# Pay Guide - Aquaculture Industry Award

# [MA000114]

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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.

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## Disclaimer

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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

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $891.50 | $23.46 | $29.33 | $35.19 | $35.19 |
| Aquaculture attendant level 2 | $903.90 | $23.79 | $29.74 | $35.69 | $35.69 |
| Aquaculture attendant level 3 | $984.50 | $25.91 | $32.39 | $38.87 | $38.87 |
| Aquaculture attendant level 4 | $1,032.30 | $27.17 | $33.96 | $40.76 | $40.76 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $46.92 | $46.92 | $58.65 | $58.65 | $46.92 |
| Aquaculture attendant level 2 | $47.58 | $47.58 | $59.48 | $59.48 | $47.58 |
| Aquaculture attendant level 3 | $51.82 | $51.82 | $64.78 | $64.78 | $51.82 |
| Aquaculture attendant level 4 | $54.34 | $54.34 | $67.93 | $67.93 | $54.34 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $26.98 | $30.50 | $35.19 | $46.92 | $35.19 |
| Aquaculture attendant level 2 | $27.36 | $30.93 | $35.69 | $47.58 | $35.69 |
| Aquaculture attendant level 3 | $29.80 | $33.68 | $38.87 | $51.82 | $38.87 |
| Aquaculture attendant level 4 | $31.25 | $35.32 | $40.76 | $54.34 | $40.76 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $46.92 | $35.19 | $46.92 | $46.92 | $46.92 |
| Aquaculture attendant level 2 | $47.58 | $35.69 | $47.58 | $47.58 | $47.58 |
| Aquaculture attendant level 3 | $51.82 | $38.87 | $51.82 | $51.82 | $51.82 |
| Aquaculture attendant level 4 | $54.34 | $40.76 | $54.34 | $54.34 | $54.34 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $46.92 | $46.92 | $46.92 | $35.19 | $46.92 | $46.92 |
| Aquaculture attendant level 2 | $47.58 | $47.58 | $47.58 | $35.69 | $47.58 | $47.58 |
| Aquaculture attendant level 3 | $51.82 | $51.82 | $51.82 | $38.87 | $51.82 | $51.82 |
| Aquaculture attendant level 4 | $54.34 | $54.34 | $54.34 | $40.76 | $54.34 | $54.34 |

### Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.33 | $29.33 | $41.06 | $35.19 | $52.79 |
| Aquaculture attendant level 2 | $29.74 | $29.74 | $41.63 | $35.69 | $53.53 |
| Aquaculture attendant level 3 | $32.39 | $32.39 | $45.34 | $38.87 | $58.30 |
| Aquaculture attendant level 4 | $33.96 | $33.96 | $47.55 | $40.76 | $61.13 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $52.79 | $58.65 | $64.52 | $52.79 | $32.84 |
| Aquaculture attendant level 2 | $53.53 | $59.48 | $65.42 | $53.53 | $33.31 |
| Aquaculture attendant level 3 | $58.30 | $64.78 | $71.25 | $58.30 | $36.27 |
| Aquaculture attendant level 4 | $61.13 | $67.93 | $74.72 | $61.13 | $38.04 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $36.36 | $41.06 | $52.79 | $35.19 | $46.92 |
| Aquaculture attendant level 2 | $36.87 | $41.63 | $53.53 | $35.69 | $47.58 |
| Aquaculture attendant level 3 | $40.16 | $45.34 | $58.30 | $38.87 | $51.82 |
| Aquaculture attendant level 4 | $42.11 | $47.55 | $61.13 | $40.76 | $54.34 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $35.19 | $46.92 | $46.92 | $46.92 | $46.92 |
| Aquaculture attendant level 2 | $35.69 | $47.58 | $47.58 | $47.58 | $47.58 |
| Aquaculture attendant level 3 | $38.87 | $51.82 | $51.82 | $51.82 | $51.82 |
| Aquaculture attendant level 4 | $40.76 | $54.34 | $54.34 | $54.34 | $54.34 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $46.92 | $46.92 | $35.19 | $46.92 | $46.92 |
| Aquaculture attendant level 2 | $47.58 | $47.58 | $35.69 | $47.58 | $47.58 |
| Aquaculture attendant level 3 | $51.82 | $51.82 | $38.87 | $51.82 | $51.82 |
| Aquaculture attendant level 4 | $54.34 | $54.34 | $40.76 | $54.34 | $54.34 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $534.90 | $14.08 | $17.60 | $21.12 | $21.12 |
| Aquaculture attendant level 2 | $542.34 | $14.27 | $17.84 | $21.41 | $21.41 |
| Aquaculture attendant level 3 | $590.70 | $15.54 | $19.43 | $23.31 | $23.31 |
| Aquaculture attendant level 4 | $619.38 | $16.30 | $20.38 | $24.45 | $24.45 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.16 | $28.16 | $35.20 | $35.20 | $28.16 |
| Aquaculture attendant level 2 | $28.54 | $28.54 | $35.68 | $35.68 | $28.54 |
| Aquaculture attendant level 3 | $31.08 | $31.08 | $38.85 | $38.85 | $31.08 |
| Aquaculture attendant level 4 | $32.60 | $32.60 | $40.75 | $40.75 | $32.60 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $16.19 | $18.30 | $21.12 | $28.16 | $21.12 |
| Aquaculture attendant level 2 | $16.41 | $18.55 | $21.41 | $28.54 | $21.41 |
| Aquaculture attendant level 3 | $17.87 | $20.20 | $23.31 | $31.08 | $23.31 |
| Aquaculture attendant level 4 | $18.75 | $21.19 | $24.45 | $32.60 | $24.45 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.16 | $21.12 | $28.16 | $28.16 | $28.16 |
| Aquaculture attendant level 2 | $28.54 | $21.41 | $28.54 | $28.54 | $28.54 |
| Aquaculture attendant level 3 | $31.08 | $23.31 | $31.08 | $31.08 | $31.08 |
| Aquaculture attendant level 4 | $32.60 | $24.45 | $32.60 | $32.60 | $32.60 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.16 | $28.16 | $28.16 | $21.12 | $28.16 | $28.16 |
| Aquaculture attendant level 2 | $28.54 | $28.54 | $28.54 | $21.41 | $28.54 | $28.54 |
| Aquaculture attendant level 3 | $31.08 | $31.08 | $31.08 | $23.31 | $31.08 | $31.08 |
| Aquaculture attendant level 4 | $32.60 | $32.60 | $32.60 | $24.45 | $32.60 | $32.60 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $624.05 | $16.42 | $20.53 | $24.63 | $24.63 |
| Aquaculture attendant level 2 | $632.73 | $16.65 | $20.81 | $24.98 | $24.98 |
| Aquaculture attendant level 3 | $689.15 | $18.14 | $22.68 | $27.21 | $27.21 |
| Aquaculture attendant level 4 | $722.61 | $19.02 | $23.78 | $28.53 | $28.53 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.84 | $32.84 | $41.05 | $41.05 | $32.84 |
| Aquaculture attendant level 2 | $33.30 | $33.30 | $41.63 | $41.63 | $33.30 |
| Aquaculture attendant level 3 | $36.28 | $36.28 | $45.35 | $45.35 | $36.28 |
| Aquaculture attendant level 4 | $38.04 | $38.04 | $47.55 | $47.55 | $38.04 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $18.88 | $21.35 | $24.63 | $32.84 | $24.63 |
| Aquaculture attendant level 2 | $19.15 | $21.65 | $24.98 | $33.30 | $24.98 |
| Aquaculture attendant level 3 | $20.86 | $23.58 | $27.21 | $36.28 | $27.21 |
| Aquaculture attendant level 4 | $21.87 | $24.73 | $28.53 | $38.04 | $28.53 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.84 | $24.63 | $32.84 | $32.84 | $32.84 |
| Aquaculture attendant level 2 | $33.30 | $24.98 | $33.30 | $33.30 | $33.30 |
| Aquaculture attendant level 3 | $36.28 | $27.21 | $36.28 | $36.28 | $36.28 |
| Aquaculture attendant level 4 | $38.04 | $28.53 | $38.04 | $38.04 | $38.04 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.84 | $32.84 | $32.84 | $24.63 | $32.84 | $32.84 |
| Aquaculture attendant level 2 | $33.30 | $33.30 | $33.30 | $24.98 | $33.30 | $33.30 |
| Aquaculture attendant level 3 | $36.28 | $36.28 | $36.28 | $27.21 | $36.28 | $36.28 |
| Aquaculture attendant level 4 | $38.04 | $38.04 | $38.04 | $28.53 | $38.04 | $38.04 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $713.20 | $18.77 | $23.46 | $28.16 | $28.16 |
| Aquaculture attendant level 2 | $723.12 | $19.03 | $23.79 | $28.55 | $28.55 |
| Aquaculture attendant level 3 | $787.60 | $20.73 | $25.91 | $31.10 | $31.10 |
| Aquaculture attendant level 4 | $825.84 | $21.73 | $27.16 | $32.60 | $32.60 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $37.54 | $37.54 | $46.93 | $46.93 | $37.54 |
| Aquaculture attendant level 2 | $38.06 | $38.06 | $47.58 | $47.58 | $38.06 |
| Aquaculture attendant level 3 | $41.46 | $41.46 | $51.83 | $51.83 | $41.46 |
| Aquaculture attendant level 4 | $43.46 | $43.46 | $54.33 | $54.33 | $43.46 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $21.59 | $24.40 | $28.16 | $37.54 | $28.16 |
| Aquaculture attendant level 2 | $21.88 | $24.74 | $28.55 | $38.06 | $28.55 |
| Aquaculture attendant level 3 | $23.84 | $26.95 | $31.10 | $41.46 | $31.10 |
| Aquaculture attendant level 4 | $24.99 | $28.25 | $32.60 | $43.46 | $32.60 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $37.54 | $28.16 | $37.54 | $37.54 | $37.54 |
| Aquaculture attendant level 2 | $38.06 | $28.55 | $38.06 | $38.06 | $38.06 |
| Aquaculture attendant level 3 | $41.46 | $31.10 | $41.46 | $41.46 | $41.46 |
| Aquaculture attendant level 4 | $43.46 | $32.60 | $43.46 | $43.46 | $43.46 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $37.54 | $37.54 | $37.54 | $28.16 | $37.54 | $37.54 |
| Aquaculture attendant level 2 | $38.06 | $38.06 | $38.06 | $28.55 | $38.06 | $38.06 |
| Aquaculture attendant level 3 | $41.46 | $41.46 | $41.46 | $31.10 | $41.46 | $41.46 |
| Aquaculture attendant level 4 | $43.46 | $43.46 | $43.46 | $32.60 | $43.46 | $43.46 |

### Junior - Full-time & part-time - 19 years

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $802.35 | $21.11 | $26.39 | $31.67 | $31.67 |
| Aquaculture attendant level 2 | $813.51 | $21.41 | $26.76 | $32.12 | $32.12 |
| Aquaculture attendant level 3 | $886.05 | $23.32 | $29.15 | $34.98 | $34.98 |
| Aquaculture attendant level 4 | $929.07 | $24.45 | $30.56 | $36.68 | $36.68 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.22 | $42.22 | $52.78 | $52.78 | $42.22 |
| Aquaculture attendant level 2 | $42.82 | $42.82 | $53.53 | $53.53 | $42.82 |
| Aquaculture attendant level 3 | $46.64 | $46.64 | $58.30 | $58.30 | $46.64 |
| Aquaculture attendant level 4 | $48.90 | $48.90 | $61.13 | $61.13 | $48.90 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $24.28 | $27.44 | $31.67 | $42.22 | $31.67 |
| Aquaculture attendant level 2 | $24.62 | $27.83 | $32.12 | $42.82 | $32.12 |
| Aquaculture attendant level 3 | $26.82 | $30.32 | $34.98 | $46.64 | $34.98 |
| Aquaculture attendant level 4 | $28.12 | $31.79 | $36.68 | $48.90 | $36.68 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.22 | $31.67 | $42.22 | $42.22 | $42.22 |
| Aquaculture attendant level 2 | $42.82 | $32.12 | $42.82 | $42.82 | $42.82 |
| Aquaculture attendant level 3 | $46.64 | $34.98 | $46.64 | $46.64 | $46.64 |
| Aquaculture attendant level 4 | $48.90 | $36.68 | $48.90 | $48.90 | $48.90 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.22 | $42.22 | $42.22 | $31.67 | $42.22 | $42.22 |
| Aquaculture attendant level 2 | $42.82 | $42.82 | $42.82 | $32.12 | $42.82 | $42.82 |
| Aquaculture attendant level 3 | $46.64 | $46.64 | $46.64 | $34.98 | $46.64 | $46.64 |
| Aquaculture attendant level 4 | $48.90 | $48.90 | $48.90 | $36.68 | $48.90 | $48.90 |

### Junior - Casual - Under 17 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $17.60 | $17.60 | $24.64 | $21.12 | $31.68 |
| Aquaculture attendant level 2 | $17.84 | $17.84 | $24.97 | $21.41 | $32.11 |
| Aquaculture attendant level 3 | $19.43 | $19.43 | $27.20 | $23.31 | $34.97 |
| Aquaculture attendant level 4 | $20.38 | $20.38 | $28.53 | $24.45 | $36.68 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $31.68 | $35.20 | $38.72 | $31.68 | $19.71 |
| Aquaculture attendant level 2 | $32.11 | $35.68 | $39.24 | $32.11 | $19.98 |
| Aquaculture attendant level 3 | $34.97 | $38.85 | $42.74 | $34.97 | $21.76 |
| Aquaculture attendant level 4 | $36.68 | $40.75 | $44.83 | $36.68 | $22.82 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $21.82 | $24.64 | $31.68 | $21.12 | $28.16 |
| Aquaculture attendant level 2 | $22.12 | $24.97 | $32.11 | $21.41 | $28.54 |
| Aquaculture attendant level 3 | $24.09 | $27.20 | $34.97 | $23.31 | $31.08 |
| Aquaculture attendant level 4 | $25.27 | $28.53 | $36.68 | $24.45 | $32.60 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $21.12 | $28.16 | $28.16 | $28.16 | $28.16 |
| Aquaculture attendant level 2 | $21.41 | $28.54 | $28.54 | $28.54 | $28.54 |
| Aquaculture attendant level 3 | $23.31 | $31.08 | $31.08 | $31.08 | $31.08 |
| Aquaculture attendant level 4 | $24.45 | $32.60 | $32.60 | $32.60 | $32.60 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.16 | $28.16 | $21.12 | $28.16 | $28.16 |
| Aquaculture attendant level 2 | $28.54 | $28.54 | $21.41 | $28.54 | $28.54 |
| Aquaculture attendant level 3 | $31.08 | $31.08 | $23.31 | $31.08 | $31.08 |
| Aquaculture attendant level 4 | $32.60 | $32.60 | $24.45 | $32.60 | $32.60 |

### Junior - Casual - 17 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $20.53 | $20.53 | $28.74 | $24.63 | $36.95 |
| Aquaculture attendant level 2 | $20.81 | $20.81 | $29.14 | $24.98 | $37.46 |
| Aquaculture attendant level 3 | $22.68 | $22.68 | $31.75 | $27.21 | $40.82 |
| Aquaculture attendant level 4 | $23.78 | $23.78 | $33.29 | $28.53 | $42.80 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $36.95 | $41.05 | $45.16 | $36.95 | $22.99 |
| Aquaculture attendant level 2 | $37.46 | $41.63 | $45.79 | $37.46 | $23.31 |
| Aquaculture attendant level 3 | $40.82 | $45.35 | $49.89 | $40.82 | $25.40 |
| Aquaculture attendant level 4 | $42.80 | $47.55 | $52.31 | $42.80 | $26.63 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.45 | $28.74 | $36.95 | $24.63 | $32.84 |
| Aquaculture attendant level 2 | $25.81 | $29.14 | $37.46 | $24.98 | $33.30 |
| Aquaculture attendant level 3 | $28.12 | $31.75 | $40.82 | $27.21 | $36.28 |
| Aquaculture attendant level 4 | $29.48 | $33.29 | $42.80 | $28.53 | $38.04 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $24.63 | $32.84 | $32.84 | $32.84 | $32.84 |
| Aquaculture attendant level 2 | $24.98 | $33.30 | $33.30 | $33.30 | $33.30 |
| Aquaculture attendant level 3 | $27.21 | $36.28 | $36.28 | $36.28 | $36.28 |
| Aquaculture attendant level 4 | $28.53 | $38.04 | $38.04 | $38.04 | $38.04 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.84 | $32.84 | $24.63 | $32.84 | $32.84 |
| Aquaculture attendant level 2 | $33.30 | $33.30 | $24.98 | $33.30 | $33.30 |
| Aquaculture attendant level 3 | $36.28 | $36.28 | $27.21 | $36.28 | $36.28 |
| Aquaculture attendant level 4 | $38.04 | $38.04 | $28.53 | $38.04 | $38.04 |

### Junior - Casual - 18 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $23.46 | $23.46 | $32.85 | $28.16 | $42.23 |
| Aquaculture attendant level 2 | $23.79 | $23.79 | $33.30 | $28.55 | $42.82 |
| Aquaculture attendant level 3 | $25.91 | $25.91 | $36.28 | $31.10 | $46.64 |
| Aquaculture attendant level 4 | $27.16 | $27.16 | $38.03 | $32.60 | $48.89 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.23 | $46.93 | $51.62 | $42.23 | $26.28 |
| Aquaculture attendant level 2 | $42.82 | $47.58 | $52.33 | $42.82 | $26.64 |
| Aquaculture attendant level 3 | $46.64 | $51.83 | $57.01 | $46.64 | $29.02 |
| Aquaculture attendant level 4 | $48.89 | $54.33 | $59.76 | $48.89 | $30.42 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.09 | $32.85 | $42.23 | $28.16 | $37.54 |
| Aquaculture attendant level 2 | $29.50 | $33.30 | $42.82 | $28.55 | $38.06 |
| Aquaculture attendant level 3 | $32.13 | $36.28 | $46.64 | $31.10 | $41.46 |
| Aquaculture attendant level 4 | $33.68 | $38.03 | $48.89 | $32.60 | $43.46 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.16 | $37.54 | $37.54 | $37.54 | $37.54 |
| Aquaculture attendant level 2 | $28.55 | $38.06 | $38.06 | $38.06 | $38.06 |
| Aquaculture attendant level 3 | $31.10 | $41.46 | $41.46 | $41.46 | $41.46 |
| Aquaculture attendant level 4 | $32.60 | $43.46 | $43.46 | $43.46 | $43.46 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $37.54 | $37.54 | $28.16 | $37.54 | $37.54 |
| Aquaculture attendant level 2 | $38.06 | $38.06 | $28.55 | $38.06 | $38.06 |
| Aquaculture attendant level 3 | $41.46 | $41.46 | $31.10 | $41.46 | $41.46 |
| Aquaculture attendant level 4 | $43.46 | $43.46 | $32.60 | $43.46 | $43.46 |

### Junior - Casual - 19 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $26.39 | $26.39 | $36.94 | $31.67 | $47.50 |
| Aquaculture attendant level 2 | $26.76 | $26.76 | $37.47 | $32.12 | $48.17 |
| Aquaculture attendant level 3 | $29.15 | $29.15 | $40.81 | $34.98 | $52.47 |
| Aquaculture attendant level 4 | $30.56 | $30.56 | $42.79 | $36.68 | $55.01 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $47.50 | $52.78 | $58.05 | $47.50 | $29.55 |
| Aquaculture attendant level 2 | $48.17 | $53.53 | $58.88 | $48.17 | $29.97 |
| Aquaculture attendant level 3 | $52.47 | $58.30 | $64.13 | $52.47 | $32.65 |
| Aquaculture attendant level 4 | $55.01 | $61.13 | $67.24 | $55.01 | $34.23 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.72 | $36.94 | $47.50 | $31.67 | $42.22 |
| Aquaculture attendant level 2 | $33.19 | $37.47 | $48.17 | $32.12 | $42.82 |
| Aquaculture attendant level 3 | $36.15 | $40.81 | $52.47 | $34.98 | $46.64 |
| Aquaculture attendant level 4 | $37.90 | $42.79 | $55.01 | $36.68 | $48.90 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $31.67 | $42.22 | $42.22 | $42.22 | $42.22 |
| Aquaculture attendant level 2 | $32.12 | $42.82 | $42.82 | $42.82 | $42.82 |
| Aquaculture attendant level 3 | $34.98 | $46.64 | $46.64 | $46.64 | $46.64 |
| Aquaculture attendant level 4 | $36.68 | $48.90 | $48.90 | $48.90 | $48.90 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.22 | $42.22 | $31.67 | $42.22 | $42.22 |
| Aquaculture attendant level 2 | $42.82 | $42.82 | $32.12 | $42.82 | $42.82 |
| Aquaculture attendant level 3 | $46.64 | $46.64 | $34.98 | $46.64 | $46.64 |
| Aquaculture attendant level 4 | $48.90 | $48.90 | $36.68 | $48.90 | $48.90 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Diving allowance - finfish attendants - diving equipment supplied by employer | $4.85 per hour |
| Diving allowance - finfish attendants - diving equipment supplied by employee | $11.66 per hour |
| First aid allowance | $3.51 per day |
| Meal allowance | $21.26 for a meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of the protective clothing and equipment |
| Tool allowance | $0.30 per hour up to a maximum of $11.52 per week |
| Travel time to offshore tuna farm allowance | payment at the ordinary rate for all time in excess of 30 minutes spent travelling or waiting for transport to the tuna farm |
| Working away from usual workplace - excess travel time allowance | payment at the minimum hourly rate for all time spent travelling in excess of normal travel time |
| Vehicle allowance | $0.98 per km |