# Pay Guide - Textile, Clothing, Footwear and Associated Industries Award [MA000017]

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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

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

### Adult - Full-time & part-time

### Not outworkers

### General employees

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $891.50 | $23.46 | $58.65 | $46.92 | $58.65 | $58.65 |
| Skill level 1 | $915.90 | $24.10 | $60.25 | $48.20 | $60.25 | $60.25 |
| Skill level 2 | $949.20 | $24.98 | $62.45 | $49.96 | $62.45 | $62.45 |
| Skill level 3 | $980.40 | $25.80 | $64.50 | $51.60 | $64.50 | $64.50 |
| Skill level 4 | $1,032.30 | $27.17 | $67.93 | $54.35 | $67.93 | $67.93 |
| Skill level 5 | $1,097.10 | $28.87 | $72.18 | $57.75 | $72.18 | $72.18 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- |
| Trainee | $23.46 per hour plus $133.73 per shift | $23.46 per hour plus $267.45 per shift | $23.46 per hour plus $28.48 per shift | $23.46 per hour plus $56.95 per shift |
| Skill level 1 | $24.10 per hour plus $137.39 per shift | $24.10 per hour plus $274.77 per shift | $24.10 per hour plus $28.48 per shift | $24.10 per hour plus $56.95 per shift |
| Skill level 2 | $24.98 per hour plus $142.38 per shift | $24.98 per hour plus $284.76 per shift | $24.98 per hour plus $28.48 per shift | $24.98 per hour plus $56.95 per shift |
| Skill level 3 | $25.80 per hour plus $147.06 per shift | $25.80 per hour plus $294.12 per shift | $25.80 per hour plus $28.48 per shift | $25.80 per hour plus $56.95 per shift |
| Skill level 4 | $27.17 per hour plus $154.85 per shift | $27.17 per hour plus $309.69 per shift | $27.17 per hour plus $28.48 per shift | $27.17 per hour plus $56.95 per shift |
| Skill level 5 | $28.87 per hour plus $164.57 per shift | $28.87 per hour plus $329.13 per shift | $28.87 per hour plus $28.48 per shift | $28.87 per hour plus $56.95 per shift |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $35.19 | $46.92 | $46.92 | $46.92 per hour plus applicable shift penalty | $35.19 | $46.92 |
| Skill level 1 | $36.15 | $48.20 | $48.20 | $48.20 per hour plus applicable shift penalty | $36.15 | $48.20 |
| Skill level 2 | $37.47 | $49.96 | $49.96 | $49.96 per hour plus applicable shift penalty | $37.47 | $49.96 |
| Skill level 3 | $38.70 | $51.60 | $51.60 | $51.60 per hour plus applicable shift penalty | $38.70 | $51.60 |
| Skill level 4 | $40.76 | $54.34 | $54.34 | $54.34 per hour plus applicable shift penalty | $40.76 | $54.34 |
| Skill level 5 | $43.31 | $57.74 | $57.74 | $57.74 per hour plus applicable shift penalty | $43.31 | $57.74 |

**Table 4 of 4**

| **Classification** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Trainee | $46.92 | $35.19 | $46.92 | $46.92 | $46.92 | $46.92 | $46.92 |
| Skill level 1 | $48.20 | $36.15 | $48.20 | $48.20 | $48.20 | $48.20 | $48.20 |
| Skill level 2 | $49.96 | $37.47 | $49.96 | $49.96 | $49.96 | $49.96 | $49.96 |
| Skill level 3 | $51.60 | $38.70 | $51.60 | $51.60 | $51.60 | $51.60 | $51.60 |
| Skill level 4 | $54.34 | $40.76 | $54.34 | $54.34 | $54.34 | $54.34 | $54.34 |
| Skill level 5 | $57.74 | $43.31 | $57.74 | $57.74 | $57.74 | $57.74 | $57.74 |

### Wool and basil employees

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General hand | $891.50 | $23.46 | $58.65 | $46.92 | $58.65 | $58.65 |
| Operator - grade 1 | $982.60 | $25.86 | $64.65 | $51.72 | $64.65 | $64.65 |
| Operator - grade 2 | $948.90 | $24.97 | $62.43 | $49.95 | $62.43 | $62.43 |
| Operator - grade 3 | $915.90 | $24.10 | $60.25 | $48.20 | $60.25 | $60.25 |
| Senior operator - grade 1 | $1,064.70 | $28.02 | $70.05 | $56.04 | $70.05 | $70.05 |
| Senior operator - grade 2 | $1,032.30 | $27.17 | $67.93 | $54.35 | $67.93 | $67.93 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General hand | $23.46 per hour plus $133.73 per shift | $23.46 per hour plus $267.45 per shift | $23.46 per hour plus $28.48 per shift | $23.46 per hour plus $56.95 per shift | $35.19 |
| Operator - grade 1 | $25.86 per hour plus $147.39 per shift | $25.86 per hour plus $294.78 per shift | $25.86 per hour plus $28.48 per shift | $25.86 per hour plus $56.95 per shift | $38.79 |
| Operator - grade 2 | $24.97 per hour plus $142.34 per shift | $24.97 per hour plus $284.67 per shift | $24.97 per hour plus $28.48 per shift | $24.97 per hour plus $56.95 per shift | $37.46 |
| Operator - grade 3 | $24.10 per hour plus $137.39 per shift | $24.10 per hour plus $274.77 per shift | $24.10 per hour plus $28.48 per shift | $24.10 per hour plus $56.95 per shift | $36.15 |
| Senior operator - grade 1 | $28.02 per hour plus $159.71 per shift | $28.02 per hour plus $319.41 per shift | $28.02 per hour plus $28.48 per shift | $28.02 per hour plus $56.95 per shift | $42.03 |
| Senior operator - grade 2 | $27.17 per hour plus $154.85 per shift | $27.17 per hour plus $309.69 per shift | $27.17 per hour plus $28.48 per shift | $27.17 per hour plus $56.95 per shift | $40.76 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General hand | $46.92 | $46.92 | $46.92 per hour plus applicable shift penalty | $35.19 | $46.92 | $46.92 |
| Operator - grade 1 | $51.72 | $51.72 | $51.72 per hour plus applicable shift penalty | $38.79 | $51.72 | $51.72 |
| Operator - grade 2 | $49.94 | $49.94 | $49.94 per hour plus applicable shift penalty | $37.46 | $49.94 | $49.94 |
| Operator - grade 3 | $48.20 | $48.20 | $48.20 per hour plus applicable shift penalty | $36.15 | $48.20 | $48.20 |
| Senior operator - grade 1 | $56.04 | $56.04 | $56.04 per hour plus applicable shift penalty | $42.03 | $56.04 | $56.04 |
| Senior operator - grade 2 | $54.34 | $54.34 | $54.34 per hour plus applicable shift penalty | $40.76 | $54.34 | $54.34 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General hand | $35.19 | $46.92 | $46.92 | $46.92 | $46.92 | $46.92 |
| Operator - grade 1 | $38.79 | $51.72 | $51.72 | $51.72 | $51.72 | $51.72 |
| Operator - grade 2 | $37.46 | $49.94 | $49.94 | $49.94 | $49.94 | $49.94 |
| Operator - grade 3 | $36.15 | $48.20 | $48.20 | $48.20 | $48.20 | $48.20 |
| Senior operator - grade 1 | $42.03 | $56.04 | $56.04 | $56.04 | $56.04 | $56.04 |
| Senior operator - grade 2 | $40.76 | $54.34 | $54.34 | $54.34 | $54.34 | $54.34 |

### Storeworkers

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $949.20 | $24.98 | $62.45 | $49.96 | $62.45 | $62.45 |
| Storeworker grade 1 - after 3 months | $960.60 | $25.28 | $63.20 | $50.56 | $63.20 | $63.20 |
| Storeworker grade 1 - after 12 months | $971.70 | $25.57 | $63.93 | $51.15 | $63.93 | $63.93 |
| Storeworker grade 2 | $980.30 | $25.80 | $64.50 | $51.60 | $64.50 | $64.50 |
| Storeworker grade 3 | $1,008.20 | $26.53 | $66.33 | $53.07 | $66.33 | $66.33 |
| Storeworker grade 4 | $1,038.00 | $27.32 | $68.30 | $54.64 | $68.30 | $68.30 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $24.98 per hour plus $142.38 per shift | $24.98 per hour plus $284.76 per shift | $24.98 per hour plus $28.48 per shift | $24.98 per hour plus $56.95 per shift | $37.47 |
| Storeworker grade 1 - after 3 months | $25.28 per hour plus $144.09 per shift | $25.28 per hour plus $288.18 per shift | $25.28 per hour plus $28.48 per shift | $25.28 per hour plus $56.95 per shift | $37.92 |
| Storeworker grade 1 - after 12 months | $25.57 per hour plus $145.76 per shift | $25.57 per hour plus $291.51 per shift | $25.57 per hour plus $28.48 per shift | $25.57 per hour plus $56.95 per shift | $38.36 |
| Storeworker grade 2 | $25.80 per hour plus $147.05 per shift | $25.80 per hour plus $294.09 per shift | $25.80 per hour plus $28.48 per shift | $25.80 per hour plus $56.95 per shift | $38.70 |
| Storeworker grade 3 | $26.53 per hour plus $151.23 per shift | $26.53 per hour plus $302.46 per shift | $26.53 per hour plus $28.48 per shift | $26.53 per hour plus $56.95 per shift | $39.80 |
| Storeworker grade 4 | $27.32 per hour plus $155.70 per shift | $27.32 per hour plus $311.40 per shift | $27.32 per hour plus $28.48 per shift | $27.32 per hour plus $56.95 per shift | $40.98 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $49.96 | $49.96 | $49.96 per hour plus applicable shift penalty | $37.47 | $49.96 | $49.96 |
| Storeworker grade 1 - after 3 months | $50.56 | $50.56 | $50.56 per hour plus applicable shift penalty | $37.92 | $50.56 | $50.56 |
| Storeworker grade 1 - after 12 months | $51.14 | $51.14 | $51.14 per hour plus applicable shift penalty | $38.36 | $51.14 | $51.14 |
| Storeworker grade 2 | $51.60 | $51.60 | $51.60 per hour plus applicable shift penalty | $38.70 | $51.60 | $51.60 |
| Storeworker grade 3 | $53.06 | $53.06 | $53.06 per hour plus applicable shift penalty | $39.80 | $53.06 | $53.06 |
| Storeworker grade 4 | $54.64 | $54.64 | $54.64 per hour plus applicable shift penalty | $40.98 | $54.64 | $54.64 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $37.47 | $49.96 | $49.96 | $49.96 | $49.96 | $49.96 |
| Storeworker grade 1 - after 3 months | $37.92 | $50.56 | $50.56 | $50.56 | $50.56 | $50.56 |
| Storeworker grade 1 - after 12 months | $38.36 | $51.14 | $51.14 | $51.14 | $51.14 | $51.14 |
| Storeworker grade 2 | $38.70 | $51.60 | $51.60 | $51.60 | $51.60 | $51.60 |
| Storeworker grade 3 | $39.80 | $53.06 | $53.06 | $53.06 | $53.06 | $53.06 |
| Storeworker grade 4 | $40.98 | $54.64 | $54.64 | $54.64 | $54.64 | $54.64 |

### Warehouse employees

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $943.20 | $24.82 | $62.05 | $49.64 | $62.05 | $62.05 |
| Warehouse employee grade 1 - after 3 months | $954.60 | $25.12 | $62.80 | $50.24 | $62.80 | $62.80 |
| Warehouse employee grade 1 - after 12 months | $965.70 | $25.41 | $63.53 | $50.83 | $63.53 | $63.53 |
| Warehouse employee grade 2 | $974.30 | $25.64 | $64.10 | $51.28 | $64.10 | $64.10 |
| Warehouse employee grade 3 | $1,002.20 | $26.37 | $65.93 | $52.75 | $65.93 | $65.93 |
| Warehouse employee grade 4 | $1,032.00 | $27.16 | $67.90 | $54.32 | $67.90 | $67.90 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $24.82 per hour plus $141.48 per shift | $24.82 per hour plus $282.96 per shift | $24.82 per hour plus $28.48 per shift | $24.82 per hour plus $56.95 per shift | $37.23 |
| Warehouse employee grade 1 - after 3 months | $25.12 per hour plus $143.19 per shift | $25.12 per hour plus $286.38 per shift | $25.12 per hour plus $28.48 per shift | $25.12 per hour plus $56.95 per shift | $37.68 |
| Warehouse employee grade 1 - after 12 months | $25.41 per hour plus $144.86 per shift | $25.41 per hour plus $289.71 per shift | $25.41 per hour plus $28.48 per shift | $25.41 per hour plus $56.95 per shift | $38.12 |
| Warehouse employee grade 2 | $25.64 per hour plus $146.15 per shift | $25.64 per hour plus $292.29 per shift | $25.64 per hour plus $28.48 per shift | $25.64 per hour plus $56.95 per shift | $38.46 |
| Warehouse employee grade 3 | $26.37 per hour plus $150.33 per shift | $26.37 per hour plus $300.66 per shift | $26.37 per hour plus $28.48 per shift | $26.37 per hour plus $56.95 per shift | $39.56 |
| Warehouse employee grade 4 | $27.16 per hour plus $154.80 per shift | $27.16 per hour plus $309.60 per shift | $27.16 per hour plus $28.48 per shift | $27.16 per hour plus $56.95 per shift | $40.74 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $49.64 | $49.64 | $49.64 per hour plus applicable shift penalty | $37.23 | $49.64 | $49.64 |
| Warehouse employee grade 1 - after 3 months | $50.24 | $50.24 | $50.24 per hour plus applicable shift penalty | $37.68 | $50.24 | $50.24 |
| Warehouse employee grade 1 - after 12 months | $50.82 | $50.82 | $50.82 per hour plus applicable shift penalty | $38.12 | $50.82 | $50.82 |
| Warehouse employee grade 2 | $51.28 | $51.28 | $51.28 per hour plus applicable shift penalty | $38.46 | $51.28 | $51.28 |
| Warehouse employee grade 3 | $52.74 | $52.74 | $52.74 per hour plus applicable shift penalty | $39.56 | $52.74 | $52.74 |
| Warehouse employee grade 4 | $54.32 | $54.32 | $54.32 per hour plus applicable shift penalty | $40.74 | $54.32 | $54.32 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $37.23 | $49.64 | $49.64 | $49.64 | $49.64 | $49.64 |
| Warehouse employee grade 1 - after 3 months | $37.68 | $50.24 | $50.24 | $50.24 | $50.24 | $50.24 |
| Warehouse employee grade 1 - after 12 months | $38.12 | $50.82 | $50.82 | $50.82 | $50.82 | $50.82 |
| Warehouse employee grade 2 | $38.46 | $51.28 | $51.28 | $51.28 | $51.28 | $51.28 |
| Warehouse employee grade 3 | $39.56 | $52.74 | $52.74 | $52.74 | $52.74 | $52.74 |
| Warehouse employee grade 4 | $40.74 | $54.32 | $54.32 | $54.32 | $54.32 | $54.32 |

### Other employees

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $980.40 | $25.80 | $64.50 | $51.60 | $64.50 | $64.50 |
| High rise stacker operator | $1,005.28 | $26.45 | $66.13 | $52.91 | $66.13 | $66.13 |
| Pedestrian fork-lift operator | $970.39 | $25.54 | $63.85 | $51.08 | $63.85 | $63.85 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $25.80 per hour plus $147.06 per shift | $25.80 per hour plus $294.12 per shift | $25.80 per hour plus $28.48 per shift | $25.80 per hour plus $56.95 per shift | $38.70 |
| High rise stacker operator | $26.45 per hour plus $150.79 per shift | $26.45 per hour plus $301.58 per shift | $26.45 per hour plus $28.48 per shift | $26.45 per hour plus $56.95 per shift | $39.68 |
| Pedestrian fork-lift operator | $25.54 per hour plus $145.56 per shift | $25.54 per hour plus $291.12 per shift | $25.54 per hour plus $28.48 per shift | $25.54 per hour plus $56.95 per shift | $38.31 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $51.60 | $51.60 | $51.60 per hour plus applicable shift penalty | $38.70 | $51.60 | $51.60 |
| High rise stacker operator | $52.90 | $52.90 | $52.90 per hour plus applicable shift penalty | $39.68 | $52.90 | $52.90 |
| Pedestrian fork-lift operator | $51.08 | $51.08 | $51.08 per hour plus applicable shift penalty | $38.31 | $51.08 | $51.08 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $38.70 | $51.60 | $51.60 | $51.60 | $51.60 | $51.60 |
| High rise stacker operator | $39.68 | $52.90 | $52.90 | $52.90 | $52.90 | $52.90 |
| Pedestrian fork-lift operator | $38.31 | $51.08 | $51.08 | $51.08 | $51.08 | $51.08 |

### Outworkers

| **Classification** | **Pay rate per minute** | **Saturday, Sunday or public holiday** | **Overtime** |
| --- | --- | --- | --- |
| Skill level 2 | $0.416316 | $0.832632 | $0.624474 |
| Skill level 3 | $0.43 | $0.86 | $0.645 |
| Skill level 4 | $0.452763 | $0.905526 | $0.679145 |
| Skill level 5 | $0.481184 | $0.962368 | $0.721776 |

### Adult - Casual

### Not outworkers

### General employees

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $29.33 | $64.52 | $29.33 per hour plus $133.73 per shift | $29.33 per hour plus $267.45 per shift | $29.33 per hour plus $28.48 per shift | $29.33 per hour plus $56.95 per shift |
| Skill level 1 | $30.13 | $66.28 | $30.13 per hour plus $137.39 per shift | $30.13 per hour plus $274.77 per shift | $30.13 per hour plus $28.48 per shift | $30.13 per hour plus $56.95 per shift |
| Skill level 2 | $31.23 | $68.70 | $31.23 per hour plus $142.38 per shift | $31.23 per hour plus $284.76 per shift | $31.23 per hour plus $28.48 per shift | $31.23 per hour plus $56.95 per shift |
| Skill level 3 | $32.25 | $70.95 | $32.25 per hour plus $147.06 per shift | $32.25 per hour plus $294.12 per shift | $32.25 per hour plus $28.48 per shift | $32.25 per hour plus $56.95 per shift |
| Skill level 4 | $33.96 | $74.72 | $33.96 per hour plus $154.85 per shift | $33.96 per hour plus $309.69 per shift | $33.96 per hour plus $28.48 per shift | $33.96 per hour plus $56.95 per shift |
| Skill level 5 | $36.09 | $79.39 | $36.09 per hour plus $164.57 per shift | $36.09 per hour plus $329.13 per shift | $36.09 per hour plus $28.48 per shift | $36.09 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Trainee | $41.06 | $52.79 | $52.79 | $52.79 per hour plus applicable shift penalty | $41.06 |
| Skill level 1 | $42.18 | $54.23 | $54.23 | $54.23 per hour plus applicable shift penalty | $42.18 |
| Skill level 2 | $43.72 | $56.21 | $56.21 | $56.21 per hour plus applicable shift penalty | $43.72 |
| Skill level 3 | $45.15 | $58.05 | $58.05 | $58.05 per hour plus applicable shift penalty | $45.15 |
| Skill level 4 | $47.55 | $61.13 | $61.13 | $61.13 per hour plus applicable shift penalty | $47.55 |
| Skill level 5 | $50.52 | $64.96 | $64.96 | $64.96 per hour plus applicable shift penalty | $50.52 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $52.79 | $52.79 | $41.06 | $52.79 | $52.79 | $52.79 |
| Skill level 1 | $54.23 | $54.23 | $42.18 | $54.23 | $54.23 | $54.23 |
| Skill level 2 | $56.21 | $56.21 | $43.72 | $56.21 | $56.21 | $56.21 |
| Skill level 3 | $58.05 | $58.05 | $45.15 | $58.05 | $58.05 | $58.05 |
| Skill level 4 | $61.13 | $61.13 | $47.55 | $61.13 | $61.13 | $61.13 |
| Skill level 5 | $64.96 | $64.96 | $50.52 | $64.96 | $64.96 | $64.96 |

### Wool and basil employees

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General hand | $29.33 | $64.52 | $29.33 per hour plus $133.73 per shift | $29.33 per hour plus $267.45 per shift | $29.33 per hour plus $28.48 per shift | $29.33 per hour plus $56.95 per shift |
| Operator - grade 1 | $32.33 | $71.12 | $32.33 per hour plus $147.39 per shift | $32.33 per hour plus $294.78 per shift | $32.33 per hour plus $28.48 per shift | $32.33 per hour plus $56.95 per shift |
| Operator - grade 2 | $31.21 | $68.67 | $31.21 per hour plus $142.34 per shift | $31.21 per hour plus $284.67 per shift | $31.21 per hour plus $28.48 per shift | $31.21 per hour plus $56.95 per shift |
| Operator - grade 3 | $30.13 | $66.28 | $30.13 per hour plus $137.39 per shift | $30.13 per hour plus $274.77 per shift | $30.13 per hour plus $28.48 per shift | $30.13 per hour plus $56.95 per shift |
| Senior operator - grade 1 | $35.03 | $77.06 | $35.03 per hour plus $159.71 per shift | $35.03 per hour plus $319.41 per shift | $35.03 per hour plus $28.48 per shift | $35.03 per hour plus $56.95 per shift |
| Senior operator - grade 2 | $33.96 | $74.72 | $33.96 per hour plus $154.85 per shift | $33.96 per hour plus $309.69 per shift | $33.96 per hour plus $28.48 per shift | $33.96 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| General hand | $41.06 | $52.79 | $52.79 | $52.79 per hour plus applicable shift penalty | $41.06 |
| Operator - grade 1 | $45.26 | $58.19 | $58.19 | $58.19 per hour plus applicable shift penalty | $45.26 |
| Operator - grade 2 | $43.70 | $56.18 | $56.18 | $56.18 per hour plus applicable shift penalty | $43.70 |
| Operator - grade 3 | $42.18 | $54.23 | $54.23 | $54.23 per hour plus applicable shift penalty | $42.18 |
| Senior operator - grade 1 | $49.04 | $63.05 | $63.05 | $63.05 per hour plus applicable shift penalty | $49.04 |
| Senior operator - grade 2 | $47.55 | $61.13 | $61.13 | $61.13 per hour plus applicable shift penalty | $47.55 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General hand | $52.79 | $52.79 | $41.06 | $52.79 | $52.79 | $52.79 |
| Operator - grade 1 | $58.19 | $58.19 | $45.26 | $58.19 | $58.19 | $58.19 |
| Operator - grade 2 | $56.18 | $56.18 | $43.70 | $56.18 | $56.18 | $56.18 |
| Operator - grade 3 | $54.23 | $54.23 | $42.18 | $54.23 | $54.23 | $54.23 |
| Senior operator - grade 1 | $63.05 | $63.05 | $49.04 | $63.05 | $63.05 | $63.05 |
| Senior operator - grade 2 | $61.13 | $61.13 | $47.55 | $61.13 | $61.13 | $61.13 |

### Storeworkers

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $31.23 | $68.70 | $31.23 per hour plus $142.38 per shift | $31.23 per hour plus $284.76 per shift | $31.23 per hour plus $28.48 per shift | $31.23 per hour plus $56.95 per shift |
| Storeworker grade 1 - after 3 months | $31.60 | $69.52 | $31.60 per hour plus $144.09 per shift | $31.60 per hour plus $288.18 per shift | $31.60 per hour plus $28.48 per shift | $31.60 per hour plus $56.95 per shift |
| Storeworker grade 1 - after 12 months | $31.96 | $70.32 | $31.96 per hour plus $145.76 per shift | $31.96 per hour plus $291.51 per shift | $31.96 per hour plus $28.48 per shift | $31.96 per hour plus $56.95 per shift |
| Storeworker grade 2 | $32.25 | $70.95 | $32.25 per hour plus $147.05 per shift | $32.25 per hour plus $294.09 per shift | $32.25 per hour plus $28.48 per shift | $32.25 per hour plus $56.95 per shift |
| Storeworker grade 3 | $33.16 | $72.96 | $33.16 per hour plus $151.23 per shift | $33.16 per hour plus $302.46 per shift | $33.16 per hour plus $28.48 per shift | $33.16 per hour plus $56.95 per shift |
| Storeworker grade 4 | $34.15 | $75.13 | $34.15 per hour plus $155.70 per shift | $34.15 per hour plus $311.40 per shift | $34.15 per hour plus $28.48 per shift | $34.15 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $43.72 | $56.21 | $56.21 | $56.21 per hour plus applicable shift penalty | $43.72 |
| Storeworker grade 1 - after 3 months | $44.24 | $56.88 | $56.88 | $56.88 per hour plus applicable shift penalty | $44.24 |
| Storeworker grade 1 - after 12 months | $44.75 | $57.53 | $57.53 | $57.53 per hour plus applicable shift penalty | $44.75 |
| Storeworker grade 2 | $45.15 | $58.05 | $58.05 | $58.05 per hour plus applicable shift penalty | $45.15 |
| Storeworker grade 3 | $46.43 | $59.69 | $59.69 | $59.69 per hour plus applicable shift penalty | $46.43 |
| Storeworker grade 4 | $47.81 | $61.47 | $61.47 | $61.47 per hour plus applicable shift penalty | $47.81 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Storeworker grade 1 - on commencement | $56.21 | $56.21 | $43.72 | $56.21 | $56.21 | $56.21 |
| Storeworker grade 1 - after 3 months | $56.88 | $56.88 | $44.24 | $56.88 | $56.88 | $56.88 |
| Storeworker grade 1 - after 12 months | $57.53 | $57.53 | $44.75 | $57.53 | $57.53 | $57.53 |
| Storeworker grade 2 | $58.05 | $58.05 | $45.15 | $58.05 | $58.05 | $58.05 |
| Storeworker grade 3 | $59.69 | $59.69 | $46.43 | $59.69 | $59.69 | $59.69 |
| Storeworker grade 4 | $61.47 | $61.47 | $47.81 | $61.47 | $61.47 | $61.47 |

### Warehouse employees

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $31.03 | $68.26 | $31.03 per hour plus $141.48 per shift | $31.03 per hour plus $282.96 per shift | $31.03 per hour plus $28.48 per shift | $31.03 per hour plus $56.95 per shift |
| Warehouse employee grade 1 - after 3 months | $31.40 | $69.08 | $31.40 per hour plus $143.19 per shift | $31.40 per hour plus $286.38 per shift | $31.40 per hour plus $28.48 per shift | $31.40 per hour plus $56.95 per shift |
| Warehouse employee grade 1 - after 12 months | $31.76 | $69.88 | $31.76 per hour plus $144.86 per shift | $31.76 per hour plus $289.71 per shift | $31.76 per hour plus $28.48 per shift | $31.76 per hour plus $56.95 per shift |
| Warehouse employee grade 2 | $32.05 | $70.51 | $32.05 per hour plus $146.15 per shift | $32.05 per hour plus $292.29 per shift | $32.05 per hour plus $28.48 per shift | $32.05 per hour plus $56.95 per shift |
| Warehouse employee grade 3 | $32.96 | $72.52 | $32.96 per hour plus $150.33 per shift | $32.96 per hour plus $300.66 per shift | $32.96 per hour plus $28.48 per shift | $32.96 per hour plus $56.95 per shift |
| Warehouse employee grade 4 | $33.95 | $74.69 | $33.95 per hour plus $154.80 per shift | $33.95 per hour plus $309.60 per shift | $33.95 per hour plus $28.48 per shift | $33.95 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $43.44 | $55.85 | $55.85 | $55.85 per hour plus applicable shift penalty | $43.44 |
| Warehouse employee grade 1 - after 3 months | $43.96 | $56.52 | $56.52 | $56.52 per hour plus applicable shift penalty | $43.96 |
| Warehouse employee grade 1 - after 12 months | $44.47 | $57.17 | $57.17 | $57.17 per hour plus applicable shift penalty | $44.47 |
| Warehouse employee grade 2 | $44.87 | $57.69 | $57.69 | $57.69 per hour plus applicable shift penalty | $44.87 |
| Warehouse employee grade 3 | $46.15 | $59.33 | $59.33 | $59.33 per hour plus applicable shift penalty | $46.15 |
| Warehouse employee grade 4 | $47.53 | $61.11 | $61.11 | $61.11 per hour plus applicable shift penalty | $47.53 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Warehouse employee grade 1 - on commencement | $55.85 | $55.85 | $43.44 | $55.85 | $55.85 | $55.85 |
| Warehouse employee grade 1 - after 3 months | $56.52 | $56.52 | $43.96 | $56.52 | $56.52 | $56.52 |
| Warehouse employee grade 1 - after 12 months | $57.17 | $57.17 | $44.47 | $57.17 | $57.17 | $57.17 |
| Warehouse employee grade 2 | $57.69 | $57.69 | $44.87 | $57.69 | $57.69 | $57.69 |
| Warehouse employee grade 3 | $59.33 | $59.33 | $46.15 | $59.33 | $59.33 | $59.33 |
| Warehouse employee grade 4 | $61.11 | $61.11 | $47.53 | $61.11 | $61.11 | $61.11 |

### Other employees

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $32.25 | $70.95 | $32.25 per hour plus $147.06 per shift | $32.25 per hour plus $294.12 per shift | $32.25 per hour plus $28.48 per shift | $32.25 per hour plus $56.95 per shift |
| High rise stacker operator | $33.06 | $72.74 | $33.06 per hour plus $150.79 per shift | $33.06 per hour plus $301.58 per shift | $33.06 per hour plus $28.48 per shift | $33.06 per hour plus $56.95 per shift |
| Pedestrian fork-lift operator | $31.93 | $70.24 | $31.93 per hour plus $145.56 per shift | $31.93 per hour plus $291.12 per shift | $31.93 per hour plus $28.48 per shift | $31.93 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $45.15 | $58.05 | $58.05 | $58.05 per hour plus applicable shift penalty | $45.15 |
| High rise stacker operator | $46.29 | $59.51 | $59.51 | $59.51 per hour plus applicable shift penalty | $46.29 |
| Pedestrian fork-lift operator | $44.70 | $57.47 | $57.47 | $57.47 per hour plus applicable shift penalty | $44.70 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Fork-lift driver and tow motor driver | $58.05 | $58.05 | $45.15 | $58.05 | $58.05 | $58.05 |
| High rise stacker operator | $59.51 | $59.51 | $46.29 | $59.51 | $59.51 | $59.51 |
| Pedestrian fork-lift operator | $57.47 | $57.47 | $44.70 | $57.47 | $57.47 | $57.47 |

### Junior - Full-time & part-time

### Not outworkers

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 17 years | $522.05 | $13.74 | $34.35 | $27.48 | $34.35 | $34.35 |
| 17 years | $617.00 | $16.24 | $40.60 | $32.48 | $40.60 | $40.60 |
| 18 years | $711.90 | $18.73 | $46.83 | $37.47 | $46.83 | $46.83 |
| 19 years | $759.35 | $19.98 | $49.95 | $39.96 | $49.95 | $49.95 |
| 20 years | $854.30 | $22.48 | $56.20 | $44.96 | $56.20 | $56.20 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Under 17 years | $13.74 per hour plus $78.31 per shift | $13.74 per hour plus $156.62 per shift | $13.74 per hour plus $28.48 per shift | $13.74 per hour plus $56.95 per shift | $20.61 |
| 17 years | $16.24 per hour plus $92.55 per shift | $16.24 per hour plus $185.10 per shift | $16.24 per hour plus $28.48 per shift | $16.24 per hour plus $56.95 per shift | $24.36 |
| 18 years | $18.73 per hour plus $106.79 per shift | $18.73 per hour plus $213.57 per shift | $18.73 per hour plus $28.48 per shift | $18.73 per hour plus $56.95 per shift | $28.10 |
| 19 years | $19.98 per hour plus $113.90 per shift | $19.98 per hour plus $227.81 per shift | $19.98 per hour plus $28.48 per shift | $19.98 per hour plus $56.95 per shift | $29.97 |
| 20 years | $22.48 per hour plus $128.15 per shift | $22.48 per hour plus $256.29 per shift | $22.48 per hour plus $28.48 per shift | $22.48 per hour plus $56.95 per shift | $33.72 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 17 years | $27.48 | $27.48 | $27.48 per hour plus applicable shift penalty | $20.61 | $27.48 | $27.48 |
| 17 years | $32.48 | $32.48 | $32.48 per hour plus applicable shift penalty | $24.36 | $32.48 | $32.48 |
| 18 years | $37.46 | $37.46 | $37.46 per hour plus applicable shift penalty | $28.10 | $37.46 | $37.46 |
| 19 years | $39.96 | $39.96 | $39.96 per hour plus applicable shift penalty | $29.97 | $39.96 | $39.96 |
| 20 years | $44.96 | $44.96 | $44.96 per hour plus applicable shift penalty | $33.72 | $44.96 | $44.96 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 17 years | $20.61 | $27.48 | $27.48 | $27.48 | $27.48 | $27.48 |
| 17 years | $24.36 | $32.48 | $32.48 | $32.48 | $32.48 | $32.48 |
| 18 years | $28.10 | $37.46 | $37.46 | $37.46 | $37.46 | $37.46 |
| 19 years | $29.97 | $39.96 | $39.96 | $39.96 | $39.96 | $39.96 |
| 20 years | $33.72 | $44.96 | $44.96 | $44.96 | $44.96 | $44.96 |

### Outworkers

| **Classification** | **Pay rate per minute** | **Saturday, Sunday or public holiday** | **Overtime** |
| --- | --- | --- | --- |
| Under 17 years | $0.228969 | $0.457938 | $0.343454 |
| 17 years | $0.270614 | $0.541228 | $0.405921 |
| 18 years | $0.312237 | $0.624474 | $0.468356 |
| 19 years | $0.333048 | $0.666096 | $0.499572 |
| 20 years | $0.374693 | $0.749386 | $0.56204 |

### Junior - Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 17 years | $17.18 | $37.79 | $17.18 per hour plus $78.31 per shift | $17.18 per hour plus $156.62 per shift | $17.18 per hour plus $28.48 per shift | $17.18 per hour plus $56.95 per shift |
| 17 years | $20.30 | $44.66 | $20.30 per hour plus $92.55 per shift | $20.30 per hour plus $185.10 per shift | $20.30 per hour plus $28.48 per shift | $20.30 per hour plus $56.95 per shift |
| 18 years | $23.41 | $51.51 | $23.41 per hour plus $106.79 per shift | $23.41 per hour plus $213.57 per shift | $23.41 per hour plus $28.48 per shift | $23.41 per hour plus $56.95 per shift |
| 19 years | $24.98 | $54.95 | $24.98 per hour plus $113.90 per shift | $24.98 per hour plus $227.81 per shift | $24.98 per hour plus $28.48 per shift | $24.98 per hour plus $56.95 per shift |
| 20 years | $28.10 | $61.82 | $28.10 per hour plus $128.15 per shift | $28.10 per hour plus $256.29 per shift | $28.10 per hour plus $28.48 per shift | $28.10 per hour plus $56.95 per shift |

**Table 2 of 3**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Under 17 years | $24.05 | $30.92 | $30.92 | $30.92 per hour plus applicable shift penalty | $24.05 |
| 17 years | $28.42 | $36.54 | $36.54 | $36.54 per hour plus applicable shift penalty | $28.42 |
| 18 years | $32.78 | $42.14 | $42.14 | $42.14 per hour plus applicable shift penalty | $32.78 |
| 19 years | $34.97 | $44.96 | $44.96 | $44.96 per hour plus applicable shift penalty | $34.97 |
| 20 years | $39.34 | $50.58 | $50.58 | $50.58 per hour plus applicable shift penalty | $39.34 |

**Table 3 of 3**

| **Classification** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - first 3 hours** | **Overtime - after 3 hours** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 17 years | $30.92 | $30.92 | $24.05 | $30.92 | $30.92 | $30.92 |
| 17 years | $36.54 | $36.54 | $28.42 | $36.54 | $36.54 | $36.54 |
| 18 years | $42.14 | $42.14 | $32.78 | $42.14 | $42.14 | $42.14 |
| 19 years | $44.96 | $44.96 | $34.97 | $44.96 | $44.96 | $44.96 |
| 20 years | $50.58 | $50.58 | $39.34 | $50.58 | $50.58 | $50.58 |

### Apprentice - Under 17 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $522.05 | $13.74 | $34.35 | $27.48 | $34.35 | $34.35 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | $567.75 | $14.94 | $37.35 | $29.88 | $37.35 | $37.35 |
| Apprentice - 2nd year | $671.00 | $17.66 | $44.15 | $35.32 | $44.15 | $44.15 |
| Apprentice - 3rd year | $774.25 | $20.38 | $50.95 | $40.76 | $50.95 | $50.95 |
| Apprentice - 4th year | $877.45 | $23.09 | $57.73 | $46.19 | $57.73 | $57.73 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.74 per hour plus $78.31 per shift | $13.74 per hour plus $156.62 per shift | $13.74 per hour plus $28.48 per shift | $13.74 per hour plus $56.95 per shift | $20.61 | $27.48 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | $14.94 per hour plus $85.16 per shift | $14.94 per hour plus $170.33 per shift | $14.94 per hour plus $28.48 per shift | $14.94 per hour plus $56.95 per shift | $22.41 | $29.88 |
| Apprentice - 2nd year | $17.66 per hour plus $100.65 per shift | $17.66 per hour plus $201.30 per shift | $17.66 per hour plus $28.48 per shift | $17.66 per hour plus $56.95 per shift | $26.49 | $35.32 |
| Apprentice - 3rd year | $20.38 per hour plus $116.14 per shift | $20.38 per hour plus $232.28 per shift | $20.38 per hour plus $28.48 per shift | $20.38 per hour plus $56.95 per shift | $30.57 | $40.76 |
| Apprentice - 4th year | $23.09 per hour plus $131.62 per shift | $23.09 per hour plus $263.24 per shift | $23.09 per hour plus $28.48 per shift | $23.09 per hour plus $56.95 per shift | $34.64 | $46.18 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $27.48 | $27.48 per hour plus applicable shift penalty | $20.61 | $27.48 | $27.48 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | $29.88 | $29.88 per hour plus applicable shift penalty | $22.41 | $29.88 | $29.88 |
| Apprentice - 2nd year | $35.32 | $35.32 per hour plus applicable shift penalty | $26.49 | $35.32 | $35.32 |
| Apprentice - 3rd year | $40.76 | $40.76 per hour plus applicable shift penalty | $30.57 | $40.76 | $40.76 |
| Apprentice - 4th year | $46.18 | $46.18 per hour plus applicable shift penalty | $34.64 | $46.18 | $46.18 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.61 | $27.48 | $27.48 | $27.48 | $27.48 | $27.48 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | $22.41 | $29.88 | $29.88 | $29.88 | $29.88 | $29.88 |
| Apprentice - 2nd year | $26.49 | $35.32 | $35.32 | $35.32 | $35.32 | $35.32 |
| Apprentice - 3rd year | $30.57 | $40.76 | $40.76 | $40.76 | $40.76 | $40.76 |
| Apprentice - 4th year | $34.64 | $46.18 | $46.18 | $46.18 | $46.18 | $46.18 |

### Apprentice - 17 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $617.00 | $16.24 | $40.60 | $32.48 | $40.60 | $40.60 |
| Apprentice - 2nd year | $671.00 | $17.66 | $44.15 | $35.32 | $44.15 | $44.15 |
| Apprentice - 3rd year | $774.25 | $20.38 | $50.95 | $40.76 | $50.95 | $50.95 |
| Apprentice - 4th year | $877.45 | $23.09 | $57.73 | $46.19 | $57.73 | $57.73 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.24 per hour plus $92.55 per shift | $16.24 per hour plus $185.10 per shift | $16.24 per hour plus $28.48 per shift | $16.24 per hour plus $56.95 per shift | $24.36 | $32.48 |
| Apprentice - 2nd year | $17.66 per hour plus $100.65 per shift | $17.66 per hour plus $201.30 per shift | $17.66 per hour plus $28.48 per shift | $17.66 per hour plus $56.95 per shift | $26.49 | $35.32 |
| Apprentice - 3rd year | $20.38 per hour plus $116.14 per shift | $20.38 per hour plus $232.28 per shift | $20.38 per hour plus $28.48 per shift | $20.38 per hour plus $56.95 per shift | $30.57 | $40.76 |
| Apprentice - 4th year | $23.09 per hour plus $131.62 per shift | $23.09 per hour plus $263.24 per shift | $23.09 per hour plus $28.48 per shift | $23.09 per hour plus $56.95 per shift | $34.64 | $46.18 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $32.48 | $32.48 per hour plus applicable shift penalty | $24.36 | $32.48 | $32.48 |
| Apprentice - 2nd year | $35.32 | $35.32 per hour plus applicable shift penalty | $26.49 | $35.32 | $35.32 |
| Apprentice - 3rd year | $40.76 | $40.76 per hour plus applicable shift penalty | $30.57 | $40.76 | $40.76 |
| Apprentice - 4th year | $46.18 | $46.18 per hour plus applicable shift penalty | $34.64 | $46.18 | $46.18 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.36 | $32.48 | $32.48 | $32.48 | $32.48 | $32.48 |
| Apprentice - 2nd year | $26.49 | $35.32 | $35.32 | $35.32 | $35.32 | $35.32 |
| Apprentice - 3rd year | $30.57 | $40.76 | $40.76 | $40.76 | $40.76 | $40.76 |
| Apprentice - 4th year | $34.64 | $46.18 | $46.18 | $46.18 | $46.18 | $46.18 |

### Apprentice - 18 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $711.90 | $18.73 | $46.83 | $37.47 | $46.83 | $46.83 |
| Apprentice - 2nd year | $711.90 | $18.73 | $46.83 | $37.47 | $46.83 | $46.83 |
| Apprentice - 3rd year | $774.25 | $20.38 | $50.95 | $40.76 | $50.95 | $50.95 |
| Apprentice - 4th year | $877.45 | $23.09 | $57.73 | $46.19 | $57.73 | $57.73 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.73 per hour plus $106.79 per shift | $18.73 per hour plus $213.57 per shift | $18.73 per hour plus $28.48 per shift | $18.73 per hour plus $56.95 per shift | $28.10 | $37.46 |
| Apprentice - 2nd year | $18.73 per hour plus $106.79 per shift | $18.73 per hour plus $213.57 per shift | $18.73 per hour plus $28.48 per shift | $18.73 per hour plus $56.95 per shift | $28.10 | $37.46 |
| Apprentice - 3rd year | $20.38 per hour plus $116.14 per shift | $20.38 per hour plus $232.28 per shift | $20.38 per hour plus $28.48 per shift | $20.38 per hour plus $56.95 per shift | $30.57 | $40.76 |
| Apprentice - 4th year | $23.09 per hour plus $131.62 per shift | $23.09 per hour plus $263.24 per shift | $23.09 per hour plus $28.48 per shift | $23.09 per hour plus $56.95 per shift | $34.64 | $46.18 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $37.46 | $37.46 per hour plus applicable shift penalty | $28.10 | $37.46 | $37.46 |
| Apprentice - 2nd year | $37.46 | $37.46 per hour plus applicable shift penalty | $28.10 | $37.46 | $37.46 |
| Apprentice - 3rd year | $40.76 | $40.76 per hour plus applicable shift penalty | $30.57 | $40.76 | $40.76 |
| Apprentice - 4th year | $46.18 | $46.18 per hour plus applicable shift penalty | $34.64 | $46.18 | $46.18 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $28.10 | $37.46 | $37.46 | $37.46 | $37.46 | $37.46 |
| Apprentice - 2nd year | $28.10 | $37.46 | $37.46 | $37.46 | $37.46 | $37.46 |
| Apprentice - 3rd year | $30.57 | $40.76 | $40.76 | $40.76 | $40.76 | $40.76 |
| Apprentice - 4th year | $34.64 | $46.18 | $46.18 | $46.18 | $46.18 | $46.18 |

### Apprentice - 19 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $759.35 | $19.98 | $49.95 | $39.96 | $49.95 | $49.95 |
| Apprentice - 2nd year | $759.35 | $19.98 | $49.95 | $39.96 | $49.95 | $49.95 |
| Apprentice - 3rd year | $774.25 | $20.38 | $50.95 | $40.76 | $50.95 | $50.95 |
| Apprentice - 4th year | $877.45 | $23.09 | $57.73 | $46.19 | $57.73 | $57.73 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.98 per hour plus $113.90 per shift | $19.98 per hour plus $227.81 per shift | $19.98 per hour plus $28.48 per shift | $19.98 per hour plus $56.95 per shift | $29.97 | $39.96 |
| Apprentice - 2nd year | $19.98 per hour plus $113.90 per shift | $19.98 per hour plus $227.81 per shift | $19.98 per hour plus $28.48 per shift | $19.98 per hour plus $56.95 per shift | $29.97 | $39.96 |
| Apprentice - 3rd year | $20.38 per hour plus $116.14 per shift | $20.38 per hour plus $232.28 per shift | $20.38 per hour plus $28.48 per shift | $20.38 per hour plus $56.95 per shift | $30.57 | $40.76 |
| Apprentice - 4th year | $23.09 per hour plus $131.62 per shift | $23.09 per hour plus $263.24 per shift | $23.09 per hour plus $28.48 per shift | $23.09 per hour plus $56.95 per shift | $34.64 | $46.18 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $39.96 | $39.96 per hour plus applicable shift penalty | $29.97 | $39.96 | $39.96 |
| Apprentice - 2nd year | $39.96 | $39.96 per hour plus applicable shift penalty | $29.97 | $39.96 | $39.96 |
| Apprentice - 3rd year | $40.76 | $40.76 per hour plus applicable shift penalty | $30.57 | $40.76 | $40.76 |
| Apprentice - 4th year | $46.18 | $46.18 per hour plus applicable shift penalty | $34.64 | $46.18 | $46.18 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.97 | $39.96 | $39.96 | $39.96 | $39.96 | $39.96 |
| Apprentice - 2nd year | $29.97 | $39.96 | $39.96 | $39.96 | $39.96 | $39.96 |
| Apprentice - 3rd year | $30.57 | $40.76 | $40.76 | $40.76 | $40.76 | $40.76 |
| Apprentice - 4th year | $34.64 | $46.18 | $46.18 | $46.18 | $46.18 | $46.18 |

### Apprentice - 20 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $854.30 | $22.48 | $56.20 | $44.96 | $56.20 | $56.20 |
| Apprentice - 2nd year | $854.30 | $22.48 | $56.20 | $44.96 | $56.20 | $56.20 |
| Apprentice - 3rd year | $854.30 | $22.48 | $56.20 | $44.96 | $56.20 | $56.20 |
| Apprentice - 4th year | $877.45 | $23.09 | $57.73 | $46.19 | $57.73 | $57.73 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.48 per hour plus $128.15 per shift | $22.48 per hour plus $256.29 per shift | $22.48 per hour plus $28.48 per shift | $22.48 per hour plus $56.95 per shift | $33.72 | $44.96 |
| Apprentice - 2nd year | $22.48 per hour plus $128.15 per shift | $22.48 per hour plus $256.29 per shift | $22.48 per hour plus $28.48 per shift | $22.48 per hour plus $56.95 per shift | $33.72 | $44.96 |
| Apprentice - 3rd year | $22.48 per hour plus $128.15 per shift | $22.48 per hour plus $256.29 per shift | $22.48 per hour plus $28.48 per shift | $22.48 per hour plus $56.95 per shift | $33.72 | $44.96 |
| Apprentice - 4th year | $23.09 per hour plus $131.62 per shift | $23.09 per hour plus $263.24 per shift | $23.09 per hour plus $28.48 per shift | $23.09 per hour plus $56.95 per shift | $34.64 | $46.18 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $44.96 | $44.96 per hour plus applicable shift penalty | $33.72 | $44.96 | $44.96 |
| Apprentice - 2nd year | $44.96 | $44.96 per hour plus applicable shift penalty | $33.72 | $44.96 | $44.96 |
| Apprentice - 3rd year | $44.96 | $44.96 per hour plus applicable shift penalty | $33.72 | $44.96 | $44.96 |
| Apprentice - 4th year | $46.18 | $46.18 per hour plus applicable shift penalty | $34.64 | $46.18 | $46.18 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $33.72 | $44.96 | $44.96 | $44.96 | $44.96 | $44.96 |
| Apprentice - 2nd year | $33.72 | $44.96 | $44.96 | $44.96 | $44.96 | $44.96 |
| Apprentice - 3rd year | $33.72 | $44.96 | $44.96 | $44.96 | $44.96 | $44.96 |
| Apprentice - 4th year | $34.64 | $46.18 | $46.18 | $46.18 | $46.18 | $46.18 |

### Adult apprentice

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $846.49 | $22.28 | $55.70 | $44.56 | $55.70 | $55.70 |
| Apprentice - 2nd year | $898.10 | $23.63 | $59.08 | $47.27 | $59.08 | $59.08 |
| Apprentice - 3rd year | $949.72 | $24.99 | $62.48 | $49.99 | $62.48 | $62.48 |
| Apprentice - 4th year | $1,032.30 | $27.17 | $67.93 | $54.35 | $67.93 | $67.93 |

**Table 2 of 4**

| **Classification** | **Afternoon / night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.28 per hour plus $126.97 per shift | $22.28 per hour plus $253.95 per shift | $22.28 per hour plus $28.48 per shift | $22.28 per hour plus $56.95 per shift | $33.42 | $44.56 |
| Apprentice - 2nd year | $23.63 per hour plus $134.72 per shift | $23.63 per hour plus $269.43 per shift | $23.63 per hour plus $28.48 per shift | $23.63 per hour plus $56.95 per shift | $35.45 | $47.26 |
| Apprentice - 3rd year | $24.99 per hour plus $142.46 per shift | $24.99 per hour plus $284.92 per shift | $24.99 per hour plus $28.48 per shift | $24.99 per hour plus $56.95 per shift | $37.49 | $49.98 |
| Apprentice - 4th year | $27.17 per hour plus $154.85 per shift | $27.17 per hour plus $309.69 per shift | $27.17 per hour plus $28.48 per shift | $27.17 per hour plus $56.95 per shift | $40.76 | $54.34 |

**Table 3 of 4**

| **Classification** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $44.56 | $44.56 per hour plus applicable shift penalty | $33.42 | $44.56 | $44.56 |
| Apprentice - 2nd year | $47.26 | $47.26 per hour plus applicable shift penalty | $35.45 | $47.26 | $47.26 |
| Apprentice - 3rd year | $49.98 | $49.98 per hour plus applicable shift penalty | $37.49 | $49.98 | $49.98 |
| Apprentice - 4th year | $54.34 | $54.34 per hour plus applicable shift penalty | $40.76 | $54.34 | $54.34 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |
| Apprentice - 2nd year | $35.45 | $47.26 | $47.26 | $47.26 | $47.26 | $47.26 |
| Apprentice - 3rd year | $37.49 | $49.98 | $49.98 | $49.98 | $49.98 | $49.98 |
| Apprentice - 4th year | $40.76 | $54.34 | $54.34 | $54.34 | $54.34 | $54.34 |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before 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 |
| Doctor or hospital visit reimbursement | reimbursement for the cost of doctor or hospital charges |
| First aid allowance - 1 to 50 employees at workplace | $0.48 per hour up to a maximum of $18.37 per week |
| First aid allowance - 51 employees or more at workplace | $0.61 per hour up to a maximum of $23.12 per week |
| Leading hand allowance - in charge of 3 to 10 employees | $40.88 per week |
| Leading hand allowance - in charge of 11 to 20 employees | $61.94 per week |
| Leading hand allowance - in charge of 21 or more employees | $78.45 per week |
| Meal allowance - overtime - other than outworkers | $16.02 per meal |
| Protective clothing reimbursement | reimbursement for the cost of all protective clothing |
| Protective gloves or cream reimbursement | reimbursement for the cost of all protective gloves or cream the employee is required to provide |
| Tool reimbursement - other than outworkers | reimbursement for the cost of all tools |
| Uniform reimbursement | reimbursement for the cost of buying and cleaning uniforms |
| **Clothing industry allowances** |  |
| Dining room allowance - other than outworkers | $6.71 per day |
| Head of table allowance - in charge of 4 or more - working with order tailoring or dress making | $0.73 per hour up to a maximum of $27.87 per week |
| Head of table allowance - in charge of 4 or more - all others | $0.53 per hour up to a maximum of $20.13 per week |
| Rest room allowance - other than outworkers | $6.71 per day |
| **Textile industry allowances** |  |
| Blending allowance | $0.79 per hour up to a maximum of $29.94 per week |
| \* Cards allowance | $1.75 per complete set, payable for all purposes of the award |
| Change of shift allowance | $28.90 per occasion |
| Cleaning wool scouring pits | payment at 200% of the minimum ordinary hourly rate (including any applicable cards allowance and instructor allowance) while cleaning the pits |
| Dust allowance | $15.17 for the week |
| Dye house-bleach house allowance | $0.33 per hour up to a maximum of $12.49 per week |
| Dye house-bleach house allowance - employees also engaged in the loading or unloading of Kiers or entering vaporloc machines | $0.50 per hour up to a maximum of $18.99 per week |
| Flax scutcher allowance | $0.33 per hour up to a maximum of $12.49 per week |
| \* Instructor allowance | $0.72 per hour |
| Mask or goggles allowance | $0.21 per hour or part thereof, up to a maximum of $1.65 per day |
| Shoddy-shaking machines allowance | $0.60 per hour for time spent working on shoddy-shaking machines up to a maximum of $22.71 per week |
| Size troughs - sewing threads allowance | $0.39 per hour up to a maximum of $14.97 per week |
| Soda-ash allowance | $2.06 per hour |
| Transport allowance | payment for time spent travelling home |
| Unwashed rags allowance | $0.12 per hour up to a maximum of $4.54 per week |
| Waste room - willey hands allowance | $0.36 per hour up to a maximum of $13.63 per week |
| Wet or steamy conditions allowance | $0.62 per day or part thereof, up to a maximum of $2.58 per week |
| Wool waste and rags - picking-over allowance | $1.65 per bale |