# Pay Guide - Sugar Industry Award

# [MA000087]

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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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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

### Adult

### Field Sector - Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday - day workers** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $899.70 | $23.68 | $35.52 | $47.36 | $26.64 | $27.23 |
| Cultivation/cane production level 1 | $963.80 | $25.36 | $38.04 | $50.72 | $28.53 | $29.16 |
| Cultivation/cane production level 2 | $995.70 | $26.20 | $39.30 | $52.40 | $29.48 | $30.13 |
| Cane haulage inductee/trainee | $942.20 | $24.79 | $37.19 | $49.58 | $27.89 | $28.51 |
| Cane haulage 1 | $963.80 | $25.36 | $38.04 | $50.72 | $28.53 | $29.16 |
| Cane haulage 2 | $995.70 | $26.20 | $39.30 | $52.40 | $29.48 | $30.13 |
| Cane harvesting inductee/trainee | $963.80 | $25.36 | $38.04 | $50.72 | $28.53 | $29.16 |
| Cane harvesting 1 | $995.70 | $26.20 | $39.30 | $52.40 | $29.48 | $30.13 |
| Cane harvesting 2 | $1,032.30 | $27.17 | $40.76 | $54.34 | $30.57 | $31.25 |
| Cane testing 1 | $893.70 | $23.52 | $35.28 | $47.04 | $26.46 | $27.05 |
| Cane testing 2 | $946.10 | $24.90 | $37.35 | $49.80 | $28.01 | $28.64 |
| Cane testing 3 | $995.70 | $26.20 | $39.30 | $52.40 | $29.48 | $30.13 |
| Cane testing 4 | $1,057.20 | $27.82 | $41.73 | $55.64 | $31.30 | $31.99 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $35.52 | $47.36 | $35.52 | $47.36 | $47.36 | $47.36 | $59.20 |
| Cultivation/cane production level 1 | $38.04 | $50.72 | $38.04 | $50.72 | $50.72 | $50.72 | $63.40 |
| Cultivation/cane production level 2 | $39.30 | $52.40 | $39.30 | $52.40 | $52.40 | $52.40 | $65.50 |
| Cane haulage inductee/trainee | $37.19 | $49.58 | $37.19 | $49.58 | $49.58 | $49.58 | $61.98 |
| Cane haulage 1 | $38.04 | $50.72 | $38.04 | $50.72 | $50.72 | $50.72 | $63.40 |
| Cane haulage 2 | $39.30 | $52.40 | $39.30 | $52.40 | $52.40 | $52.40 | $65.50 |
| Cane harvesting inductee/trainee | $38.04 | $50.72 | $38.04 | $50.72 | $50.72 | $50.72 | $63.40 |
| Cane harvesting 1 | $39.30 | $52.40 | $39.30 | $52.40 | $52.40 | $52.40 | $65.50 |
| Cane harvesting 2 | $40.76 | $54.34 | $40.76 | $54.34 | $54.34 | $54.34 | $67.93 |
| Cane testing 1 | $35.28 | $47.04 | $35.28 | $47.04 | $47.04 | $47.04 | $58.80 |
| Cane testing 2 | $37.35 | $49.80 | $37.35 | $49.80 | $49.80 | $49.80 | $62.25 |
| Cane testing 3 | $39.30 | $52.40 | $39.30 | $52.40 | $52.40 | $52.40 | $65.50 |
| Cane testing 4 | $41.73 | $55.64 | $41.73 | $55.64 | $55.64 | $55.64 | $69.55 |

### Field Sector - Single contract hourly rate - Full-time & part-time

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $27.23 | $50.91 | $30.19 | $30.78 | $50.91 | $62.75 |
| Cultivation/cane production level 1 | $29.16 | $54.52 | $32.33 | $32.97 | $54.52 | $67.20 |
| Cultivation/cane production level 2 | $30.13 | $56.33 | $33.41 | $34.06 | $56.33 | $69.43 |
| Cane haulage inductee/trainee | $28.51 | $53.30 | $31.61 | $32.23 | $53.30 | $65.69 |
| Cane haulage 1 | $29.16 | $54.52 | $32.33 | $32.97 | $54.52 | $67.20 |
| Cane haulage 2 | $30.13 | $56.33 | $33.41 | $34.06 | $56.33 | $69.43 |
| Cane harvesting inductee/trainee | $29.16 | $54.52 | $32.33 | $32.97 | $54.52 | $67.20 |
| Cane harvesting 1 | $30.13 | $56.33 | $33.41 | $34.06 | $56.33 | $69.43 |
| Cane harvesting 2 | $31.25 | $58.42 | $34.64 | $35.32 | $58.42 | $72.00 |
| Cane testing 1 | $27.05 | $50.57 | $29.99 | $30.58 | $50.57 | $62.33 |
| Cane testing 2 | $28.64 | $53.54 | $31.75 | $32.37 | $53.54 | $65.99 |
| Cane testing 3 | $30.13 | $56.33 | $33.41 | $34.06 | $56.33 | $69.43 |
| Cane testing 4 | $31.99 | $59.81 | $35.47 | $36.17 | $59.81 | $73.72 |

### Milling, Distillery, Refinery and Maintenance - Full-time & part-time

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Production, transport and service operator - level 3 | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Production, transport and service operator - level 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |
| Production, transport and service operator - level 5 | $980.40 | $25.80 | $38.70 | $51.60 | $38.70 | $51.60 |
| Production, transport and service operator - level 6 | $1,032.30 | $27.17 | $40.76 | $54.34 | $40.76 | $54.34 |
| Production, transport and service operator - level 7 | $1,064.70 | $28.02 | $42.03 | $56.04 | $42.03 | $56.04 |
| Production, transport and service operator - level 8 | $1,097.10 | $28.87 | $43.31 | $57.74 | $43.31 | $57.74 |
| Production, transport and service operator - level 9 | $1,126.30 | $29.64 | $44.46 | $59.28 | $44.46 | $59.28 |
| Distilling and services operator - level 2 | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Distilling and services operator - level 3 | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Distilling and services operator - level 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |
| Distilling and services operator - level 5 | $980.40 | $25.80 | $38.70 | $51.60 | $38.70 | $51.60 |
| Distilling and services operator - level 6 | $1,032.30 | $27.17 | $40.76 | $54.34 | $40.76 | $54.34 |
| Distilling and services operator - level 7 | $1,064.70 | $28.02 | $42.03 | $56.04 | $42.03 | $56.04 |
| Distilling and services operator - level 8 | $1,097.10 | $28.87 | $43.31 | $57.74 | $43.31 | $57.74 |
| Distilling and services operator - level 9 | $1,126.30 | $29.64 | $44.46 | $59.28 | $44.46 | $59.28 |
| Refinery operator - level 2 | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Refinery operator - level 3 | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Refinery operator - level 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |
| Refinery operator - level 5 | $980.40 | $25.80 | $38.70 | $51.60 | $38.70 | $51.60 |
| Refinery operator - level 6 | $1,032.30 | $27.17 | $40.76 | $54.34 | $40.76 | $54.34 |
| Refinery operator - level 7 | $1,064.70 | $28.02 | $42.03 | $56.04 | $42.03 | $56.04 |
| Refinery operator - level 8 | $1,097.10 | $28.87 | $43.31 | $57.74 | $43.31 | $57.74 |
| Engineering/production employee level I | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Engineering/production employee level II | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Engineering/production employee level III | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |
| Engineering/production employee level IV | $980.40 | $25.80 | $38.70 | $51.60 | $38.70 | $51.60 |
| Engineering tradesperson level I | $1,032.30 | $27.17 | $40.76 | $54.34 | $40.76 | $54.34 |
| Production systems employee | $1,032.30 | $27.17 | $40.76 | $54.34 | $40.76 | $54.34 |
| Engineering tradesperson level II | $1,064.70 | $28.02 | $42.03 | $56.04 | $42.03 | $56.04 |
| Engineering technician level I | $1,064.70 | $28.02 | $42.03 | $56.04 | $42.03 | $56.04 |
| Engineering tradesperson special class level I | $1,097.10 | $28.87 | $43.31 | $57.74 | $43.31 | $57.74 |
| Engineering technician level II | $1,097.10 | $28.87 | $43.31 | $57.74 | $43.31 | $57.74 |
| Engineering tradesperson special class level II | $1,126.30 | $29.64 | $44.46 | $59.28 | $44.46 | $59.28 |
| Engineering technician level III | $1,126.30 | $29.64 | $44.46 | $59.28 | $44.46 | $59.28 |
| Advanced engineering tradesperson level I | $1,183.50 | $31.14 | $46.71 | $62.28 | $46.71 | $62.28 |
| Engineering technician level IV | $1,183.50 | $31.14 | $46.71 | $62.28 | $46.71 | $62.28 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 |
| Production, transport and service operator - level 3 | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 |
| Production, transport and service operator - level 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 |
| Production, transport and service operator - level 5 | $51.60 | $51.60 | $64.50 | $38.70 | $51.60 |
| Production, transport and service operator - level 6 | $54.34 | $54.34 | $67.93 | $40.76 | $54.34 |
| Production, transport and service operator - level 7 | $56.04 | $56.04 | $70.05 | $42.03 | $56.04 |
| Production, transport and service operator - level 8 | $57.74 | $57.74 | $72.18 | $43.31 | $57.74 |
| Production, transport and service operator - level 9 | $59.28 | $59.28 | $74.10 | $44.46 | $59.28 |
| Distilling and services operator - level 2 | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 |
| Distilling and services operator - level 3 | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 |
| Distilling and services operator - level 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 |
| Distilling and services operator - level 5 | $51.60 | $51.60 | $64.50 | $38.70 | $51.60 |
| Distilling and services operator - level 6 | $54.34 | $54.34 | $67.93 | $40.76 | $54.34 |
| Distilling and services operator - level 7 | $56.04 | $56.04 | $70.05 | $42.03 | $56.04 |
| Distilling and services operator - level 8 | $57.74 | $57.74 | $72.18 | $43.31 | $57.74 |
| Distilling and services operator - level 9 | $59.28 | $59.28 | $74.10 | $44.46 | $59.28 |
| Refinery operator - level 2 | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 |
| Refinery operator - level 3 | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 |
| Refinery operator - level 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 |
| Refinery operator - level 5 | $51.60 | $51.60 | $64.50 | $38.70 | $51.60 |
| Refinery operator - level 6 | $54.34 | $54.34 | $67.93 | $40.76 | $54.34 |
| Refinery operator - level 7 | $56.04 | $56.04 | $70.05 | $42.03 | $56.04 |
| Refinery operator - level 8 | $57.74 | $57.74 | $72.18 | $43.31 | $57.74 |
| Engineering/production employee level I | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 |
| Engineering/production employee level II | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 |
| Engineering/production employee level III | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 |
| Engineering/production employee level IV | $51.60 | $51.60 | $64.50 | $38.70 | $51.60 |
| Engineering tradesperson level I | $54.34 | $54.34 | $67.93 | $40.76 | $54.34 |
| Production systems employee | $54.34 | $54.34 | $67.93 | $40.76 | $54.34 |
| Engineering tradesperson level II | $56.04 | $56.04 | $70.05 | $42.03 | $56.04 |
| Engineering technician level I | $56.04 | $56.04 | $70.05 | $42.03 | $56.04 |
| Engineering tradesperson special class level I | $57.74 | $57.74 | $72.18 | $43.31 | $57.74 |
| Engineering technician level II | $57.74 | $57.74 | $72.18 | $43.31 | $57.74 |
| Engineering tradesperson special class level II | $59.28 | $59.28 | $74.10 | $44.46 | $59.28 |
| Engineering technician level III | $59.28 | $59.28 | $74.10 | $44.46 | $59.28 |
| Advanced engineering tradesperson level I | $62.28 | $62.28 | $77.85 | $46.71 | $62.28 |
| Engineering technician level IV | $62.28 | $62.28 | $77.85 | $46.71 | $62.28 |

**Table 3 of 5**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $26.98 | $26.98 | $30.50 | $46.92 | $38.71 |
| Production, transport and service operator - level 3 | $27.72 | $27.72 | $31.33 | $48.20 | $39.77 |
| Production, transport and service operator - level 4 | $28.73 | $28.73 | $32.47 | $49.96 | $41.22 |
| Production, transport and service operator - level 5 | $29.67 | $29.67 | $33.54 | $51.60 | $42.57 |
| Production, transport and service operator - level 6 | $31.25 | $31.25 | $35.32 | $54.34 | $44.83 |
| Production, transport and service operator - level 7 | $32.22 | $32.22 | $36.43 | $56.04 | $46.23 |
| Production, transport and service operator - level 8 | $33.20 | $33.20 | $37.53 | $57.74 | $47.64 |
| Production, transport and service operator - level 9 | $34.09 | $34.09 | $38.53 | $59.28 | $48.91 |
| Distilling and services operator - level 2 | $26.98 | $26.98 | $30.50 | $46.92 | $38.71 |
| Distilling and services operator - level 3 | $27.72 | $27.72 | $31.33 | $48.20 | $39.77 |
| Distilling and services operator - level 4 | $28.73 | $28.73 | $32.47 | $49.96 | $41.22 |
| Distilling and services operator - level 5 | $29.67 | $29.67 | $33.54 | $51.60 | $42.57 |
| Distilling and services operator - level 6 | $31.25 | $31.25 | $35.32 | $54.34 | $44.83 |
| Distilling and services operator - level 7 | $32.22 | $32.22 | $36.43 | $56.04 | $46.23 |
| Distilling and services operator - level 8 | $33.20 | $33.20 | $37.53 | $57.74 | $47.64 |
| Distilling and services operator - level 9 | $34.09 | $34.09 | $38.53 | $59.28 | $48.91 |
| Refinery operator - level 2 | $26.98 | $26.98 | $30.50 | $46.92 | $38.71 |
| Refinery operator - level 3 | $27.72 | $27.72 | $31.33 | $48.20 | $39.77 |
| Refinery operator - level 4 | $28.73 | $28.73 | $32.47 | $49.96 | $41.22 |
| Refinery operator - level 5 | $29.67 | $29.67 | $33.54 | $51.60 | $42.57 |
| Refinery operator - level 6 | $31.25 | $31.25 | $35.32 | $54.34 | $44.83 |
| Refinery operator - level 7 | $32.22 | $32.22 | $36.43 | $56.04 | $46.23 |
| Refinery operator - level 8 | $33.20 | $33.20 | $37.53 | $57.74 | $47.64 |
| Engineering/production employee level I | $26.98 | $26.98 | $30.50 | $46.92 | $38.71 |
| Engineering/production employee level II | $27.72 | $27.72 | $31.33 | $48.20 | $39.77 |
| Engineering/production employee level III | $28.73 | $28.73 | $32.47 | $49.96 | $41.22 |
| Engineering/production employee level IV | $29.67 | $29.67 | $33.54 | $51.60 | $42.57 |
| Engineering tradesperson level I | $31.25 | $31.25 | $35.32 | $54.34 | $44.83 |
| Production systems employee | $31.25 | $31.25 | $35.32 | $54.34 | $44.83 |
| Engineering tradesperson level II | $32.22 | $32.22 | $36.43 | $56.04 | $46.23 |
| Engineering technician level I | $32.22 | $32.22 | $36.43 | $56.04 | $46.23 |
| Engineering tradesperson special class level I | $33.20 | $33.20 | $37.53 | $57.74 | $47.64 |
| Engineering technician level II | $33.20 | $33.20 | $37.53 | $57.74 | $47.64 |
| Engineering tradesperson special class level II | $34.09 | $34.09 | $38.53 | $59.28 | $48.91 |
| Engineering technician level III | $34.09 | $34.09 | $38.53 | $59.28 | $48.91 |
| Advanced engineering tradesperson level I | $35.81 | $35.81 | $40.48 | $62.28 | $51.38 |
| Engineering technician level IV | $35.81 | $35.81 | $40.48 | $62.28 | $51.38 |

**Table 4 of 5**

| **Classification** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $42.23 | $35.19 | $38.71 | $38.71 | $42.23 |
| Production, transport and service operator - level 3 | $43.38 | $36.15 | $39.77 | $39.77 | $43.38 |
| Production, transport and service operator - level 4 | $44.96 | $37.47 | $41.22 | $41.22 | $44.96 |
| Production, transport and service operator - level 5 | $46.44 | $38.70 | $42.57 | $42.57 | $46.44 |
| Production, transport and service operator - level 6 | $48.91 | $40.76 | $44.83 | $44.83 | $48.91 |
| Production, transport and service operator - level 7 | $50.44 | $42.03 | $46.23 | $46.23 | $50.44 |
| Production, transport and service operator - level 8 | $51.97 | $43.31 | $47.64 | $47.64 | $51.97 |
| Production, transport and service operator - level 9 | $53.35 | $44.46 | $48.91 | $48.91 | $53.35 |
| Distilling and services operator - level 2 | $42.23 | $35.19 | $38.71 | $38.71 | $42.23 |
| Distilling and services operator - level 3 | $43.38 | $36.15 | $39.77 | $39.77 | $43.38 |
| Distilling and services operator - level 4 | $44.96 | $37.47 | $41.22 | $41.22 | $44.96 |
| Distilling and services operator - level 5 | $46.44 | $38.70 | $42.57 | $42.57 | $46.44 |
| Distilling and services operator - level 6 | $48.91 | $40.76 | $44.83 | $44.83 | $48.91 |
| Distilling and services operator - level 7 | $50.44 | $42.03 | $46.23 | $46.23 | $50.44 |
| Distilling and services operator - level 8 | $51.97 | $43.31 | $47.64 | $47.64 | $51.97 |
| Distilling and services operator - level 9 | $53.35 | $44.46 | $48.91 | $48.91 | $53.35 |
| Refinery operator - level 2 | $42.23 | $35.19 | $38.71 | $38.71 | $42.23 |
| Refinery operator - level 3 | $43.38 | $36.15 | $39.77 | $39.77 | $43.38 |
| Refinery operator - level 4 | $44.96 | $37.47 | $41.22 | $41.22 | $44.96 |
| Refinery operator - level 5 | $46.44 | $38.70 | $42.57 | $42.57 | $46.44 |
| Refinery operator - level 6 | $48.91 | $40.76 | $44.83 | $44.83 | $48.91 |
| Refinery operator - level 7 | $50.44 | $42.03 | $46.23 | $46.23 | $50.44 |
| Refinery operator - level 8 | $51.97 | $43.31 | $47.64 | $47.64 | $51.97 |
| Engineering/production employee level I | $42.23 | $35.19 | $38.71 | $38.71 | $42.23 |
| Engineering/production employee level II | $43.38 | $36.15 | $39.77 | $39.77 | $43.38 |
| Engineering/production employee level III | $44.96 | $37.47 | $41.22 | $41.22 | $44.96 |
| Engineering/production employee level IV | $46.44 | $38.70 | $42.57 | $42.57 | $46.44 |
| Engineering tradesperson level I | $48.91 | $40.76 | $44.83 | $44.83 | $48.91 |
| Production systems employee | $48.91 | $40.76 | $44.83 | $44.83 | $48.91 |
| Engineering tradesperson level II | $50.44 | $42.03 | $46.23 | $46.23 | $50.44 |
| Engineering technician level I | $50.44 | $42.03 | $46.23 | $46.23 | $50.44 |
| Engineering tradesperson special class level I | $51.97 | $43.31 | $47.64 | $47.64 | $51.97 |
| Engineering technician level II | $51.97 | $43.31 | $47.64 | $47.64 | $51.97 |
| Engineering tradesperson special class level II | $53.35 | $44.46 | $48.91 | $48.91 | $53.35 |
| Engineering technician level III | $53.35 | $44.46 | $48.91 | $48.91 | $53.35 |
| Advanced engineering tradesperson level I | $56.05 | $46.71 | $51.38 | $51.38 | $56.05 |
| Engineering technician level IV | $56.05 | $46.71 | $51.38 | $51.38 | $56.05 |

**Table 5 of 5**

| **Classification** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $58.65 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Production, transport and service operator - level 3 | $60.25 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Production, transport and service operator - level 4 | $62.45 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |
| Production, transport and service operator - level 5 | $64.50 | $58.05 | $51.60 | $51.60 | $51.60 | $51.60 |
| Production, transport and service operator - level 6 | $67.93 | $61.13 | $54.34 | $54.34 | $54.34 | $54.34 |
| Production, transport and service operator - level 7 | $70.05 | $63.05 | $56.04 | $56.04 | $56.04 | $56.04 |
| Production, transport and service operator - level 8 | $72.18 | $64.96 | $57.74 | $57.74 | $57.74 | $57.74 |
| Production, transport and service operator - level 9 | $74.10 | $66.69 | $59.28 | $59.28 | $59.28 | $59.28 |
| Distilling and services operator - level 2 | $58.65 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Distilling and services operator - level 3 | $60.25 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Distilling and services operator - level 4 | $62.45 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |
| Distilling and services operator - level 5 | $64.50 | $58.05 | $51.60 | $51.60 | $51.60 | $51.60 |
| Distilling and services operator - level 6 | $67.93 | $61.13 | $54.34 | $54.34 | $54.34 | $54.34 |
| Distilling and services operator - level 7 | $70.05 | $63.05 | $56.04 | $56.04 | $56.04 | $56.04 |
| Distilling and services operator - level 8 | $72.18 | $64.96 | $57.74 | $57.74 | $57.74 | $57.74 |
| Distilling and services operator - level 9 | $74.10 | $66.69 | $59.28 | $59.28 | $59.28 | $59.28 |
| Refinery operator - level 2 | $58.65 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Refinery operator - level 3 | $60.25 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Refinery operator - level 4 | $62.45 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |
| Refinery operator - level 5 | $64.50 | $58.05 | $51.60 | $51.60 | $51.60 | $51.60 |
| Refinery operator - level 6 | $67.93 | $61.13 | $54.34 | $54.34 | $54.34 | $54.34 |
| Refinery operator - level 7 | $70.05 | $63.05 | $56.04 | $56.04 | $56.04 | $56.04 |
| Refinery operator - level 8 | $72.18 | $64.96 | $57.74 | $57.74 | $57.74 | $57.74 |
| Engineering/production employee level I | $58.65 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Engineering/production employee level II | $60.25 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Engineering/production employee level III | $62.45 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |
| Engineering/production employee level IV | $64.50 | $58.05 | $51.60 | $51.60 | $51.60 | $51.60 |
| Engineering tradesperson level I | $67.93 | $61.13 | $54.34 | $54.34 | $54.34 | $54.34 |
| Production systems employee | $67.93 | $61.13 | $54.34 | $54.34 | $54.34 | $54.34 |
| Engineering tradesperson level II | $70.05 | $63.05 | $56.04 | $56.04 | $56.04 | $56.04 |
| Engineering technician level I | $70.05 | $63.05 | $56.04 | $56.04 | $56.04 | $56.04 |
| Engineering tradesperson special class level I | $72.18 | $64.96 | $57.74 | $57.74 | $57.74 | $57.74 |
| Engineering technician level II | $72.18 | $64.96 | $57.74 | $57.74 | $57.74 | $57.74 |
| Engineering tradesperson special class level II | $74.10 | $66.69 | $59.28 | $59.28 | $59.28 | $59.28 |
| Engineering technician level III | $74.10 | $66.69 | $59.28 | $59.28 | $59.28 | $59.28 |
| Advanced engineering tradesperson level I | $77.85 | $70.07 | $62.28 | $62.28 | $62.28 | $62.28 |
| Engineering technician level IV | $77.85 | $70.07 | $62.28 | $62.28 | $62.28 | $62.28 |

### Milling, Distillery, Refinery and Maintenance - Supervisors - Full-time & part-time -

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Supervisor/Trainer/Coordinator - Level I | The hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or $28.34 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Level II | The hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or $30.73 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Technical | Not less than 107% of the minimum hourly wage applicable to the employee’s technical classification (providing that this does not result in double-counting supervisor, trainer or coordinator competencies that were part of the basis for the employee’s technical classification) |

### Bulk sugar terminal operations - Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Bulk terminals employee level 1 | $891.50 | $23.46 | $46.92 | $58.65 | $26.98 |
| Bulk terminals employee level 2 | $922.40 | $24.27 | $48.54 | $60.68 | $27.91 |
| Bulk terminals employee level 3 | $969.20 | $25.51 | $51.02 | $63.78 | $29.34 |
| Bulk terminals employee level 4 | $1,024.80 | $26.97 | $53.94 | $67.43 | $31.02 |
| Bulk terminals employee level 5 | $1,046.20 | $27.53 | $55.06 | $68.83 | $31.66 |
| Bulk terminals employee level 6 | $1,115.70 | $29.36 | $58.72 | $73.40 | $33.76 |
| Bulk terminals employee level 7 | $1,272.40 | $33.48 | $66.96 | $83.70 | $38.50 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Bulk terminals employee level 1 | $26.98 | $30.50 | $35.19 | $46.92 | $46.92 |
| Bulk terminals employee level 2 | $27.91 | $31.55 | $36.41 | $48.54 | $48.54 |
| Bulk terminals employee level 3 | $29.34 | $33.16 | $38.27 | $51.02 | $51.02 |
| Bulk terminals employee level 4 | $31.02 | $35.06 | $40.46 | $53.94 | $53.94 |
| Bulk terminals employee level 5 | $31.66 | $35.79 | $41.30 | $55.06 | $55.06 |
| Bulk terminals employee level 6 | $33.76 | $38.17 | $44.04 | $58.72 | $58.72 |
| Bulk terminals employee level 7 | $38.50 | $43.52 | $50.22 | $66.96 | $66.96 |

### Field Sector - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday - day workers** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Overtime - Monday to Friday - first 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $29.60 | $41.44 | $59.20 | $32.56 | $33.15 | $44.40 |
| Cultivation/cane production level 1 | $31.70 | $44.38 | $63.40 | $34.87 | $35.50 | $47.55 |
| Cultivation/cane production level 2 | $32.75 | $45.85 | $65.50 | $36.03 | $36.68 | $49.13 |
| Cane haulage inductee/trainee | $30.99 | $43.38 | $61.98 | $34.09 | $34.71 | $46.48 |
| Cane haulage 1 | $31.70 | $44.38 | $63.40 | $34.87 | $35.50 | $47.55 |
| Cane haulage 2 | $32.75 | $45.85 | $65.50 | $36.03 | $36.68 | $49.13 |
| Cane harvesting inductee/trainee | $31.70 | $44.38 | $63.40 | $34.87 | $35.50 | $47.55 |
| Cane harvesting 1 | $32.75 | $45.85 | $65.50 | $36.03 | $36.68 | $49.13 |
| Cane harvesting 2 | $33.96 | $47.55 | $67.93 | $37.36 | $38.04 | $50.94 |
| Cane testing 1 | $29.40 | $41.16 | $58.80 | $32.34 | $32.93 | $44.10 |
| Cane testing 2 | $31.13 | $43.58 | $62.25 | $34.24 | $34.86 | $46.69 |
| Cane testing 3 | $32.75 | $45.85 | $65.50 | $36.03 | $36.68 | $49.13 |
| Cane testing 4 | $34.78 | $48.69 | $69.55 | $38.25 | $38.95 | $52.16 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $59.20 | $44.40 | $59.20 | $59.20 | $53.28 | $65.12 |
| Cultivation/cane production level 1 | $63.40 | $47.55 | $63.40 | $63.40 | $57.06 | $69.74 |
| Cultivation/cane production level 2 | $65.50 | $49.13 | $65.50 | $65.50 | $58.95 | $72.05 |
| Cane haulage inductee/trainee | $61.98 | $46.48 | $61.98 | $61.98 | $55.78 | $68.17 |
| Cane haulage 1 | $63.40 | $47.55 | $63.40 | $63.40 | $57.06 | $69.74 |
| Cane haulage 2 | $65.50 | $49.13 | $65.50 | $65.50 | $58.95 | $72.05 |
| Cane harvesting inductee/trainee | $63.40 | $47.55 | $63.40 | $63.40 | $57.06 | $69.74 |
| Cane harvesting 1 | $65.50 | $49.13 | $65.50 | $65.50 | $58.95 | $72.05 |
| Cane harvesting 2 | $67.93 | $50.94 | $67.93 | $67.93 | $61.13 | $74.72 |
| Cane testing 1 | $58.80 | $44.10 | $58.80 | $58.80 | $52.92 | $64.68 |
| Cane testing 2 | $62.25 | $46.69 | $62.25 | $62.25 | $56.03 | $68.48 |
| Cane testing 3 | $65.50 | $49.13 | $65.50 | $65.50 | $58.95 | $72.05 |
| Cane testing 4 | $69.55 | $52.16 | $69.55 | $69.55 | $62.60 | $76.51 |

### Field Sector - Single contract hourly rate - Casual

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cultivation/cane production inductee/trainee | $33.15 | $59.20 | $36.11 | $36.70 | $56.83 | $68.67 |
| Cultivation/cane production level 1 | $35.50 | $63.40 | $38.67 | $39.31 | $60.86 | $73.54 |
| Cultivation/cane production level 2 | $36.68 | $65.50 | $39.96 | $40.61 | $62.88 | $75.98 |
| Cane haulage inductee/trainee | $34.71 | $61.98 | $37.80 | $38.42 | $59.50 | $71.89 |
| Cane haulage 1 | $35.50 | $63.40 | $38.67 | $39.31 | $60.86 | $73.54 |
| Cane haulage 2 | $36.68 | $65.50 | $39.96 | $40.61 | $62.88 | $75.98 |
| Cane harvesting inductee/trainee | $35.50 | $63.40 | $38.67 | $39.31 | $60.86 | $73.54 |
| Cane harvesting 1 | $36.68 | $65.50 | $39.96 | $40.61 | $62.88 | $75.98 |
| Cane harvesting 2 | $38.04 | $67.93 | $41.43 | $42.11 | $65.21 | $78.79 |
| Cane testing 1 | $32.93 | $58.80 | $35.87 | $36.46 | $56.45 | $68.21 |
| Cane testing 2 | $34.86 | $62.25 | $37.97 | $38.60 | $59.76 | $72.21 |
| Cane testing 3 | $36.68 | $65.50 | $39.96 | $40.61 | $62.88 | $75.98 |
| Cane testing 4 | $38.95 | $69.55 | $42.43 | $43.12 | $66.77 | $80.68 |

### Milling, Distillery, Refinery and Maintenance - Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $29.33 | $43.99 | $58.65 | $43.99 | $58.65 |
| Production, transport and service operator - level 3 | $30.13 | $45.19 | $60.25 | $45.19 | $60.25 |
| Production, transport and service operator - level 4 | $31.23 | $46.84 | $62.45 | $46.84 | $62.45 |
| Production, transport and service operator - level 5 | $32.25 | $48.38 | $64.50 | $48.38 | $64.50 |
| Production, transport and service operator - level 6 | $33.96 | $50.94 | $67.93 | $50.94 | $67.93 |
| Production, transport and service operator - level 7 | $35.03 | $52.54 | $70.05 | $52.54 | $70.05 |
| Production, transport and service operator - level 8 | $36.09 | $54.13 | $72.18 | $54.13 | $72.18 |
| Production, transport and service operator - level 9 | $37.05 | $55.58 | $74.10 | $55.58 | $74.10 |
| Distilling and services operator - level 2 | $29.33 | $43.99 | $58.65 | $43.99 | $58.65 |
| Distilling and services operator - level 3 | $30.13 | $45.19 | $60.25 | $45.19 | $60.25 |
| Distilling and services operator - level 4 | $31.23 | $46.84 | $62.45 | $46.84 | $62.45 |
| Distilling and services operator - level 5 | $32.25 | $48.38 | $64.50 | $48.38 | $64.50 |
| Distilling and services operator - level 6 | $33.96 | $50.94 | $67.93 | $50.94 | $67.93 |
| Distilling and services operator - level 7 | $35.03 | $52.54 | $70.05 | $52.54 | $70.05 |
| Distilling and services operator - level 8 | $36.09 | $54.13 | $72.18 | $54.13 | $72.18 |
| Distilling and services operator - level 9 | $37.05 | $55.58 | $74.10 | $55.58 | $74.10 |
| Refinery operator - level 2 | $29.33 | $43.99 | $58.65 | $43.99 | $58.65 |
| Refinery operator - level 3 | $30.13 | $45.19 | $60.25 | $45.19 | $60.25 |
| Refinery operator - level 4 | $31.23 | $46.84 | $62.45 | $46.84 | $62.45 |
| Refinery operator - level 5 | $32.25 | $48.38 | $64.50 | $48.38 | $64.50 |
| Refinery operator - level 6 | $33.96 | $50.94 | $67.93 | $50.94 | $67.93 |
| Refinery operator - level 7 | $35.03 | $52.54 | $70.05 | $52.54 | $70.05 |
| Refinery operator - level 8 | $36.09 | $54.13 | $72.18 | $54.13 | $72.18 |
| Engineering/production employee level I | $29.33 | $43.99 | $58.65 | $43.99 | $58.65 |
| Engineering/production employee level II | $30.13 | $45.19 | $60.25 | $45.19 | $60.25 |
| Engineering/production employee level III | $31.23 | $46.84 | $62.45 | $46.84 | $62.45 |
| Engineering/production employee level IV | $32.25 | $48.38 | $64.50 | $48.38 | $64.50 |
| Engineering tradesperson level I | $33.96 | $50.94 | $67.93 | $50.94 | $67.93 |
| Production systems employee | $33.96 | $50.94 | $67.93 | $50.94 | $67.93 |
| Engineering tradesperson level II | $35.03 | $52.54 | $70.05 | $52.54 | $70.05 |
| Engineering technician level I | $35.03 | $52.54 | $70.05 | $52.54 | $70.05 |
| Engineering tradesperson special class level I | $36.09 | $54.13 | $72.18 | $54.13 | $72.18 |
| Engineering technician level II | $36.09 | $54.13 | $72.18 | $54.13 | $72.18 |
| Engineering tradesperson special class level II | $37.05 | $55.58 | $74.10 | $55.58 | $74.10 |
| Engineering technician level III | $37.05 | $55.58 | $74.10 | $55.58 | $74.10 |
| Advanced engineering tradesperson level I | $38.93 | $58.39 | $77.85 | $58.39 | $77.85 |
| Engineering technician level IV | $38.93 | $58.39 | $77.85 | $58.39 | $77.85 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $58.65 | $52.79 | $64.52 | $41.06 | $52.79 |
| Production, transport and service operator - level 3 | $60.25 | $54.23 | $66.28 | $42.18 | $54.23 |
| Production, transport and service operator - level 4 | $62.45 | $56.21 | $68.70 | $43.72 | $56.21 |
| Production, transport and service operator - level 5 | $64.50 | $58.05 | $70.95 | $45.15 | $58.05 |
| Production, transport and service operator - level 6 | $67.93 | $61.13 | $74.72 | $47.55 | $61.13 |
| Production, transport and service operator - level 7 | $70.05 | $63.05 | $77.06 | $49.04 | $63.05 |
| Production, transport and service operator - level 8 | $72.18 | $64.96 | $79.39 | $50.52 | $64.96 |
| Production, transport and service operator - level 9 | $74.10 | $66.69 | $81.51 | $51.87 | $66.69 |
| Distilling and services operator - level 2 | $58.65 | $52.79 | $64.52 | $41.06 | $52.79 |
| Distilling and services operator - level 3 | $60.25 | $54.23 | $66.28 | $42.18 | $54.23 |
| Distilling and services operator - level 4 | $62.45 | $56.21 | $68.70 | $43.72 | $56.21 |
| Distilling and services operator - level 5 | $64.50 | $58.05 | $70.95 | $45.15 | $58.05 |
| Distilling and services operator - level 6 | $67.93 | $61.13 | $74.72 | $47.55 | $61.13 |
| Distilling and services operator - level 7 | $70.05 | $63.05 | $77.06 | $49.04 | $63.05 |
| Distilling and services operator - level 8 | $72.18 | $64.96 | $79.39 | $50.52 | $64.96 |
| Distilling and services operator - level 9 | $74.10 | $66.69 | $81.51 | $51.87 | $66.69 |
| Refinery operator - level 2 | $58.65 | $52.79 | $64.52 | $41.06 | $52.79 |
| Refinery operator - level 3 | $60.25 | $54.23 | $66.28 | $42.18 | $54.23 |
| Refinery operator - level 4 | $62.45 | $56.21 | $68.70 | $43.72 | $56.21 |
| Refinery operator - level 5 | $64.50 | $58.05 | $70.95 | $45.15 | $58.05 |
| Refinery operator - level 6 | $67.93 | $61.13 | $74.72 | $47.55 | $61.13 |
| Refinery operator - level 7 | $70.05 | $63.05 | $77.06 | $49.04 | $63.05 |
| Refinery operator - level 8 | $72.18 | $64.96 | $79.39 | $50.52 | $64.96 |
| Engineering/production employee level I | $58.65 | $52.79 | $64.52 | $41.06 | $52.79 |
| Engineering/production employee level II | $60.25 | $54.23 | $66.28 | $42.18 | $54.23 |
| Engineering/production employee level III | $62.45 | $56.21 | $68.70 | $43.72 | $56.21 |
| Engineering/production employee level IV | $64.50 | $58.05 | $70.95 | $45.15 | $58.05 |
| Engineering tradesperson level I | $67.93 | $61.13 | $74.72 | $47.55 | $61.13 |
| Production systems employee | $67.93 | $61.13 | $74.72 | $47.55 | $61.13 |
| Engineering tradesperson level II | $70.05 | $63.05 | $77.06 | $49.04 | $63.05 |
| Engineering technician level I | $70.05 | $63.05 | $77.06 | $49.04 | $63.05 |
| Engineering tradesperson special class level I | $72.18 | $64.96 | $79.39 | $50.52 | $64.96 |
| Engineering technician level II | $72.18 | $64.96 | $79.39 | $50.52 | $64.96 |
| Engineering tradesperson special class level II | $74.10 | $66.69 | $81.51 | $51.87 | $66.69 |
| Engineering technician level III | $74.10 | $66.69 | $81.51 | $51.87 | $66.69 |
| Advanced engineering tradesperson level I | $77.85 | $70.07 | $85.64 | $54.50 | $70.07 |
| Engineering technician level IV | $77.85 | $70.07 | $85.64 | $54.50 | $70.07 |

**Table 3 of 5**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $32.84 | $32.84 | $36.36 | $58.65 | $44.57 |
| Production, transport and service operator - level 3 | $33.74 | $33.74 | $37.36 | $60.25 | $45.79 |
| Production, transport and service operator - level 4 | $34.97 | $34.97 | $38.72 | $62.45 | $47.46 |
| Production, transport and service operator - level 5 | $36.12 | $36.12 | $39.99 | $64.50 | $49.02 |
| Production, transport and service operator - level 6 | $38.04 | $38.04 | $42.11 | $67.93 | $51.62 |
| Production, transport and service operator - level 7 | $39.23 | $39.23 | $43.43 | $70.05 | $53.24 |
| Production, transport and service operator - level 8 | $40.42 | $40.42 | $44.75 | $72.18 | $54.85 |
| Production, transport and service operator - level 9 | $41.50 | $41.50 | $45.94 | $74.10 | $56.32 |
| Distilling and services operator - level 2 | $32.84 | $32.84 | $36.36 | $58.65 | $44.57 |
| Distilling and services operator - level 3 | $33.74 | $33.74 | $37.36 | $60.25 | $45.79 |
| Distilling and services operator - level 4 | $34.97 | $34.97 | $38.72 | $62.45 | $47.46 |
| Distilling and services operator - level 5 | $36.12 | $36.12 | $39.99 | $64.50 | $49.02 |
| Distilling and services operator - level 6 | $38.04 | $38.04 | $42.11 | $67.93 | $51.62 |
| Distilling and services operator - level 7 | $39.23 | $39.23 | $43.43 | $70.05 | $53.24 |
| Distilling and services operator - level 8 | $40.42 | $40.42 | $44.75 | $72.18 | $54.85 |
| Distilling and services operator - level 9 | $41.50 | $41.50 | $45.94 | $74.10 | $56.32 |
| Refinery operator - level 2 | $32.84 | $32.84 | $36.36 | $58.65 | $44.57 |
| Refinery operator - level 3 | $33.74 | $33.74 | $37.36 | $60.25 | $45.79 |
| Refinery operator - level 4 | $34.97 | $34.97 | $38.72 | $62.45 | $47.46 |
| Refinery operator - level 5 | $36.12 | $36.12 | $39.99 | $64.50 | $49.02 |
| Refinery operator - level 6 | $38.04 | $38.04 | $42.11 | $67.93 | $51.62 |
| Refinery operator - level 7 | $39.23 | $39.23 | $43.43 | $70.05 | $53.24 |
| Refinery operator - level 8 | $40.42 | $40.42 | $44.75 | $72.18 | $54.85 |
| Engineering/production employee level I | $32.84 | $32.84 | $36.36 | $58.65 | $44.57 |
| Engineering/production employee level II | $33.74 | $33.74 | $37.36 | $60.25 | $45.79 |
| Engineering/production employee level III | $34.97 | $34.97 | $38.72 | $62.45 | $47.46 |
| Engineering/production employee level IV | $36.12 | $36.12 | $39.99 | $64.50 | $49.02 |
| Engineering tradesperson level I | $38.04 | $38.04 | $42.11 | $67.93 | $51.62 |
| Production systems employee | $38.04 | $38.04 | $42.11 | $67.93 | $51.62 |
| Engineering tradesperson level II | $39.23 | $39.23 | $43.43 | $70.05 | $53.24 |
| Engineering technician level I | $39.23 | $39.23 | $43.43 | $70.05 | $53.24 |
| Engineering tradesperson special class level I | $40.42 | $40.42 | $44.75 | $72.18 | $54.85 |
| Engineering technician level II | $40.42 | $40.42 | $44.75 | $72.18 | $54.85 |
| Engineering tradesperson special class level II | $41.50 | $41.50 | $45.94 | $74.10 | $56.32 |
| Engineering technician level III | $41.50 | $41.50 | $45.94 | $74.10 | $56.32 |
| Advanced engineering tradesperson level I | $43.60 | $43.60 | $48.27 | $77.85 | $59.17 |
| Engineering technician level IV | $43.60 | $43.60 | $48.27 | $77.85 | $59.17 |

**Table 4 of 5**

| **Classification** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $48.09 | $41.06 | $44.57 | $44.57 | $48.09 |
| Production, transport and service operator - level 3 | $49.41 | $42.18 | $45.79 | $45.79 | $49.41 |
| Production, transport and service operator - level 4 | $51.21 | $43.72 | $47.46 | $47.46 | $51.21 |
| Production, transport and service operator - level 5 | $52.89 | $45.15 | $49.02 | $49.02 | $52.89 |
| Production, transport and service operator - level 6 | $55.70 | $47.55 | $51.62 | $51.62 | $55.70 |
| Production, transport and service operator - level 7 | $57.44 | $49.04 | $53.24 | $53.24 | $57.44 |
| Production, transport and service operator - level 8 | $59.18 | $50.52 | $54.85 | $54.85 | $59.18 |
| Production, transport and service operator - level 9 | $60.76 | $51.87 | $56.32 | $56.32 | $60.76 |
| Distilling and services operator - level 2 | $48.09 | $41.06 | $44.57 | $44.57 | $48.09 |
| Distilling and services operator - level 3 | $49.41 | $42.18 | $45.79 | $45.79 | $49.41 |
| Distilling and services operator - level 4 | $51.21 | $43.72 | $47.46 | $47.46 | $51.21 |
| Distilling and services operator - level 5 | $52.89 | $45.15 | $49.02 | $49.02 | $52.89 |
| Distilling and services operator - level 6 | $55.70 | $47.55 | $51.62 | $51.62 | $55.70 |
| Distilling and services operator - level 7 | $57.44 | $49.04 | $53.24 | $53.24 | $57.44 |
| Distilling and services operator - level 8 | $59.18 | $50.52 | $54.85 | $54.85 | $59.18 |
| Distilling and services operator - level 9 | $60.76 | $51.87 | $56.32 | $56.32 | $60.76 |
| Refinery operator - level 2 | $48.09 | $41.06 | $44.57 | $44.57 | $48.09 |
| Refinery operator - level 3 | $49.41 | $42.18 | $45.79 | $45.79 | $49.41 |
| Refinery operator - level 4 | $51.21 | $43.72 | $47.46 | $47.46 | $51.21 |
| Refinery operator - level 5 | $52.89 | $45.15 | $49.02 | $49.02 | $52.89 |
| Refinery operator - level 6 | $55.70 | $47.55 | $51.62 | $51.62 | $55.70 |
| Refinery operator - level 7 | $57.44 | $49.04 | $53.24 | $53.24 | $57.44 |
| Refinery operator - level 8 | $59.18 | $50.52 | $54.85 | $54.85 | $59.18 |
| Engineering/production employee level I | $48.09 | $41.06 | $44.57 | $44.57 | $48.09 |
| Engineering/production employee level II | $49.41 | $42.18 | $45.79 | $45.79 | $49.41 |
| Engineering/production employee level III | $51.21 | $43.72 | $47.46 | $47.46 | $51.21 |
| Engineering/production employee level IV | $52.89 | $45.15 | $49.02 | $49.02 | $52.89 |
| Engineering tradesperson level I | $55.70 | $47.55 | $51.62 | $51.62 | $55.70 |
| Production systems employee | $55.70 | $47.55 | $51.62 | $51.62 | $55.70 |
| Engineering tradesperson level II | $57.44 | $49.04 | $53.24 | $53.24 | $57.44 |
| Engineering technician level I | $57.44 | $49.04 | $53.24 | $53.24 | $57.44 |
| Engineering tradesperson special class level I | $59.18 | $50.52 | $54.85 | $54.85 | $59.18 |
| Engineering technician level II | $59.18 | $50.52 | $54.85 | $54.85 | $59.18 |
| Engineering tradesperson special class level II | $60.76 | $51.87 | $56.32 | $56.32 | $60.76 |
| Engineering technician level III | $60.76 | $51.87 | $56.32 | $56.32 | $60.76 |
| Advanced engineering tradesperson level I | $63.84 | $54.50 | $59.17 | $59.17 | $63.84 |
| Engineering technician level IV | $63.84 | $54.50 | $59.17 | $59.17 | $63.84 |

**Table 5 of 5**

| **Classification** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Milling general operator - level 2 | $73.31 | $64.52 | $58.65 | $58.65 | $58.65 | $58.65 |
| Production, transport and service operator - level 3 | $75.31 | $66.28 | $60.25 | $60.25 | $60.25 | $60.25 |
| Production, transport and service operator - level 4 | $78.06 | $68.70 | $62.45 | $62.45 | $62.45 | $62.45 |
| Production, transport and service operator - level 5 | $80.63 | $70.95 | $64.50 | $64.50 | $64.50 | $64.50 |
| Production, transport and service operator - level 6 | $84.91 | $74.72 | $67.93 | $67.93 | $67.93 | $67.93 |
| Production, transport and service operator - level 7 | $87.56 | $77.06 | $70.05 | $70.05 | $70.05 | $70.05 |
| Production, transport and service operator - level 8 | $90.22 | $79.40 | $72.18 | $72.18 | $72.18 | $72.18 |
| Production, transport and service operator - level 9 | $92.63 | $81.51 | $74.10 | $74.10 | $74.10 | $74.10 |
| Distilling and services operator - level 2 | $73.31 | $64.52 | $58.65 | $58.65 | $58.65 | $58.65 |
| Distilling and services operator - level 3 | $75.31 | $66.28 | $60.25 | $60.25 | $60.25 | $60.25 |
| Distilling and services operator - level 4 | $78.06 | $68.70 | $62.45 | $62.45 | $62.45 | $62.45 |
| Distilling and services operator - level 5 | $80.63 | $70.95 | $64.50 | $64.50 | $64.50 | $64.50 |
| Distilling and services operator - level 6 | $84.91 | $74.72 | $67.93 | $67.93 | $67.93 | $67.93 |
| Distilling and services operator - level 7 | $87.56 | $77.06 | $70.05 | $70.05 | $70.05 | $70.05 |
| Distilling and services operator - level 8 | $90.22 | $79.40 | $72.18 | $72.18 | $72.18 | $72.18 |
| Distilling and services operator - level 9 | $92.63 | $81.51 | $74.10 | $74.10 | $74.10 | $74.10 |
| Refinery operator - level 2 | $73.31 | $64.52 | $58.65 | $58.65 | $58.65 | $58.65 |
| Refinery operator - level 3 | $75.31 | $66.28 | $60.25 | $60.25 | $60.25 | $60.25 |
| Refinery operator - level 4 | $78.06 | $68.70 | $62.45 | $62.45 | $62.45 | $62.45 |
| Refinery operator - level 5 | $80.63 | $70.95 | $64.50 | $64.50 | $64.50 | $64.50 |
| Refinery operator - level 6 | $84.91 | $74.72 | $67.93 | $67.93 | $67.93 | $67.93 |
| Refinery operator - level 7 | $87.56 | $77.06 | $70.05 | $70.05 | $70.05 | $70.05 |
| Refinery operator - level 8 | $90.22 | $79.40 | $72.18 | $72.18 | $72.18 | $72.18 |
| Engineering/production employee level I | $73.31 | $64.52 | $58.65 | $58.65 | $58.65 | $58.65 |
| Engineering/production employee level II | $75.31 | $66.28 | $60.25 | $60.25 | $60.25 | $60.25 |
| Engineering/production employee level III | $78.06 | $68.70 | $62.45 | $62.45 | $62.45 | $62.45 |
| Engineering/production employee level IV | $80.63 | $70.95 | $64.50 | $64.50 | $64.50 | $64.50 |
| Engineering tradesperson level I | $84.91 | $74.72 | $67.93 | $67.93 | $67.93 | $67.93 |
| Production systems employee | $84.91 | $74.72 | $67.93 | $67.93 | $67.93 | $67.93 |
| Engineering tradesperson level II | $87.56 | $77.06 | $70.05 | $70.05 | $70.05 | $70.05 |
| Engineering technician level I | $87.56 | $77.06 | $70.05 | $70.05 | $70.05 | $70.05 |
| Engineering tradesperson special class level I | $90.22 | $79.40 | $72.18 | $72.18 | $72.18 | $72.18 |
| Engineering technician level II | $90.22 | $79.40 | $72.18 | $72.18 | $72.18 | $72.18 |
| Engineering tradesperson special class level II | $92.63 | $81.51 | $74.10 | $74.10 | $74.10 | $74.10 |
| Engineering technician level III | $92.63 | $81.51 | $74.10 | $74.10 | $74.10 | $74.10 |
| Advanced engineering tradesperson level I | $97.31 | $85.64 | $77.85 | $77.85 | $77.85 | $77.85 |
| Engineering technician level IV | $97.31 | $85.64 | $77.85 | $77.85 | $77.85 | $77.85 |

### Milling, Distillery, Refinery and Maintenance - Supervisors - Casual

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Supervisor/Trainer/Coordinator - Level I | The casual hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or $35.43 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Level II | The casual hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or $38.41 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Technical | Not less than 107% of the minimum hourly wage applicable to the employee’s technical classification, plus 25% casual loading (providing that this does not result in double-counting supervisor, trainer or coordinator competencies that were part of the basis for the employee’s technical classification) |

### Bulk sugar terminal operations - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- |
| Bulk terminals employee level 1 | $29.33 | $52.79 | $64.52 | $32.84 |
| Bulk terminals employee level 2 | $30.34 | $54.61 | $66.74 | $33.98 |
| Bulk terminals employee level 3 | $31.89 | $57.40 | $70.15 | $35.71 |
| Bulk terminals employee level 4 | $33.71 | $60.68 | $74.17 | $37.76 |
| Bulk terminals employee level 5 | $34.41 | $61.94 | $75.71 | $38.54 |
| Bulk terminals employee level 6 | $36.70 | $66.06 | $80.74 | $41.10 |
| Bulk terminals employee level 7 | $41.85 | $75.33 | $92.07 | $46.87 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Bulk terminals employee level 1 | $32.84 | $36.36 | $41.06 | $52.79 | $58.65 |
| Bulk terminals employee level 2 | $33.98 | $37.62 | $42.47 | $54.61 | $60.68 |
| Bulk terminals employee level 3 | $35.71 | $39.54 | $44.64 | $57.40 | $63.78 |
| Bulk terminals employee level 4 | $37.76 | $41.80 | $47.20 | $60.68 | $67.43 |
| Bulk terminals employee level 5 | $38.54 | $42.67 | $48.18 | $61.94 | $68.83 |
| Bulk terminals employee level 6 | $41.10 | $45.51 | $51.38 | $66.06 | $73.40 |
| Bulk terminals employee level 7 | $46.87 | $51.89 | $58.59 | $75.33 | $83.70 |

### Junior - Field Sector - Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday - day workers** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Overtime - Monday to Friday - first 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $557.59 | $14.67 | $22.01 | $29.34 | $17.95 | $18.60 | $22.01 |
| 18 - 19 years | $696.99 | $18.34 | $27.51 | $36.68 | $21.62 | $22.27 | $27.51 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $29.34 | $22.01 | $29.34 | $29.34 | $29.34 | $36.68 |
| 18 - 19 years | $36.68 | $27.51 | $36.68 | $36.68 | $36.68 | $45.85 |

### Junior - Field Sector - Single contract hourly rate Full-time & part-time

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $16.87 | $31.54 | $20.15 | $20.80 | $31.54 | $38.88 |
| 18 - 19 years | $21.09 | $39.43 | $24.37 | $25.02 | $39.43 | $48.60 |

### Junior - Milling, Distillery, Refinery and Maintenance - Full-time & part-time

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

Junior employees who are appointed to level C13/L3 or above must be paid the adult wage rate appropriate to that level.

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $445.75 | $11.73 | $17.60 | $23.46 | $17.60 | $23.46 | $23.46 |
| 15 years of age | $579.48 | $15.25 | $22.88 | $30.50 | $22.88 | $30.50 | $30.50 |
| 16 years of age | $668.63 | $17.60 | $26.40 | $35.20 | $26.40 | $35.20 | $35.20 |
| 17 years of age | $802.35 | $21.11 | $31.67 | $42.22 | $31.67 | $42.22 | $42.22 |

**Table 2 of 4**

| **Classification** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** | **Night shift** | **Permanent night or afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $23.46 | $29.33 | $17.60 | $23.46 | $13.49 | $13.49 | $15.25 |
| 15 years of age | $30.50 | $38.13 | $22.88 | $30.50 | $17.54 | $17.54 | $19.83 |
| 16 years of age | $35.20 | $44.00 | $26.40 | $35.20 | $20.24 | $20.24 | $22.88 |
| 17 years of age | $42.22 | $52.78 | $31.67 | $42.22 | $24.28 | $24.28 | $27.44 |

**Table 3 of 4**

| **Classification** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $23.46 | $19.35 | $21.11 | $17.60 | $19.35 | $19.35 |
| 15 years of age | $30.50 | $25.16 | $27.45 | $22.88 | $25.16 | $25.16 |
| 16 years of age | $35.20 | $29.04 | $31.68 | $26.40 | $29.04 | $29.04 |
| 17 years of age | $42.22 | $34.83 | $38.00 | $31.67 | $34.83 | $34.83 |

**Table 4 of 4**

| **Classification** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $21.11 | $29.33 | $26.39 | $23.46 | $23.46 | $23.46 | $23.46 |
| 15 years of age | $27.45 | $38.13 | $34.31 | $30.50 | $30.50 | $30.50 | $30.50 |
| 16 years of age | $31.68 | $44.00 | $39.60 | $35.20 | $35.20 | $35.20 | $35.20 |
| 17 years of age | $38.00 | $52.78 | $47.50 | $42.22 | $42.22 | $42.22 | $42.22 |

### Junior - Field Sector - Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday - day workers** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Overtime - Monday to Friday - first 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $18.34 | $25.67 | $36.68 | $21.62 | $22.27 | $27.51 |
| 18 - 19 years | $22.93 | $32.10 | $45.85 | $26.21 | $26.86 | $34.39 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $36.68 | $27.51 | $36.68 | $36.68 | $33.01 | $40.34 |
| 18 - 19 years | $45.85 | $34.39 | $45.85 | $45.85 | $41.27 | $50.44 |

### Junior - Field Sector - Single contract hourly rate - Casual

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Sunday - shiftworkers** | **Afternoon shift** | **Night shift** | **Delayed meal break - day workers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Under 18 years | $20.54 | $36.68 | $23.82 | $24.47 | $35.21 | $42.54 |
| 18 - 19 years | $25.68 | $45.85 | $28.96 | $29.61 | $44.02 | $53.19 |

### Junior - Milling, Distillery, Refinery and Maintenance - Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** | **Overtime - Sunday - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $14.66 | $21.99 | $29.33 | $21.99 | $29.33 | $29.33 |
| 15 years of age | $19.06 | $28.59 | $38.13 | $28.59 | $38.13 | $38.13 |
| 16 years of age | $22.00 | $33.00 | $44.00 | $33.00 | $44.00 | $44.00 |
| 17 years of age | $26.39 | $39.58 | $52.78 | $39.58 | $52.78 | $52.78 |

**Table 2 of 4**

| **Classification** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** | **Night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $26.39 | $32.26 | $20.53 | $26.39 | $16.42 | $16.42 |
| 15 years of age | $34.31 | $41.94 | $26.69 | $34.31 | $21.35 | $21.35 |
| 16 years of age | $39.60 | $48.40 | $30.80 | $39.60 | $24.64 | $24.64 |
| 17 years of age | $47.50 | $58.05 | $36.94 | $47.50 | $29.55 | $29.55 |

**Table 3 of 4**

| **Classification** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $18.18 | $29.33 | $22.29 | $24.05 | $20.53 | $22.29 | $22.29 |
| 15 years of age | $23.64 | $38.13 | $28.98 | $31.26 | $26.69 | $28.98 | $28.98 |
| 16 years of age | $27.28 | $44.00 | $33.44 | $36.08 | $30.80 | $33.44 | $33.44 |
| 17 years of age | $32.72 | $52.78 | $40.11 | $43.28 | $36.94 | $40.11 | $40.11 |

**Table 4 of 4**

| **Classification** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Less than 15 years of age | $24.05 | $36.66 | $32.26 | $29.33 | $29.33 | $29.33 | $29.33 |
| 15 years of age | $31.26 | $47.66 | $41.94 | $38.13 | $38.13 | $38.13 | $38.13 |
| 16 years of age | $36.08 | $55.00 | $48.40 | $44.00 | $44.00 | $44.00 | $44.00 |
| 17 years of age | $43.28 | $65.97 | $58.06 | $52.78 | $52.78 | $52.78 | $52.78 |

### Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed Year 10 or less

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $433.57 | $11.41 | $17.12 | $22.82 | $17.12 | $22.82 |
| Apprentice stage 2 | $567.77 | $14.94 | $22.41 | $29.88 | $22.41 | $29.88 |
| Apprentice stage 3 | $774.23 | $20.37 | $30.56 | $40.74 | $30.56 | $40.74 |
| Apprentice stage 4 | $908.42 | $23.91 | $35.87 | $47.82 | $35.87 | $47.82 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $22.82 | $22.82 | $28.53 | $17.12 | $22.82 | $13.12 |
| Apprentice stage 2 | $29.88 | $29.88 | $37.35 | $22.41 | $29.88 | $17.18 |
| Apprentice stage 3 | $40.74 | $40.74 | $50.93 | $30.56 | $40.74 | $23.43 |
| Apprentice stage 4 | $47.82 | $47.82 | $59.78 | $35.87 | $47.82 | $27.50 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $13.12 | $14.83 | $22.82 | $18.83 | $20.54 |
| Apprentice stage 2 | $17.18 | $19.42 | $29.88 | $24.65 | $26.89 |
| Apprentice stage 3 | $23.43 | $26.48 | $40.74 | $33.61 | $36.67 |
| Apprentice stage 4 | $27.50 | $31.08 | $47.82 | $39.45 | $43.04 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $17.12 | $18.83 | $18.83 | $20.54 | $28.53 |
| Apprentice stage 2 | $22.41 | $24.65 | $24.65 | $26.89 | $37.35 |
| Apprentice stage 3 | $30.56 | $33.61 | $33.61 | $36.67 | $50.93 |
| Apprentice stage 4 | $35.87 | $39.45 | $39.45 | $43.04 | $59.78 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $25.67 | $22.82 | $22.82 | $22.82 | $22.82 |
| Apprentice stage 2 | $33.62 | $29.88 | $29.88 | $29.88 | $29.88 |
| Apprentice stage 3 | $45.83 | $40.74 | $40.74 | $40.74 | $40.74 |
| Apprentice stage 4 | $53.80 | $47.82 | $47.82 | $47.82 | $47.82 |

### Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed Year 11

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $500.45 | $13.17 | $19.76 | $26.34 | $19.76 | $26.34 |
| Apprentice stage 2 | $567.77 | $14.94 | $22.41 | $29.88 | $22.41 | $29.88 |
| Apprentice stage 3 | $774.23 | $20.37 | $30.56 | $40.74 | $30.56 | $40.74 |
| Apprentice stage 4 | $908.42 | $23.91 | $35.87 | $47.82 | $35.87 | $47.82 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $26.34 | $26.34 | $32.93 | $19.76 | $26.34 | $15.15 |
| Apprentice stage 2 | $29.88 | $29.88 | $37.35 | $22.41 | $29.88 | $17.18 |
| Apprentice stage 3 | $40.74 | $40.74 | $50.93 | $30.56 | $40.74 | $23.43 |
| Apprentice stage 4 | $47.82 | $47.82 | $59.78 | $35.87 | $47.82 | $27.50 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $15.15 | $17.12 | $26.34 | $21.73 | $23.71 |
| Apprentice stage 2 | $17.18 | $19.42 | $29.88 | $24.65 | $26.89 |
| Apprentice stage 3 | $23.43 | $26.48 | $40.74 | $33.61 | $36.67 |
| Apprentice stage 4 | $27.50 | $31.08 | $47.82 | $39.45 | $43.04 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $19.76 | $21.73 | $21.73 | $23.71 | $32.93 |
| Apprentice stage 2 | $22.41 | $24.65 | $24.65 | $26.89 | $37.35 |
| Apprentice stage 3 | $30.56 | $33.61 | $33.61 | $36.67 | $50.93 |
| Apprentice stage 4 | $35.87 | $39.45 | $39.45 | $43.04 | $59.78 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $29.63 | $26.34 | $26.34 | $26.34 | $26.34 |
| Apprentice stage 2 | $33.62 | $29.88 | $29.88 | $29.88 | $29.88 |
| Apprentice stage 3 | $45.83 | $40.74 | $40.74 | $40.74 | $40.74 |
| Apprentice stage 4 | $53.80 | $47.82 | $47.82 | $47.82 | $47.82 |

### Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $522.20 | $13.74 | $20.61 | $27.48 | $20.61 | $27.48 |
| Apprentice stage 2 | $607.70 | $15.99 | $23.99 | $31.98 | $23.99 | $31.98 |
| Apprentice stage 3 | $774.23 | $20.37 | $30.56 | $40.74 | $30.56 | $40.74 |
| Apprentice stage 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $27.48 | $27.48 | $34.35 | $20.61 | $27.48 | $15.80 |
| Apprentice stage 2 | $31.98 | $31.98 | $39.98 | $23.99 | $31.98 | $18.39 |
| Apprentice stage 3 | $40.74 | $40.74 | $50.93 | $30.56 | $40.74 | $23.43 |
| Apprentice stage 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 | $28.73 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $15.80 | $17.86 | $27.48 | $22.67 | $24.73 |
| Apprentice stage 2 | $18.39 | $20.79 | $31.98 | $26.38 | $28.78 |
| Apprentice stage 3 | $23.43 | $26.48 | $40.74 | $33.61 | $36.67 |
| Apprentice stage 4 | $28.73 | $32.47 | $49.96 | $41.22 | $44.96 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $20.61 | $22.67 | $22.67 | $24.73 | $34.35 |
| Apprentice stage 2 | $23.99 | $26.38 | $26.38 | $28.78 | $39.98 |
| Apprentice stage 3 | $30.56 | $33.61 | $33.61 | $36.67 | $50.93 |
| Apprentice stage 4 | $37.47 | $41.22 | $41.22 | $44.96 | $62.45 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $30.92 | $27.48 | $27.48 | $27.48 | $27.48 |
| Apprentice stage 2 | $35.98 | $31.98 | $31.98 | $31.98 | $31.98 |
| Apprentice stage 3 | $45.83 | $40.74 | $40.74 | $40.74 | $40.74 |
| Apprentice stage 4 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |

### Apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014 - Did not complete year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $516.15 | $13.58 | $20.37 | $27.16 | $20.37 | $27.16 |
| Apprentice stage 2 | $619.38 | $16.30 | $24.45 | $32.60 | $24.45 | $32.60 |
| Apprentice stage 3 | $774.23 | $20.37 | $30.56 | $40.74 | $30.56 | $40.74 |
| Apprentice stage 4 | $908.42 | $23.91 | $35.87 | $47.82 | $35.87 | $47.82 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $27.16 | $27.16 | $33.95 | $20.37 | $27.16 | $15.62 |
| Apprentice stage 2 | $32.60 | $32.60 | $40.75 | $24.45 | $32.60 | $18.75 |
| Apprentice stage 3 | $40.74 | $40.74 | $50.93 | $30.56 | $40.74 | $23.43 |
| Apprentice stage 4 | $47.82 | $47.82 | $59.78 | $35.87 | $47.82 | $27.50 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $15.62 | $17.65 | $27.16 | $22.41 | $24.44 |
| Apprentice stage 2 | $18.75 | $21.19 | $32.60 | $26.90 | $29.34 |
| Apprentice stage 3 | $23.43 | $26.48 | $40.74 | $33.61 | $36.67 |
| Apprentice stage 4 | $27.50 | $31.08 | $47.82 | $39.45 | $43.04 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $20.37 | $22.41 | $22.41 | $24.44 | $33.95 |
| Apprentice stage 2 | $24.45 | $26.90 | $26.90 | $29.34 | $40.75 |
| Apprentice stage 3 | $30.56 | $33.61 | $33.61 | $36.67 | $50.93 |
| Apprentice stage 4 | $35.87 | $39.45 | $39.45 | $43.04 | $59.78 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $30.56 | $27.16 | $27.16 | $27.16 | $27.16 |
| Apprentice stage 2 | $36.68 | $32.60 | $32.60 | $32.60 | $32.60 |
| Apprentice stage 3 | $45.83 | $40.74 | $40.74 | $40.74 | $40.74 |
| Apprentice stage 4 | $53.80 | $47.82 | $47.82 | $47.82 | $47.82 |

### Apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014 - Completed year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $567.77 | $14.94 | $22.41 | $29.88 | $22.41 | $29.88 |
| Apprentice stage 2 | $671.00 | $17.66 | $26.49 | $35.32 | $26.49 | $35.32 |
| Apprentice stage 3 | $774.23 | $20.37 | $30.56 | $40.74 | $30.56 | $40.74 |
| Apprentice stage 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $29.88 | $29.88 | $37.35 | $22.41 | $29.88 | $17.18 |
| Apprentice stage 2 | $35.32 | $35.32 | $44.15 | $26.49 | $35.32 | $20.31 |
| Apprentice stage 3 | $40.74 | $40.74 | $50.93 | $30.56 | $40.74 | $23.43 |
| Apprentice stage 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 | $28.73 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $17.18 | $19.42 | $29.88 | $24.65 | $26.89 |
| Apprentice stage 2 | $20.31 | $22.96 | $35.32 | $29.14 | $31.79 |
| Apprentice stage 3 | $23.43 | $26.48 | $40.74 | $33.61 | $36.67 |
| Apprentice stage 4 | $28.73 | $32.47 | $49.96 | $41.22 | $44.96 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $22.41 | $24.65 | $24.65 | $26.89 | $37.35 |
| Apprentice stage 2 | $26.49 | $29.14 | $29.14 | $31.79 | $44.15 |
| Apprentice stage 3 | $30.56 | $33.61 | $33.61 | $36.67 | $50.93 |
| Apprentice stage 4 | $37.47 | $41.22 | $41.22 | $44.96 | $62.45 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $33.62 | $29.88 | $29.88 | $29.88 | $29.88 |
| Apprentice stage 2 | $39.74 | $35.32 | $35.32 | $35.32 | $35.32 |
| Apprentice stage 3 | $45.83 | $40.74 | $40.74 | $40.74 | $40.74 |
| Apprentice stage 4 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |

### Adult apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $783.00 | $20.61 | $30.92 | $41.22 | $30.92 | $41.22 |
| Apprentice stage 2 | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Apprentice stage 3 | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Apprentice stage 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $41.22 | $41.22 | $51.53 | $30.92 | $41.22 | $23.70 |
| Apprentice stage 2 | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 | $26.98 |
| Apprentice stage 3 | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 | $27.72 |
| Apprentice stage 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 | $28.73 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $23.70 | $26.79 | $41.22 | $34.01 | $37.10 |
| Apprentice stage 2 | $26.98 | $30.50 | $46.92 | $38.71 | $42.23 |
| Apprentice stage 3 | $27.72 | $31.33 | $48.20 | $39.77 | $43.38 |
| Apprentice stage 4 | $28.73 | $32.47 | $49.96 | $41.22 | $44.96 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $30.92 | $34.01 | $34.01 | $37.10 | $51.53 |
| Apprentice stage 2 | $35.19 | $38.71 | $38.71 | $42.23 | $58.65 |
| Apprentice stage 3 | $36.15 | $39.77 | $39.77 | $43.38 | $60.25 |
| Apprentice stage 4 | $37.47 | $41.22 | $41.22 | $44.96 | $62.45 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $46.37 | $41.22 | $41.22 | $41.22 | $41.22 |
| Apprentice stage 2 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Apprentice stage 3 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Apprentice stage 4 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |

### Adult apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Friday - first 3 hours - day workers** | **Overtime - Monday to Friday - after 3 hours - day workers** | **Overtime - Saturday or RDO - first 3 hours - day workers** | **Overtime - Saturday or RDO - after 3 hours - day workers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $825.84 | $21.73 | $32.60 | $43.46 | $32.60 | $43.46 |
| Apprentice stage 2 | $891.50 | $23.46 | $35.19 | $46.92 | $35.19 | $46.92 |
| Apprentice stage 3 | $915.90 | $24.10 | $36.15 | $48.20 | $36.15 | $48.20 |
| Apprentice stage 4 | $949.20 | $24.98 | $37.47 | $49.96 | $37.47 | $49.96 |

**Table 2 of 5**

| **Classification** | **Overtime - Sunday - day workers** | **Delayed meal break - day workers** | **Public holiday** | **Between 6pm - 6am - first 3 hours - day workers** | **Between 6pm - 6am - after 3 hours - day workers** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $43.46 | $43.46 | $54.33 | $32.60 | $43.46 | $24.99 |
| Apprentice stage 2 | $46.92 | $46.92 | $58.65 | $35.19 | $46.92 | $26.98 |
| Apprentice stage 3 | $48.20 | $48.20 | $60.25 | $36.15 | $48.20 | $27.72 |
| Apprentice stage 4 | $49.96 | $49.96 | $62.45 | $37.47 | $49.96 | $28.73 |

**Table 3 of 5**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Less than 10 hour break between shifts - sugar milling employees** | **Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** | **Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $24.99 | $28.25 | $43.46 | $35.85 | $39.11 |
| Apprentice stage 2 | $26.98 | $30.50 | $46.92 | $38.71 | $42.23 |
| Apprentice stage 3 | $27.72 | $31.33 | $48.20 | $39.77 | $43.38 |
| Apprentice stage 4 | $28.73 | $32.47 | $49.96 | $41.22 | $44.96 |

**Table 4 of 5**

| **Classification** | **Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees** | **Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $32.60 | $35.85 | $35.85 | $39.11 | $54.33 |
| Apprentice stage 2 | $35.19 | $38.71 | $38.71 | $42.23 | $58.65 |
| Apprentice stage 3 | $36.15 | $39.77 | $39.77 | $43.38 | $60.25 |
| Apprentice stage 4 | $37.47 | $41.22 | $41.22 | $44.96 | $62.45 |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday or Sunday - crushing shifts -shiftworkers - sugar milling employees** | **Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees** | **Overtime - recall - shiftworkers - sugar milling employees** | **Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees** | **Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $48.89 | $43.46 | $43.46 | $43.46 | $43.46 |
| Apprentice stage 2 | $52.79 | $46.92 | $46.92 | $46.92 | $46.92 |
| Apprentice stage 3 | $54.23 | $48.20 | $48.20 | $48.20 | $48.20 |
| Apprentice stage 4 | $56.21 | $49.96 | $49.96 | $49.96 | $49.96 |

### Apprentice - Bulk sugar terminal operations - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $468.59 | $12.33 | $24.66 | $30.83 | $14.18 |
| Apprentice stage 2 | $613.64 | $16.15 | $32.30 | $40.38 | $18.57 |
| Apprentice stage 3 | $836.78 | $22.02 | $44.04 | $55.05 | $25.32 |
| Apprentice stage 4 | $981.82 | $25.84 | $51.68 | $64.60 | $29.72 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $14.18 | $16.03 | $18.50 | $24.66 | $24.66 |
| Apprentice stage 2 | $18.57 | $21.00 | $24.23 | $32.30 | $32.30 |
| Apprentice stage 3 | $25.32 | $28.63 | $33.03 | $44.04 | $44.04 |
| Apprentice stage 4 | $29.72 | $33.59 | $38.76 | $51.68 | $51.68 |

### Apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $557.85 | $14.68 | $29.36 | $36.70 | $16.88 |
| Apprentice stage 2 | $669.42 | $17.62 | $35.24 | $44.05 | $20.26 |
| Apprentice stage 3 | $836.78 | $22.02 | $44.04 | $55.05 | $25.32 |
| Apprentice stage 4 | $981.82 | $25.84 | $51.68 | $64.60 | $29.72 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $16.88 | $19.08 | $22.02 | $29.36 | $29.36 |
| Apprentice stage 2 | $20.26 | $22.91 | $26.43 | $35.24 | $35.24 |
| Apprentice stage 3 | $25.32 | $28.63 | $33.03 | $44.04 | $44.04 |
| Apprentice stage 4 | $29.72 | $33.59 | $38.76 | $51.68 | $51.68 |

### Apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $613.64 | $16.15 | $32.30 | $40.38 | $18.57 |
| Apprentice stage 2 | $725.21 | $19.08 | $38.16 | $47.70 | $21.94 |
| Apprentice stage 3 | $836.78 | $22.02 | $44.04 | $55.05 | $25.32 |
| Apprentice stage 4 | $981.82 | $25.84 | $51.68 | $64.60 | $29.72 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $18.57 | $21.00 | $24.23 | $32.30 | $32.30 |
| Apprentice stage 2 | $21.94 | $24.80 | $28.62 | $38.16 | $38.16 |
| Apprentice stage 3 | $25.32 | $28.63 | $33.03 | $44.04 | $44.04 |
| Apprentice stage 4 | $29.72 | $33.59 | $38.76 | $51.68 | $51.68 |

### Adult apprentice - Bulk sugar terminal operations - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $468.59 | $12.33 | $24.66 | $30.83 | $14.18 |
| Apprentice stage 2 | $613.64 | $16.15 | $32.30 | $40.38 | $18.57 |
| Apprentice stage 3 | $836.78 | $22.02 | $44.04 | $55.05 | $25.32 |
| Apprentice stage 4 | $981.82 | $25.84 | $51.68 | $64.60 | $29.72 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $14.18 | $16.03 | $18.50 | $24.66 | $24.66 |
| Apprentice stage 2 | $18.57 | $21.00 | $24.23 | $32.30 | $32.30 |
| Apprentice stage 3 | $25.32 | $28.63 | $33.03 | $44.04 | $44.04 |
| Apprentice stage 4 | $29.72 | $33.59 | $38.76 | $51.68 | $51.68 |

### Adult apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Delayed meal break - day workers** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $892.56 | $23.49 | $46.98 | $58.73 | $27.01 |
| Apprentice stage 2 | $892.56 | $23.49 | $46.98 | $58.73 | $27.01 |
| Apprentice stage 3 | $922.40 | $24.27 | $48.54 | $60.68 | $27.91 |
| Apprentice stage 4 | $981.82 | $25.84 | $51.68 | $64.60 | $29.72 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Permanent night or afternoon shift** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Overtime - Monday to Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice stage 1 | $27.01 | $30.54 | $35.24 | $46.98 | $46.98 |
| Apprentice stage 2 | $27.01 | $30.54 | $35.24 | $46.98 | $46.98 |
| Apprentice stage 3 | $27.91 | $31.55 | $36.41 | $48.54 | $48.54 |
| Apprentice stage 4 | $29.72 | $33.59 | $38.76 | $51.68 | $51.68 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| **All employees** | |
| 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 |
| Unrelieved meal break - shiftworkers | 30 minutes pay at ordinary rates |
| Vehicle allowance | $0.98 per km |
| **Field sector employees only** | |
| Work in water and cleaning drains allowance | $1.21 per hour for each hour spent cleaning drains |
| **Milling, distillery, refinery and maintenance employees only** | |
| Applying obnoxious substances allowance | $0.95 per hour |
| Asbestos allowance | $0.90 per hour while using materials containing asbestos or while working in close proximity to the use of materials containing asbestos |
| Boiler cleaning allowance - engine drivers | $2.23 per hour for each hour cleaning boilers |
| Brick cutting allowance | $0.69 per hour while cutting bricks |
| Carting and/or handling cement allowance | $4.22 per day for each day cement is carted or handled |
| Chimney stacks allowance | $5.64 for the first 4 hours or any portion thereof plus $1.15 per hour for each extra hour cleaning and tarring or painting chimney stacks |
| Chipping rollers allowance | $1.02 per hour with a minimum additional payment of $5.20 per day |
| Cleaner, greaser or oiler allowance | $40.21 per week |
| Cleaning dirty machinery allowance | $0.69 per hour while handling dirty machinery |
| Cleaning juice superheaters allowance | $0.92 per hour while cleaning juice superheaters |
| Cleaning molasses tanks allowance | $0.69 per hour while cleaning out molasses tanks |
| Cleaning under carrier allowance | $0.69 per hour while cleaning under the carrier |
| Confined spaces allowance | $0.95 per hour while working in confined spaces |
| First aid allowance - hourly amount is based on a 38 hour week. For employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season, the first aid amount can be found in PACT | $0.43 per hour up to a maximum of $16.19 per week |
| Grinding shredder hammer allowance | $0.61 per hour with a minimum payment of 4 hours |
| Handling building blocks allowance - over 5.5 kg and up to 9 kg | $0.78 per hour |
| Handling building blocks allowance - over 9 kg and up to 18 kg | $1.34 per hour |
| Handling building blocks allowance - over 18 kg | $1.94 per hour |
| Handling lime allowance - general mill workers | $0.76 per hour while handling lime |
| Handling molasses allowance | $0.76 per hour while handling spilt molasses |
| Height allowance - 15.24 to 22.86 metres | $0.45 per hour while working at a height |
| Height allowance - height of more than 22.86 metres | $0.69 per hour while working at a height |
| High pressure cleaning machines allowance | $0.69 per hour while operating high pressure cleaning or degreasing machines |
| Hot work allowance | additional payment of the minimum hourly rate while engaged in hot work |
| Insulation atmosphere allowance | $0.95 per hour while working in a dusty or cold environment |
| Insulation handling allowance | $0.89 per hour while handling loose insulation material |
| Lagging steam pipes | $0.69 per hour while applying lagging |
| Meal allowance - overtime | $17.92 for the first meal and $17.92 for an extra meal after every additional 4 hours |
| Operating jackhammers etc. allowance | $0.69 per hour with a minimum payment of $3.56 per day |
| Overtime - transport of employees - shiftworkers | reimbursement of an amount equal to the cost of transport home |
| Pressure welding allowance | $34.49 per week to be paid on a daily basis for any day pressure welding work is undertaken |
| Re-bagging lime allowance - general mill workers | $0.76 per hour while re-bagging lime with a minimum payment of 1 hour |
| Repairing old work allowance - tradespersons | $0.95 per hour while repairing old work |
| Shot blast or sand blast allowance | $0.69 per hour while working the shot blast or sand blast |
| Spot welding mill rollers allowance - in operation while crushing in progress | $5.40 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - during crushing season while crushing not in progress | $2.71 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - automatic spot welding during the crushing season while crushing operations are in progress | $2.75 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - automatic spot welding during the crushing season while crushing operations are not in progress | $1.38 per hour while spot welding mill rollers |
| Tool allowance - tradespersons | $26.15 per week |
| Tool allowance - apprentices - Engineering tradesperson (electrical, electronic or mechanical), Systems electrician, Assembly and servicing tradesperson - electrical, Instrumentation tradesperson, Refrigeration and air conditioning tradesperson, Systems and instrumentation tradesperson, Electricity supply tradesperson | $2,107.00 for tools (can be paid in instalments, see award for details) |
| Tool allowance - apprentices - Engineering tradesperson (fabrication) and other tradespersons | $1,580.00 for tools (can be paid in instalments, see award for details) |
| Tool allowance - apprentices - Higher engineering tradesperson | $2,634.00 for tools (can be paid in instalments, see award for details) |
| Tool reimbursement | reimbursement for the total retail value of the tools, upon proof of purchase |
| Using hot bitumen or fixing insulation with hot bitumen allowance | $0.95 per hour while using hot bitumen |
| Work in bagasse bins allowance | payment at the minimum hourly rate for the time working in the bagasse bin |
| Work in rain allowance | payment at the minimum hourly rate until able to change into dry clothing or work finishes for the day |
| Work in water and cleaning drains allowance | $0.61 per hour |
| **Bulk terminal operations employees only** | |
| First aid allowance | $0.71 per hour up to a maximum of $26.93 per week |
| Meal allowance - overtime | $22.45 for the first meal and $22.45 for an extra meal after every additional 4 hours |
| Tool allowance - tradespersons | $29.00 per week |
| Workplace co-ordinators allowance | $0.45 per hour while so engaged for a maximum of 4 hours |