $31.36 | $47.04 | $62.72 | $78.40 | $34.96 | $34.96 |
| Clerical, administration and professional employee level 6 | $1,277.10 | $33.61 | $50.42 | $67.22 | $84.03 | $37.21 | $37.21 |
| Clerical, administration and professional employee level 7 | $1,354.90 | $35.66 | $53.49 | $71.32 | $89.15 | $39.26 | $39.26 |
| Clerical, administration and professional employee level 8 | $1,526.00 | $40.16 | $60.24 | $80.32 | $100.40 | $43.76 | $43.76 |
| Clerical, administration and professional employee level 9 | $1,829.30 | $48.14 | $72.21 | $96.28 | $120.35 | $51.74 | $51.74 |
| Technical and civil infrastructure employee level 1 | $915.50 | $24.09 | $36.14 | $48.18 | $60.23 | $27.69 | $27.69 |
| Technical and civil infrastructure employee level 2 | $949.10 | $24.98 | $37.47 | $49.96 | $62.45 | $28.58 | $28.58 |
| Technical and civil infrastructure employee level 3 | $980.30 | $25.80 | $38.70 | $51.60 | $64.50 | $29.40 | $29.40 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $27.73 | $31.57 | $35.19 | $46.92 | $35.19 | $46.92 | $58.65 |
| Operations employee level 2 | $29.14 | $32.98 | $37.31 | $49.74 | $37.31 | $49.74 | $62.18 |
| Operations employee level 3 | $31.74 | $35.58 | $41.21 | $54.94 | $41.21 | $54.94 | $68.68 |
| Operations employee level 4 | $34.40 | $38.24 | $45.20 | $60.26 | $45.20 | $60.26 | $75.33 |
| Clerical, administration and professional employee level 1 | $28.94 | $32.78 | $37.01 | $49.34 | $37.01 | $49.34 | $61.68 |
| Clerical, administration and professional employee level 2 | $30.92 | $34.76 | $39.98 | $53.30 | $39.98 | $53.30 | $66.63 |
| Clerical, administration and professional employee level 3 | $31.94 | $35.78 | $41.51 | $55.34 | $41.51 | $55.34 | $69.18 |
| Clerical, administration and professional employee level 4 | $33.16 | $37.00 | $43.34 | $57.78 | $43.34 | $57.78 | $72.23 |
| Clerical, administration and professional employee level 5 | $35.63 | $39.47 | $47.04 | $62.72 | $47.04 | $62.72 | $78.40 |
| Clerical, administration and professional employee level 6 | $37.88 | $41.72 | $50.42 | $67.22 | $50.42 | $67.22 | $84.03 |
| Clerical, administration and professional employee level 7 | $39.93 | $43.77 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $44.43 | $48.27 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $52.41 | $56.25 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $28.36 | $32.20 | $36.14 | $48.18 | $36.14 | $48.18 | $60.23 |
| Technical and civil infrastructure employee level 2 | $29.25 | $33.09 | $37.47 | $49.96 | $37.47 | $49.96 | $62.45 |
| Technical and civil infrastructure employee level 3 | $30.07 | $33.91 | $38.70 | $51.60 | $38.70 | $51.60 | $64.50 |

### Junior - Casual - Under 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $22.00 | $30.80 | $39.60 | $48.40 | $25.60 | $25.60 | $26.27 |
| Operations employee level 2 | $23.31 | $32.64 | $41.96 | $51.29 | $26.91 | $26.91 | $27.58 |
| Operations employee level 3 | $25.75 | $36.05 | $46.35 | $56.65 | $29.35 | $29.35 | $30.02 |
| Operations employee level 4 | $28.25 | $39.55 | $50.85 | $62.15 | $31.85 | $31.85 | $32.52 |
| Clerical, administration and professional employee level 1 | $23.13 | $32.38 | $41.63 | $50.88 | $26.73 | $26.73 | $27.40 |
| Clerical, administration and professional employee level 2 | $24.99 | $34.98 | $44.98 | $54.97 | $28.59 | $28.59 | $29.26 |
| Clerical, administration and professional employee level 3 | $25.94 | $36.31 | $46.69 | $57.06 | $29.54 | $29.54 | $30.21 |
| Clerical, administration and professional employee level 4 | $27.09 | $37.92 | $48.76 | $59.59 | $30.69 | $30.69 | $31.36 |
| Clerical, administration and professional employee level 5 | $29.40 | $41.16 | $52.92 | $64.68 | $33.00 | $33.00 | $33.67 |
| Clerical, administration and professional employee level 6 | $31.51 | $44.12 | $56.72 | $69.33 | $35.11 | $35.11 | $35.78 |
| Clerical, administration and professional employee level 7 | $33.43 | $46.80 | $60.17 | $73.54 | $37.03 | $37.03 | $37.70 |
| Clerical, administration and professional employee level 8 | $37.65 | $52.71 | $67.77 | $82.83 | $41.25 | $41.25 | $41.92 |
| Clerical, administration and professional employee level 9 | $45.13 | $63.18 | $81.23 | $99.28 | $48.73 | $48.73 | $49.40 |
| Technical and civil infrastructure employee level 1 | $22.59 | $31.62 | $40.66 | $49.69 | $26.19 | $26.19 | $26.86 |
| Technical and civil infrastructure employee level 2 | $23.41 | $32.78 | $42.14 | $51.51 | $27.01 | $27.01 | $27.68 |
| Technical and civil infrastructure employee level 3 | $24.19 | $33.86 | $43.54 | $53.21 | $27.79 | $27.79 | $28.46 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $30.11 | $30.80 | $39.60 | $30.80 | $39.60 | $48.40 |
| Operations employee level 2 | $31.42 | $32.64 | $41.96 | $32.64 | $41.96 | $51.29 |
| Operations employee level 3 | $33.86 | $36.05 | $46.35 | $36.05 | $46.35 | $56.65 |
| Operations employee level 4 | $36.36 | $39.55 | $50.85 | $39.55 | $50.85 | $62.15 |
| Clerical, administration and professional employee level 1 | $31.24 | $32.38 | $41.63 | $32.38 | $41.63 | $50.88 |
| Clerical, administration and professional employee level 2 | $33.10 | $34.98 | $44.98 | $34.98 | $44.98 | $54.97 |
| Clerical, administration and professional employee level 3 | $34.05 | $36.31 | $46.69 | $36.31 | $46.69 | $57.06 |
| Clerical, administration and professional employee level 4 | $35.20 | $37.92 | $48.76 | $37.92 | $48.76 | $59.59 |
| Clerical, administration and professional employee level 5 | $37.51 | $41.16 | $52.92 | $41.16 | $52.92 | $64.68 |
| Clerical, administration and professional employee level 6 | $39.62 | $44.12 | $56.72 | $44.12 | $56.72 | $69.33 |
| Clerical, administration and professional employee level 7 | $41.54 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $45.76 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $53.24 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $30.70 | $31.62 | $40.66 | $31.62 | $40.66 | $49.69 |
| Technical and civil infrastructure employee level 2 | $31.52 | $32.78 | $42.14 | $32.78 | $42.14 | $51.51 |
| Technical and civil infrastructure employee level 3 | $32.30 | $33.86 | $43.54 | $33.86 | $43.54 | $53.21 |

### Junior - Casual - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $24.93 | $34.90 | $44.87 | $54.84 | $28.53 | $28.53 | $29.20 |
| Operations employee level 2 | $26.43 | $37.00 | $47.57 | $58.14 | $30.03 | $30.03 | $30.70 |
| Operations employee level 3 | $29.19 | $40.86 | $52.54 | $64.21 | $32.79 | $32.79 | $33.46 |
| Operations employee level 4 | $32.01 | $44.82 | $57.62 | $70.43 | $35.61 | $35.61 | $36.28 |
| Clerical, administration and professional employee level 1 | $26.21 | $36.70 | $47.18 | $57.67 | $29.81 | $29.81 | $30.48 |
| Clerical, administration and professional employee level 2 | $28.31 | $39.64 | $50.96 | $62.29 | $31.91 | $31.91 | $32.58 |
| Clerical, administration and professional employee level 3 | $29.40 | $41.16 | $52.92 | $64.68 | $33.00 | $33.00 | $33.67 |
| Clerical, administration and professional employee level 4 | $30.70 | $42.98 | $55.26 | $67.54 | $34.30 | $34.30 | $34.97 |
| Clerical, administration and professional employee level 5 | $33.31 | $46.64 | $59.96 | $73.29 | $36.91 | $36.91 | $37.58 |
| Clerical, administration and professional employee level 6 | $35.71 | $50.00 | $64.28 | $78.57 | $39.31 | $39.31 | $39.98 |
| Clerical, administration and professional employee level 7 | $37.89 | $53.04 | $68.20 | $83.35 | $41.49 | $41.49 | $42.16 |
| Clerical, administration and professional employee level 8 | $42.66 | $59.73 | $76.79 | $93.86 | $46.26 | $46.26 | $46.93 |
| Clerical, administration and professional employee level 9 | $51.15 | $71.61 | $92.07 | $112.53 | $54.75 | $54.75 | $55.42 |
| Technical and civil infrastructure employee level 1 | $25.60 | $35.84 | $46.08 | $56.32 | $29.20 | $29.20 | $29.87 |
| Technical and civil infrastructure employee level 2 | $26.54 | $37.15 | $47.77 | $58.38 | $30.14 | $30.14 | $30.81 |
| Technical and civil infrastructure employee level 3 | $27.41 | $38.38 | $49.34 | $60.31 | $31.01 | $31.01 | $31.68 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $33.04 | $34.90 | $44.87 | $34.90 | $44.87 | $54.84 |
| Operations employee level 2 | $34.54 | $37.00 | $47.57 | $37.00 | $47.57 | $58.14 |
| Operations employee level 3 | $37.30 | $40.86 | $52.54 | $40.86 | $52.54 | $64.21 |
| Operations employee level 4 | $40.12 | $44.82 | $57.62 | $44.82 | $57.62 | $70.43 |
| Clerical, administration and professional employee level 1 | $34.32 | $36.70 | $47.18 | $36.70 | $47.18 | $57.67 |
| Clerical, administration and professional employee level 2 | $36.42 | $39.64 | $50.96 | $39.64 | $50.96 | $62.29 |
| Clerical, administration and professional employee level 3 | $37.51 | $41.16 | $52.92 | $41.16 | $52.92 | $64.68 |
| Clerical, administration and professional employee level 4 | $38.81 | $42.98 | $55.26 | $42.98 | $55.26 | $67.54 |
| Clerical, administration and professional employee level 5 | $41.42 | $46.64 | $59.96 | $46.64 | $59.96 | $73.29 |
| Clerical, administration and professional employee level 6 | $43.82 | $50.00 | $64.28 | $50.00 | $64.28 | $78.57 |
| Clerical, administration and professional employee level 7 | $46.00 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $50.77 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $59.26 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $33.71 | $35.84 | $46.08 | $35.84 | $46.08 | $56.32 |
| Technical and civil infrastructure employee level 2 | $34.65 | $37.15 | $47.77 | $37.15 | $47.77 | $58.38 |
| Technical and civil infrastructure employee level 3 | $35.52 | $38.38 | $49.34 | $38.38 | $49.34 | $60.31 |

### Junior - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Night shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $29.33 | $41.06 | $52.79 | $64.52 | $32.93 | $33.60 | $32.93 |
| Operations employee level 2 | $31.09 | $43.52 | $55.96 | $68.39 | $34.69 | $35.36 | $34.69 |
| Operations employee level 3 | $34.34 | $48.07 | $61.81 | $75.54 | $37.94 | $38.61 | $37.94 |
| Operations employee level 4 | $37.66 | $52.73 | $67.79 | $82.86 | $41.26 | $41.93 | $41.26 |
| Clerical, administration and professional employee level 1 | $30.84 | $43.17 | $55.51 | $67.84 | $34.44 | $35.11 | $34.44 |
| Clerical, administration and professional employee level 2 | $33.31 | $46.64 | $59.96 | $73.29 | $36.91 | $37.58 | $36.91 |
| Clerical, administration and professional employee level 3 | $34.59 | $48.42 | $62.26 | $76.09 | $38.19 | $38.86 | $38.19 |
| Clerical, administration and professional employee level 4 | $36.11 | $50.56 | $65.00 | $79.45 | $39.71 | $40.38 | $39.71 |
| Clerical, administration and professional employee level 5 | $39.20 | $54.88 | $70.56 | $86.24 | $42.80 | $43.47 | $42.80 |
| Clerical, administration and professional employee level 6 | $42.01 | $58.82 | $75.62 | $92.43 | $45.61 | $46.28 | $45.61 |
| Clerical, administration and professional employee level 7 | $44.58 | $62.41 | $80.24 | $98.07 | $48.18 | $48.85 | $48.18 |
| Clerical, administration and professional employee level 8 | $50.20 | $70.28 | $90.36 | $110.44 | $53.80 | $54.47 | $53.80 |
| Clerical, administration and professional employee level 9 | $60.18 | $84.25 | $108.32 | $132.39 | $63.78 | $64.45 | $63.78 |
| Technical and civil infrastructure employee level 1 | $30.11 | $42.16 | $54.20 | $66.25 | $33.71 | $34.38 | $33.71 |
| Technical and civil infrastructure employee level 2 | $31.23 | $43.72 | $56.21 | $68.70 | $34.83 | $35.50 | $34.83 |
| Technical and civil infrastructure employee level 3 | $32.25 | $45.15 | $58.05 | $70.95 | $35.85 | $36.52 | $35.85 |

**Table 2 of 2**

| **Classification** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Operations employee level 1 | $37.44 | $41.06 | $52.79 | $41.06 | $52.79 | $64.52 |
| Operations employee level 2 | $39.20 | $43.52 | $55.96 | $43.52 | $55.96 | $68.39 |
| Operations employee level 3 | $42.45 | $48.07 | $61.81 | $48.07 | $61.81 | $75.54 |
| Operations employee level 4 | $45.77 | $52.73 | $67.79 | $52.73 | $67.79 | $82.86 |
| Clerical, administration and professional employee level 1 | $38.95 | $43.17 | $55.51 | $43.17 | $55.51 | $67.84 |
| Clerical, administration and professional employee level 2 | $41.42 | $46.64 | $59.96 | $46.64 | $59.96 | $73.29 |
| Clerical, administration and professional employee level 3 | $42.70 | $48.42 | $62.26 | $48.42 | $62.26 | $76.09 |
| Clerical, administration and professional employee level 4 | $44.22 | $50.56 | $65.00 | $50.56 | $65.00 | $79.45 |
| Clerical, administration and professional employee level 5 | $47.31 | $54.88 | $70.56 | $54.88 | $70.56 | $86.24 |
| Clerical, administration and professional employee level 6 | $50.12 | $58.82 | $75.62 | $58.82 | $75.62 | $92.43 |
| Clerical, administration and professional employee level 7 | $52.69 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 8 | $58.31 | N/A | N/A | N/A | N/A | N/A |
| Clerical, administration and professional employee level 9 | $68.29 | N/A | N/A | N/A | N/A | N/A |
| Technical and civil infrastructure employee level 1 | $38.22 | $42.16 | $54.20 | $42.16 | $54.20 | $66.25 |
| Technical and civil infrastructure employee level 2 | $39.34 | $43.72 | $56.21 | $43.72 | $56.21 | $68.70 |
| Technical and civil infrastructure employee level 3 | $40.36 | $45.15 | $58.05 | $45.15 | $58.05 | $70.95 |

### Apprentice - Operations - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $469.71 | $12.36 | $18.54 | $24.72 | $30.90 | $15.96 | $15.96 |
| Apprentice 2nd year | $574.09 | $15.11 | $22.67 | $30.22 | $37.78 | $18.71 | $18.71 |
| Apprentice 3rd year | $782.85 | $20.60 | $30.90 | $41.20 | $51.50 | $24.20 | $24.20 |
| Apprentice 4th year | $918.54 | $24.17 | $36.26 | $48.34 | $60.43 | $27.77 | $27.77 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.63 | $20.47 | $18.54 | $24.72 | $18.54 | $24.72 | $30.90 |
| Apprentice 2nd year | $19.38 | $23.22 | $22.67 | $30.22 | $22.67 | $30.22 | $37.78 |
| Apprentice 3rd year | $24.87 | $28.71 | $30.90 | $41.20 | $30.90 | $41.20 | $51.50 |
| Apprentice 4th year | $28.44 | $32.28 | $36.26 | $48.34 | $36.26 | $48.34 | $60.43 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $521.90 | $13.73 | $20.60 | $27.46 | $34.33 | $17.33 | $17.33 |
| Apprentice 2nd year | $626.28 | $16.48 | $24.72 | $32.96 | $41.20 | $20.08 | $20.08 |
| Apprentice 3rd year | $782.85 | $20.60 | $30.90 | $41.20 | $51.50 | $24.20 | $24.20 |
| Apprentice 4th year | $918.54 | $24.17 | $36.26 | $48.34 | $60.43 | $27.77 | $27.77 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.00 | $21.84 | $20.60 | $27.46 | $20.60 | $27.46 | $34.33 |
| Apprentice 2nd year | $20.75 | $24.59 | $24.72 | $32.96 | $24.72 | $32.96 | $41.20 |
| Apprentice 3rd year | $24.87 | $28.71 | $30.90 | $41.20 | $30.90 | $41.20 | $51.50 |
| Apprentice 4th year | $28.44 | $32.28 | $36.26 | $48.34 | $36.26 | $48.34 | $60.43 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $574.09 | $15.11 | $22.67 | $30.22 | $37.78 | $18.71 | $18.71 |
| Apprentice 2nd year | $678.47 | $17.85 | $26.78 | $35.70 | $44.63 | $21.45 | $21.45 |
| Apprentice 3rd year | $782.85 | $20.60 | $30.90 | $41.20 | $51.50 | $24.20 | $24.20 |
| Apprentice 4th year | $918.54 | $24.17 | $36.26 | $48.34 | $60.43 | $27.77 | $27.77 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $19.38 | $23.22 | $22.67 | $30.22 | $22.67 | $30.22 | $37.78 |
| Apprentice 2nd year | $22.12 | $25.96 | $26.78 | $35.70 | $26.78 | $35.70 | $44.63 |
| Apprentice 3rd year | $24.87 | $28.71 | $30.90 | $41.20 | $30.90 | $41.20 | $51.50 |
| Apprentice 4th year | $28.44 | $32.28 | $36.26 | $48.34 | $36.26 | $48.34 | $60.43 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $469.71 | $12.36 | $18.54 | $24.72 | $30.90 | $15.96 | $15.96 |
| Apprentice 2nd year | $574.09 | $15.11 | $22.67 | $30.22 | $37.78 | $18.71 | $18.71 |
| Apprentice 3rd year | $782.85 | $20.60 | $30.90 | $41.20 | $51.50 | $24.20 | $24.20 |
| Apprentice 4th year | $918.54 | $24.17 | $36.26 | $48.34 | $60.43 | $27.77 | $27.77 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.63 | $20.47 | $18.54 | $24.72 | $18.54 | $24.72 | $30.90 |
| Apprentice 2nd year | $19.38 | $23.22 | $22.67 | $30.22 | $22.67 | $30.22 | $37.78 |
| Apprentice 3rd year | $24.87 | $28.71 | $30.90 | $41.20 | $30.90 | $41.20 | $51.50 |
| Apprentice 4th year | $28.44 | $32.28 | $36.26 | $48.34 | $36.26 | $48.34 | $60.43 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $835.04 | $21.97 | $32.96 | $43.94 | $54.93 | $25.57 | $25.57 |
| Apprentice 2nd year | $891.50 | $23.46 | $35.19 | $46.92 | $58.65 | $27.06 | $27.06 |
| Apprentice 3rd year | $891.50 | $23.46 | $35.19 | $46.92 | $58.65 | $27.06 | $27.06 |
| Apprentice 4th year | $918.54 | $24.17 | $36.26 | $48.34 | $60.43 | $27.77 | $27.77 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.24 | $30.08 | $32.96 | $43.94 | $32.96 | $43.94 | $54.93 |
| Apprentice 2nd year | $27.73 | $31.57 | $35.19 | $46.92 | $35.19 | $46.92 | $58.65 |
| Apprentice 3rd year | $27.73 | $31.57 | $35.19 | $46.92 | $35.19 | $46.92 | $58.65 |
| Apprentice 4th year | $28.44 | $32.28 | $36.26 | $48.34 | $36.26 | $48.34 | $60.43 |

### Apprentice - Technical & civil infrastructure - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $464.54 | $12.22 | $18.33 | $24.44 | $30.55 | $15.82 | $15.82 |
| Apprentice 2nd year | $567.77 | $14.94 | $22.41 | $29.88 | $37.35 | $18.54 | $18.54 |
| Apprentice 3rd year | $774.23 | $20.37 | $30.56 | $40.74 | $50.93 | $23.97 | $23.97 |
| Apprentice 4th year | $908.42 | $23.91 | $35.87 | $47.82 | $59.78 | $27.51 | $27.51 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.49 | $20.33 | $18.33 | $24.44 | $18.33 | $24.44 | $30.55 |
| Apprentice 2nd year | $19.21 | $23.05 | $22.41 | $29.88 | $22.41 | $29.88 | $37.35 |
| Apprentice 3rd year | $24.64 | $28.48 | $30.56 | $40.74 | $30.56 | $40.74 | $50.93 |
| Apprentice 4th year | $28.18 | $32.02 | $35.87 | $47.82 | $35.87 | $47.82 | $59.78 |

### Apprentice - Technical & civil infrastructure - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $516.15 | $13.58 | $20.37 | $27.16 | $33.95 | $17.18 | $17.18 |
| Apprentice 2nd year | $619.38 | $16.30 | $24.45 | $32.60 | $40.75 | $19.90 | $19.90 |
| Apprentice 3rd year | $774.23 | $20.37 | $30.56 | $40.74 | $50.93 | $23.97 | $23.97 |
| Apprentice 4th year | $908.42 | $23.91 | $35.87 | $47.82 | $59.78 | $27.51 | $27.51 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $17.85 | $21.69 | $20.37 | $27.16 | $20.37 | $27.16 | $33.95 |
| Apprentice 2nd year | $20.57 | $24.41 | $24.45 | $32.60 | $24.45 | $32.60 | $40.75 |
| Apprentice 3rd year | $24.64 | $28.48 | $30.56 | $40.74 | $30.56 | $40.74 | $50.93 |
| Apprentice 4th year | $28.18 | $32.02 | $35.87 | $47.82 | $35.87 | $47.82 | $59.78 |

### Apprentice - Technical & civil infrastructure - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $567.77 | $14.94 | $22.41 | $29.88 | $37.35 | $18.54 | $18.54 |
| Apprentice 2nd year | $671.00 | $17.66 | $26.49 | $35.32 | $44.15 | $21.26 | $21.26 |
| Apprentice 3rd year | $774.23 | $20.37 | $30.56 | $40.74 | $50.93 | $23.97 | $23.97 |
| Apprentice 4th year | $908.42 | $23.91 | $35.87 | $47.82 | $59.78 | $27.51 | $27.51 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $19.21 | $23.05 | $22.41 | $29.88 | $22.41 | $29.88 | $37.35 |
| Apprentice 2nd year | $21.93 | $25.77 | $26.49 | $35.32 | $26.49 | $35.32 | $44.15 |
| Apprentice 3rd year | $24.64 | $28.48 | $30.56 | $40.74 | $30.56 | $40.74 | $50.93 |
| Apprentice 4th year | $28.18 | $32.02 | $35.87 | $47.82 | $35.87 | $47.82 | $59.78 |

### Adult apprentice - Technical & civil infrastructure - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $464.54 | $12.22 | $18.33 | $24.44 | $30.55 | $15.82 | $15.82 |
| Apprentice 2nd year | $567.77 | $14.94 | $22.41 | $29.88 | $37.35 | $18.54 | $18.54 |
| Apprentice 3rd year | $774.23 | $20.37 | $30.56 | $40.74 | $50.93 | $23.97 | $23.97 |
| Apprentice 4th year | $908.42 | $23.91 | $35.87 | $47.82 | $59.78 | $27.51 | $27.51 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.49 | $20.33 | $18.33 | $24.44 | $18.33 | $24.44 | $30.55 |
| Apprentice 2nd year | $19.21 | $23.05 | $22.41 | $29.88 | $22.41 | $29.88 | $37.35 |
| Apprentice 3rd year | $24.64 | $28.48 | $30.56 | $40.74 | $30.56 | $40.74 | $50.93 |
| Apprentice 4th year | $28.18 | $32.02 | $35.87 | $47.82 | $35.87 | $47.82 | $59.78 |

### Adult apprentice - Technical & civil infrastructure - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Early morning shift** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $825.84 | $21.73 | $32.60 | $43.46 | $54.33 | $25.33 | $25.33 |
| Apprentice 2nd year | $915.50 | $24.09 | $36.14 | $48.18 | $60.23 | $27.69 | $27.69 |
| Apprentice 3rd year | $915.50 | $24.09 | $36.14 | $48.18 | $60.23 | $27.69 | $27.69 |
| Apprentice 4th year | $915.50 | $24.09 | $36.14 | $48.18 | $60.23 | $27.69 | $27.69 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday** | **Overtime - Sunday** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.00 | $29.84 | $32.60 | $43.46 | $32.60 | $43.46 | $54.33 |
| Apprentice 2nd year | $28.36 | $32.20 | $36.14 | $48.18 | $36.14 | $48.18 | $60.23 |
| Apprentice 3rd year | $28.36 | $32.20 | $36.14 | $48.18 | $36.14 | $48.18 | $60.23 |
| Apprentice 4th year | $28.36 | $32.20 | $36.14 | $48.18 | $36.14 | $48.18 | $60.23 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| **General** | |
| 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 |
| First aid allowance | $0.52 per hour up to a maximum of $19.62 per week |
| Meal allowance | $20.63 for a meal |
| On call allowance - day and night - not clerical, administrative & professional classifications at or above level 7 | $33.66 per day and night |
| On call allowance - night only - not clerical, administrative & professional classifications at or above level 7 | $13.42 per night |
| Relocation - travel reimbursement | reimbursement for the cost of travel to the new location for the employee and their immediate family |
| Relocation - relocation of furniture reimbursement | reimbursement for the cost of removal and relocation of furniture and personal effects |
| Relocation - purchase of new home reimbursement | reimbursement for legal costs incurred on the sale or purchase of dwellings |
| Relocation - temporary accommodation reimbursement | reimbursement for the cost of renting reasonable accommodation for a period of 6 weeks |
| \* Tool allowance | $0.55 per hour |
| Working away from usual workplace - travel and incidentals reimbursement | reimbursement for the reasonable and necessary cost for travel and incidental expenses |
| **Technical & civil infrastructure employees only** | |
| Confined spaces allowance | $1.03 per hour |
| Damage to clothing and tool reimbursement | reimbursement for the cost to replace, repair or clean such clothing, tools of the trade or personal equipment |
| Dirty work allowance | $0.79 per hour |
| Explosive powered tools allowance | $0.27 per hour up to a maximum of $2.04 per day |
| Foundry allowance | $0.60 per hour for the time spent working in a foundry, while foundry production work is being done |
| Height money allowance - technical - not linesperson, linesperson’s assistant or rigger and splicer | $0.57 per hour |
| Insulation material allowance | $1.03 per hour |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing such special clothing and equipment |
| Wet places allowance | $0.79 per hour |