# Pay Guide - Seafood Processing Award

# [MA000068]

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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/).

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**Disclaimer**

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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.

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## Rates of pay

### Adult

### Full-time & part-time

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $891.50 | $23.46 | $29.33 | $35.19 | $46.92 | $58.65 | $26.98 |
| Process attendant level 2 | $903.70 | $23.78 | $29.73 | $35.67 | $47.56 | $59.45 | $27.35 |
| Process attendant level 3 | $984.50 | $25.91 | $32.39 | $38.87 | $51.82 | $64.78 | $29.80 |
| Process attendant level 4 | $1,032.30 | $27.17 | $33.96 | $40.76 | $54.34 | $67.93 | $31.25 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $35.19 | $46.92 | $26.98 | $30.50 | $35.19 | $46.92 | $46.92 |
| Process attendant level 2 | $35.67 | $47.56 | $27.35 | $30.91 | $35.67 | $47.56 | $47.56 |
| Process attendant level 3 | $38.87 | $51.82 | $29.80 | $33.68 | $38.87 | $51.82 | $51.82 |
| Process attendant level 4 | $40.76 | $54.34 | $31.25 | $35.32 | $40.76 | $54.34 | $54.34 |

**Table 3 of 4**

| **Classification** | **Public holiday - continuous shiftwork** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $46.92 | $58.65 | $46.92 | $35.19 | $46.92 | $46.92 | $58.65 |
| Process attendant level 2 | $47.56 | $59.45 | $47.56 | $35.67 | $47.56 | $47.56 | $59.45 |
| Process attendant level 3 | $51.82 | $64.78 | $51.82 | $38.87 | $51.82 | $51.82 | $64.78 |
| Process attendant level 4 | $54.34 | $67.93 | $54.34 | $40.76 | $54.34 | $54.34 | $67.93 |

**Table 4 of 4**

| **Classification** | **Overtime - public holiday - continuous shiftwork** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $46.92 | $35.19 | $46.92 | $46.92 | $35.19 | $46.92 | $46.92 | $46.92 |
| Process attendant level 2 | $47.56 | $35.67 | $47.56 | $47.56 | $35.67 | $47.56 | $47.56 | $47.56 |
| Process attendant level 3 | $51.82 | $38.87 | $51.82 | $51.82 | $38.87 | $51.82 | $51.82 | $51.82 |
| Process attendant level 4 | $54.34 | $40.76 | $54.34 | $54.34 | $40.76 | $54.34 | $54.34 | $54.34 |

### Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $29.33 | $36.66 | $44.00 | $58.66 | $73.33 | $33.73 | $44.00 |
| Process attendant level 2 | $29.73 | $37.16 | $44.60 | $59.46 | $74.33 | $34.19 | $44.60 |
| Process attendant level 3 | $32.39 | $40.49 | $48.59 | $64.78 | $80.98 | $37.25 | $48.59 |
| Process attendant level 4 | $33.96 | $42.45 | $50.94 | $67.92 | $84.90 | $39.05 | $50.94 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $58.66 | $33.73 | $38.13 | $44.00 | $58.66 | $58.66 | $58.66 |
| Process attendant level 2 | $59.46 | $34.19 | $38.65 | $44.60 | $59.46 | $59.46 | $59.46 |
| Process attendant level 3 | $64.78 | $37.25 | $42.11 | $48.59 | $64.78 | $64.78 | $64.78 |
| Process attendant level 4 | $67.92 | $39.05 | $44.15 | $50.94 | $67.92 | $67.92 | $67.92 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $73.33 | $58.66 | $44.00 | $58.66 | $58.66 | $73.33 |
| Process attendant level 2 | $74.33 | $59.46 | $44.60 | $59.46 | $59.46 | $74.33 |
| Process attendant level 3 | $80.98 | $64.78 | $48.59 | $64.78 | $64.78 | $80.98 |
| Process attendant level 4 | $84.90 | $67.92 | $50.94 | $67.92 | $67.92 | $84.90 |

**Table 4 of 4**

| **Classification** | **Overtime - public holiday - continuous shiftwork** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $58.66 | $44.00 | $58.66 | $58.66 | $44.00 | $58.66 |
| Process attendant level 2 | $59.46 | $44.60 | $59.46 | $59.46 | $44.60 | $59.46 |
| Process attendant level 3 | $64.78 | $48.59 | $64.78 | $64.78 | $48.59 | $64.78 |
| Process attendant level 4 | $67.92 | $50.94 | $67.92 | $67.92 | $50.94 | $67.92 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $12.90 | $16.13 | $19.35 | $25.80 | $32.25 | $14.84 | $19.35 |
| Process attendant level 2 | $13.08 | $16.35 | $19.62 | $26.16 | $32.70 | $15.04 | $19.62 |
| Process attendant level 3 | $14.25 | $17.81 | $21.38 | $28.50 | $35.63 | $16.39 | $21.38 |
| Process attendant level 4 | $14.94 | $18.68 | $22.41 | $29.88 | $37.35 | $17.18 | $22.41 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $25.80 | $14.84 | $16.77 | $19.35 | $25.80 | $25.80 | $25.80 |
| Process attendant level 2 | $26.16 | $15.04 | $17.00 | $19.62 | $26.16 | $26.16 | $26.16 |
| Process attendant level 3 | $28.50 | $16.39 | $18.53 | $21.38 | $28.50 | $28.50 | $28.50 |
| Process attendant level 4 | $29.88 | $17.18 | $19.42 | $22.41 | $29.88 | $29.88 | $29.88 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** | **Overtime - public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $32.25 | $25.80 | $19.35 | $25.80 | $25.80 | $32.25 | $25.80 |
| Process attendant level 2 | $32.70 | $26.16 | $19.62 | $26.16 | $26.16 | $32.70 | $26.16 |
| Process attendant level 3 | $35.63 | $28.50 | $21.38 | $28.50 | $28.50 | $35.63 | $28.50 |
| Process attendant level 4 | $37.35 | $29.88 | $22.41 | $29.88 | $29.88 | $37.35 | $29.88 |

**Table 4 of 4**

| **Classification** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $19.35 | $25.80 | $25.80 | $19.35 | $25.80 | $25.80 | $25.80 |
| Process attendant level 2 | $19.62 | $26.16 | $26.16 | $19.62 | $26.16 | $26.16 | $26.16 |
| Process attendant level 3 | $21.38 | $28.50 | $28.50 | $21.38 | $28.50 | $28.50 | $28.50 |
| Process attendant level 4 | $22.41 | $29.88 | $29.88 | $22.41 | $29.88 | $29.88 | $29.88 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $15.25 | $19.06 | $22.88 | $30.50 | $38.13 | $17.54 | $22.88 |
| Process attendant level 2 | $15.46 | $19.33 | $23.19 | $30.92 | $38.65 | $17.78 | $23.19 |
| Process attendant level 3 | $16.84 | $21.05 | $25.26 | $33.68 | $42.10 | $19.37 | $25.26 |
| Process attendant level 4 | $17.66 | $22.08 | $26.49 | $35.32 | $44.15 | $20.31 | $26.49 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $30.50 | $17.54 | $19.83 | $22.88 | $30.50 | $30.50 | $30.50 |
| Process attendant level 2 | $30.92 | $17.78 | $20.10 | $23.19 | $30.92 | $30.92 | $30.92 |
| Process attendant level 3 | $33.68 | $19.37 | $21.89 | $25.26 | $33.68 | $33.68 | $33.68 |
| Process attendant level 4 | $35.32 | $20.31 | $22.96 | $26.49 | $35.32 | $35.32 | $35.32 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** | **Overtime - public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $38.13 | $30.50 | $22.88 | $30.50 | $30.50 | $38.13 | $30.50 |
| Process attendant level 2 | $38.65 | $30.92 | $23.19 | $30.92 | $30.92 | $38.65 | $30.92 |
| Process attendant level 3 | $42.10 | $33.68 | $25.26 | $33.68 | $33.68 | $42.10 | $33.68 |
| Process attendant level 4 | $44.15 | $35.32 | $26.49 | $35.32 | $35.32 | $44.15 | $35.32 |

**Table 4 of 4**

| **Classification** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $22.88 | $30.50 | $30.50 | $22.88 | $30.50 | $30.50 | $30.50 |
| Process attendant level 2 | $23.19 | $30.92 | $30.92 | $23.19 | $30.92 | $30.92 | $30.92 |
| Process attendant level 3 | $25.26 | $33.68 | $33.68 | $25.26 | $33.68 | $33.68 | $33.68 |
| Process attendant level 4 | $26.49 | $35.32 | $35.32 | $26.49 | $35.32 | $35.32 | $35.32 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $17.60 | $22.00 | $26.40 | $35.20 | $44.00 | $20.24 | $26.40 |
| Process attendant level 2 | $17.84 | $22.30 | $26.76 | $35.68 | $44.60 | $20.52 | $26.76 |
| Process attendant level 3 | $19.43 | $24.29 | $29.15 | $38.86 | $48.58 | $22.34 | $29.15 |
| Process attendant level 4 | $20.38 | $25.48 | $30.57 | $40.76 | $50.95 | $23.44 | $30.57 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $35.20 | $20.24 | $22.88 | $26.40 | $35.20 | $35.20 | $35.20 |
| Process attendant level 2 | $35.68 | $20.52 | $23.19 | $26.76 | $35.68 | $35.68 | $35.68 |
| Process attendant level 3 | $38.86 | $22.34 | $25.26 | $29.15 | $38.86 | $38.86 | $38.86 |
| Process attendant level 4 | $40.76 | $23.44 | $26.49 | $30.57 | $40.76 | $40.76 | $40.76 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** | **Overtime - public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $44.00 | $35.20 | $26.40 | $35.20 | $35.20 | $44.00 | $35.20 |
| Process attendant level 2 | $44.60 | $35.68 | $26.76 | $35.68 | $35.68 | $44.60 | $35.68 |
| Process attendant level 3 | $48.58 | $38.86 | $29.15 | $38.86 | $38.86 | $48.58 | $38.86 |
| Process attendant level 4 | $50.95 | $40.76 | $30.57 | $40.76 | $40.76 | $50.95 | $40.76 |

**Table 4 of 4**

| **Classification** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $26.40 | $35.20 | $35.20 | $26.40 | $35.20 | $35.20 | $35.20 |
| Process attendant level 2 | $26.76 | $35.68 | $35.68 | $26.76 | $35.68 | $35.68 | $35.68 |
| Process attendant level 3 | $29.15 | $38.86 | $38.86 | $29.15 | $38.86 | $38.86 | $38.86 |
| Process attendant level 4 | $30.57 | $40.76 | $40.76 | $30.57 | $40.76 | $40.76 | $40.76 |

### Junior - Casual - Under 17 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $16.13 | $20.16 | $24.20 | $32.26 | $40.33 | $18.55 | $24.20 |
| Process attendant level 2 | $16.35 | $20.44 | $24.53 | $32.70 | $40.88 | $18.80 | $24.53 |
| Process attendant level 3 | $17.81 | $22.26 | $26.72 | $35.62 | $44.53 | $20.48 | $26.72 |
| Process attendant level 4 | $18.68 | $23.35 | $28.02 | $37.36 | $46.70 | $21.48 | $28.02 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $32.26 | $18.55 | $20.97 | $24.20 | $32.26 | $32.26 | $32.26 |
| Process attendant level 2 | $32.70 | $18.80 | $21.26 | $24.53 | $32.70 | $32.70 | $32.70 |
| Process attendant level 3 | $35.62 | $20.48 | $23.15 | $26.72 | $35.62 | $35.62 | $35.62 |
| Process attendant level 4 | $37.36 | $21.48 | $24.28 | $28.02 | $37.36 | $37.36 | $37.36 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $40.33 | $32.26 | $24.20 | $32.26 | $32.26 | $40.33 |
| Process attendant level 2 | $40.88 | $32.70 | $24.53 | $32.70 | $32.70 | $40.88 |
| Process attendant level 3 | $44.53 | $35.62 | $26.72 | $35.62 | $35.62 | $44.53 |
| Process attendant level 4 | $46.70 | $37.36 | $28.02 | $37.36 | $37.36 | $46.70 |

**Table 4 of 4**

| **Classification** | **Overtime - public holiday - continuous shiftwork** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $32.26 | $24.20 | $32.26 | $32.26 | $24.20 | $32.26 |
| Process attendant level 2 | $32.70 | $24.53 | $32.70 | $32.70 | $24.53 | $32.70 |
| Process attendant level 3 | $35.62 | $26.72 | $35.62 | $35.62 | $26.72 | $35.62 |
| Process attendant level 4 | $37.36 | $28.02 | $37.36 | $37.36 | $28.02 | $37.36 |

### Junior - Casual - 17 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $19.06 | $23.83 | $28.59 | $38.12 | $47.65 | $21.92 | $28.59 |
| Process attendant level 2 | $19.33 | $24.16 | $29.00 | $38.66 | $48.33 | $22.23 | $29.00 |
| Process attendant level 3 | $21.05 | $26.31 | $31.58 | $42.10 | $52.63 | $24.21 | $31.58 |
| Process attendant level 4 | $22.08 | $27.60 | $33.12 | $44.16 | $55.20 | $25.39 | $33.12 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $38.12 | $21.92 | $24.78 | $28.59 | $38.12 | $38.12 | $38.12 |
| Process attendant level 2 | $38.66 | $22.23 | $25.13 | $29.00 | $38.66 | $38.66 | $38.66 |
| Process attendant level 3 | $42.10 | $24.21 | $27.37 | $31.58 | $42.10 | $42.10 | $42.10 |
| Process attendant level 4 | $44.16 | $25.39 | $28.70 | $33.12 | $44.16 | $44.16 | $44.16 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $47.65 | $38.12 | $28.59 | $38.12 | $38.12 | $47.65 |
| Process attendant level 2 | $48.33 | $38.66 | $29.00 | $38.66 | $38.66 | $48.33 |
| Process attendant level 3 | $52.63 | $42.10 | $31.58 | $42.10 | $42.10 | $52.63 |
| Process attendant level 4 | $55.20 | $44.16 | $33.12 | $44.16 | $44.16 | $55.20 |

**Table 4 of 4**

| **Classification** | **Overtime - public holiday - continuous shiftwork** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $38.12 | $28.59 | $38.12 | $38.12 | $28.59 | $38.12 |
| Process attendant level 2 | $38.66 | $29.00 | $38.66 | $38.66 | $29.00 | $38.66 |
| Process attendant level 3 | $42.10 | $31.58 | $42.10 | $42.10 | $31.58 | $42.10 |
| Process attendant level 4 | $44.16 | $33.12 | $44.16 | $44.16 | $33.12 | $44.16 |

### Junior - Casual - 18 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday - before 12 noon - day work** | **Saturday - after 12 noon - day work** | **Sunday - day work** | **Public holiday - day work** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $22.00 | $27.50 | $33.00 | $44.00 | $55.00 | $25.30 | $33.00 |
| Process attendant level 2 | $22.30 | $27.88 | $33.45 | $44.60 | $55.75 | $25.65 | $33.45 |
| Process attendant level 3 | $24.29 | $30.36 | $36.44 | $48.58 | $60.73 | $27.93 | $36.44 |
| Process attendant level 4 | $25.48 | $31.85 | $38.22 | $50.96 | $63.70 | $29.30 | $38.22 |

**Table 2 of 4**

| **Classification** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Permanent night shift** | **Saturday - shiftwork** | **Sunday - continuous shiftwork** | **Sunday - non-continuous shiftwork** | **Public holiday - continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $44.00 | $25.30 | $28.60 | $33.00 | $44.00 | $44.00 | $44.00 |
| Process attendant level 2 | $44.60 | $25.65 | $28.99 | $33.45 | $44.60 | $44.60 | $44.60 |
| Process attendant level 3 | $48.58 | $27.93 | $31.58 | $36.44 | $48.58 | $48.58 | $48.58 |
| Process attendant level 4 | $50.96 | $29.30 | $33.12 | $38.22 | $50.96 | $50.96 | $50.96 |

**Table 3 of 4**

| **Classification** | **Public holiday - non-continuous shiftwork** | **Overtime - continuous shiftwork** | **Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork** | **Overtime - Sunday - day work & shiftwork** | **Overtime - public holiday - day work & non-continuous shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $55.00 | $44.00 | $33.00 | $44.00 | $44.00 | $55.00 |
| Process attendant level 2 | $55.75 | $44.60 | $33.45 | $44.60 | $44.60 | $55.75 |
| Process attendant level 3 | $60.73 | $48.58 | $36.44 | $48.58 | $48.58 | $60.73 |
| Process attendant level 4 | $63.70 | $50.96 | $38.22 | $50.96 | $50.96 | $63.70 |

**Table 4 of 4**

| **Classification** | **Overtime - public holiday - continuous shiftwork** | **Working a non-rostered shift - first 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - after 3 hours - non-continuous shiftwork** | **Working a non-rostered shift - continuous shiftwork** | **Delayed meal break** | **Working on RDO - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Process attendant level 1 | $44.00 | $33.00 | $44.00 | $44.00 | $33.00 | $44.00 |
| Process attendant level 2 | $44.60 | $33.45 | $44.60 | $44.60 | $33.45 | $44.60 |
| Process attendant level 3 | $48.58 | $36.44 | $48.58 | $48.58 | $36.44 | $48.58 |
| Process attendant level 4 | $50.96 | $38.22 | $50.96 | $50.96 | $38.22 | $50.96 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Cold work allowance | $0.76 per hour for each hour working in a cold place |
| First aid allowance | $0.54 per hour up to a maximum of $20.54 per week |
| Meal allowance - overtime | $17.92 for the first meal and $17.92 for an extra meal after every 4 hours |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchase |