

Pay Guide - Sugar Industry Award

[MA000087]

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We encourage you to [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 - Field work

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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
Cultivation/cane production inductee/trainee	\$820.00	\$21.58	\$32.37	\$43.16	\$24.28	\$24.82	\$32.37
Cultivation/cane production level 1	\$878.50	\$23.12	\$34.68	\$46.24	\$26.01	\$26.59	\$34.68
Cultivation/cane production level 2	\$907.50	\$23.88	\$35.82	\$47.76	\$26.87	\$27.46	\$35.82
Cane haulage inductee/trainee	\$858.70	\$22.60	\$33.90	\$45.20	\$25.43	\$25.99	\$33.90
Cane haulage 1	\$878.50	\$23.12	\$34.68	\$46.24	\$26.01	\$26.59	\$34.68
Cane haulage 2	\$907.50	\$23.88	\$35.82	\$47.76	\$26.87	\$27.46	\$35.82
Cane harvesting inductee/trainee	\$878.50	\$23.12	\$34.68	\$46.24	\$26.01	\$26.59	\$34.68
Cane harvesting 1	\$907.50	\$23.88	\$35.82	\$47.76	\$26.87	\$27.46	\$35.82
Cane harvesting 2	\$940.90	\$24.76	\$37.14	\$49.52	\$27.86	\$28.47	\$37.14
Cane testing 1	\$814.60	\$21.44	\$32.16	\$42.88	\$24.12	\$24.66	\$32.16
Cane testing 2	\$862.30	\$22.69	\$34.04	\$45.38	\$25.53	\$26.09	\$34.04
Cane testing 3	\$907.50	\$23.88	\$35.82	\$47.76	\$26.87	\$27.46	\$35.82
Cane testing 4	\$963.60	\$25.36	\$38.04	\$50.72	\$28.53	\$29.16	\$38.04

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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	\$43.16	\$32.37	\$43.16	\$43.16	\$43.16	\$53.95
Cultivation/cane production level 1	\$46.24	\$34.68	\$46.24	\$46.24	\$46.24	\$57.80
Cultivation/cane production level 2	\$47.76	\$35.82	\$47.76	\$47.76	\$47.76	\$59.70
Cane haulage inductee/trainee	\$45.20	\$33.90	\$45.20	\$45.20	\$45.20	\$56.50
Cane haulage 1	\$46.24	\$34.68	\$46.24	\$46.24	\$46.24	\$57.80

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
Cane haulage 2	\$47.76	\$35.82	\$47.76	\$47.76	\$47.76	\$59.70
Cane harvesting inductee/trainee	\$46.24	\$34.68	\$46.24	\$46.24	\$46.24	\$57.80
Cane harvesting 1	\$47.76	\$35.82	\$47.76	\$47.76	\$47.76	\$59.70
Cane harvesting 2	\$49.52	\$37.14	\$49.52	\$49.52	\$49.52	\$61.90
Cane testing 1	\$42.88	\$32.16	\$42.88	\$42.88	\$42.88	\$53.60
Cane testing 2	\$45.38	\$34.04	\$45.38	\$45.38	\$45.38	\$56.73
Cane testing 3	\$47.76	\$35.82	\$47.76	\$47.76	\$47.76	\$59.70
Cane testing 4	\$50.72	\$38.04	\$50.72	\$50.72	\$50.72	\$63.40

Full-time & part-time - Field work - Single contract hourly rate

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
Cultivation/cane production inductee/trainee	\$943.16	\$24.82	\$46.40	\$27.51	\$28.05	\$46.40	\$57.19
Cultivation/cane production level 1	\$1,010.42	\$26.59	\$49.71	\$29.48	\$30.06	\$49.71	\$61.27
Cultivation/cane production level 2	\$1,043.48	\$27.46	\$51.34	\$30.45	\$31.04	\$51.34	\$63.28
Cane haulage inductee/trainee	\$987.62	\$25.99	\$48.59	\$28.82	\$29.38	\$48.59	\$59.89
Cane haulage 1	\$1,010.42	\$26.59	\$49.71	\$29.48	\$30.06	\$49.71	\$61.27
Cane haulage 2	\$1,043.48	\$27.46	\$51.34	\$30.45	\$31.04	\$51.34	\$63.28
Cane harvesting inductee/trainee	\$1,010.42	\$26.59	\$49.71	\$29.48	\$30.06	\$49.71	\$61.27
Cane harvesting 1	\$1,043.48	\$27.46	\$51.34	\$30.45	\$31.04	\$51.34	\$63.28
Cane harvesting 2	\$1,081.86	\$28.47	\$53.23	\$31.57	\$32.19	\$53.23	\$65.61
Cane testing 1	\$937.08	\$24.66	\$46.10	\$27.34	\$27.87	\$46.10	\$56.82
Cane testing 2	\$991.42	\$26.09	\$48.78	\$28.93	\$29.50	\$48.78	\$60.13
Cane testing 3	\$1,043.48	\$27.46	\$51.34	\$30.45	\$31.04	\$51.34	\$63.28
Cane testing 4	\$1,108.08	\$29.16	\$54.52	\$32.33	\$32.97	\$54.52	\$67.20

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

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](#).

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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	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Production, transport and service operator - level 3	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Production, transport and service operator - level 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54
Production, transport and service operator - level 5	\$893.60	\$23.52	\$35.28	\$47.04	\$35.28	\$47.04
Production, transport and service operator - level 6	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52
Production, transport and service operator - level 7	\$970.40	\$25.54	\$38.31	\$51.08	\$38.31	\$51.08
Production, transport and service operator - level 8	\$999.90	\$26.31	\$39.47	\$52.62	\$39.47	\$52.62
Production, transport and service operator - level 9	\$1,026.60	\$27.02	\$40.53	\$54.04	\$40.53	\$54.04
Distilling and services operator - level 2	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Distilling and services operator - level 3	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Distilling and services operator - level 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54
Distilling and services operator - level 5	\$893.60	\$23.52	\$35.28	\$47.04	\$35.28	\$47.04
Distilling and services operator - level 6	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52
Distilling and services operator - level 7	\$970.40	\$25.54	\$38.31	\$51.08	\$38.31	\$51.08
Distilling and services operator - level 8	\$999.90	\$26.31	\$39.47	\$52.62	\$39.47	\$52.62
Distilling and services operator - level 9	\$1,026.60	\$27.02	\$40.53	\$54.04	\$40.53	\$54.04
Refinery operator - level 2	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Refinery operator - level 3	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Refinery operator - level 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54
Refinery operator - level 5	\$893.60	\$23.52	\$35.28	\$47.04	\$35.28	\$47.04
Refinery operator - level 6	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52
Refinery operator - level 7	\$970.40	\$25.54	\$38.31	\$51.08	\$38.31	\$51.08
Refinery operator - level 8	\$999.90	\$26.31	\$39.47	\$52.62	\$39.47	\$52.62
Engineering/production employee level I	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Engineering/production employee level II	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Engineering/production employee level III	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54

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
Engineering/production employee level IV	\$893.60	\$23.52	\$35.28	\$47.04	\$35.28	\$47.04
Engineering tradesperson level I	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52
Production systems employee	\$940.90	\$24.76	\$37.14	\$49.52	\$37.14	\$49.52
Engineering tradesperson level II	\$970.40	\$25.54	\$38.31	\$51.08	\$38.31	\$51.08
Engineering technician level I	\$970.40	\$25.54	\$38.31	\$51.08	\$38.31	\$51.08
Engineering tradesperson special class level I	\$999.90	\$26.31	\$39.47	\$52.62	\$39.47	\$52.62
Engineering technician level II	\$999.90	\$26.31	\$39.47	\$52.62	\$39.47	\$52.62
Engineering tradesperson special class level II	\$1,026.60	\$27.02	\$40.53	\$54.04	\$40.53	\$54.04
Engineering technician level III	\$1,026.60	\$27.02	\$40.53	\$54.04	\$40.53	\$54.04
Advanced engineering tradesperson level I	\$1,078.70	\$28.39	\$42.59	\$56.78	\$42.59	\$56.78
Engineering technician level IV	\$1,078.70	\$28.39	\$42.59	\$56.78	\$42.59	\$56.78

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	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76
Production, transport and service operator - level 3	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94
Production, transport and service operator - level 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54
Production, transport and service operator - level 5	\$47.04	\$47.04	\$58.80	\$35.28	\$47.04
Production, transport and service operator - level 6	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Production, transport and service operator - level 7	\$51.08	\$51.08	\$63.85	\$38.31	\$51.08
Production, transport and service operator - level 8	\$52.62	\$52.62	\$65.78	\$39.47	\$52.62
Production, transport and service operator - level 9	\$54.04	\$54.04	\$67.55	\$40.53	\$54.04
Distilling and services operator - level 2	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76
Distilling and services operator - level 3	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94
Distilling and services operator - level 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54
Distilling and services operator - level 5	\$47.04	\$47.04	\$58.80	\$35.28	\$47.04
Distilling and services operator - level 6	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Distilling and services operator - level 7	\$51.08	\$51.08	\$63.85	\$38.31	\$51.08
Distilling and services operator - level 8	\$52.62	\$52.62	\$65.78	\$39.47	\$52.62
Distilling and services operator - level 9	\$54.04	\$54.04	\$67.55	\$40.53	\$54.04

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
Refinery operator - level 2	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76
Refinery operator - level 3	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94
Refinery operator - level 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54
Refinery operator - level 5	\$47.04	\$47.04	\$58.80	\$35.28	\$47.04
Refinery operator - level 6	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Refinery operator - level 7	\$51.08	\$51.08	\$63.85	\$38.31	\$51.08
Refinery operator - level 8	\$52.62	\$52.62	\$65.78	\$39.47	\$52.62
Engineering/production employee level I	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76
Engineering/production employee level II	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94
Engineering/production employee level III	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54
Engineering/production employee level IV	\$47.04	\$47.04	\$58.80	\$35.28	\$47.04
Engineering tradesperson level I	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Production systems employee	\$49.52	\$49.52	\$61.90	\$37.14	\$49.52
Engineering tradesperson level II	\$51.08	\$51.08	\$63.85	\$38.31	\$51.08
Engineering technician level I	\$51.08	\$51.08	\$63.85	\$38.31	\$51.08
Engineering tradesperson special class level I	\$52.62	\$52.62	\$65.78	\$39.47	\$52.62
Engineering technician level II	\$52.62	\$52.62	\$65.78	\$39.47	\$52.62
Engineering tradesperson special class level II	\$54.04	\$54.04	\$67.55	\$40.53	\$54.04
Engineering technician level III	\$54.04	\$54.04	\$67.55	\$40.53	\$54.04
Advanced engineering tradesperson level I	\$56.78	\$56.78	\$70.98	\$42.59	\$56.78
Engineering technician level IV	\$56.78	\$56.78	\$70.98	\$42.59	\$56.78

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	\$24.59	\$24.59	\$27.79	\$42.76	\$35.28
Production, transport and service operator - level 3	\$25.27	\$25.27	\$28.56	\$43.94	\$36.25
Production, transport and service operator - level 4	\$26.19	\$26.19	\$29.60	\$45.54	\$37.57
Production, transport and service operator - level 5	\$27.05	\$27.05	\$30.58	\$47.04	\$38.81

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
Production, transport and service operator - level 6	\$28.47	\$28.47	\$32.19	\$49.52	\$40.85
Production, transport and service operator - level 7	\$29.37	\$29.37	\$33.20	\$51.08	\$42.14
Production, transport and service operator - level 8	\$30.26	\$30.26	\$34.20	\$52.62	\$43.41
Production, transport and service operator - level 9	\$31.07	\$31.07	\$35.13	\$54.04	\$44.58
Distilling and services operator - level 2	\$24.59	\$24.59	\$27.79	\$42.76	\$35.28
Distilling and services operator - level 3	\$25.27	\$25.27	\$28.56	\$43.94	\$36.25
Distilling and services operator - level 4	\$26.19	\$26.19	\$29.60	\$45.54	\$37.57
Distilling and services operator - level 5	\$27.05	\$27.05	\$30.58	\$47.04	\$38.81
Distilling and services operator - level 6	\$28.47	\$28.47	\$32.19	\$49.52	\$40.85
Distilling and services operator - level 7	\$29.37	\$29.37	\$33.20	\$51.08	\$42.14
Distilling and services operator - level 8	\$30.26	\$30.26	\$34.20	\$52.62	\$43.41
Distilling and services operator - level 9	\$31.07	\$31.07	\$35.13	\$54.04	\$44.58
Refinery operator - level 2	\$24.59	\$24.59	\$27.79	\$42.76	\$35.28
Refinery operator - level 3	\$25.27	\$25.27	\$28.56	\$43.94	\$36.25
Refinery operator - level 4	\$26.19	\$26.19	\$29.60	\$45.54	\$37.57
Refinery operator - level 5	\$27.05	\$27.05	\$30.58	\$47.04	\$38.81
Refinery operator - level 6	\$28.47	\$28.47	\$32.19	\$49.52	\$40.85
Refinery operator - level 7	\$29.37	\$29.37	\$33.20	\$51.08	\$42.14
Refinery operator - level 8	\$30.26	\$30.26	\$34.20	\$52.62	\$43.41
Engineering/production employee level I	\$24.59	\$24.59	\$27.79	\$42.76	\$35.28
Engineering/production employee level II	\$25.27	\$25.27	\$28.56	\$43.94	\$36.25
Engineering/production employee level III	\$26.19	\$26.19	\$29.60	\$45.54	\$37.57
Engineering/production employee level IV	\$27.05	\$27.05	\$30.58	\$47.04	\$38.81
Engineering tradesperson level I	\$28.47	\$28.47	\$32.19	\$49.52	\$40.85
Production systems employee	\$28.47	\$28.47	\$32.19	\$49.52	\$40.85
Engineering tradesperson level II	\$29.37	\$29.37	\$33.20	\$51.08	\$42.14
Engineering technician level I	\$29.37	\$29.37	\$33.20	\$51.08	\$42.14
Engineering tradesperson special class level I	\$30.26	\$30.26	\$34.20	\$52.62	\$43.41
Engineering technician level II	\$30.26	\$30.26	\$34.20	\$52.62	\$43.41

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
Engineering tradesperson special class level II	\$31.07	\$31.07	\$35.13	\$54.04	\$44.58
Engineering technician level III	\$31.07	\$31.07	\$35.13	\$54.04	\$44.58
Advanced engineering tradesperson level I	\$32.65	\$32.65	\$36.91	\$56.78	\$46.84
Engineering technician level IV	\$32.65	\$32.65	\$36.91	\$56.78	\$46.84

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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	\$38.48	\$32.07	\$35.28	\$35.28	\$38.48
Production, transport and service operator - level 3	\$39.55	\$32.96	\$36.25	\$36.25	\$39.55
Production, transport and service operator - level 4	\$40.99	\$34.16	\$37.57	\$37.57	\$40.99
Production, transport and service operator - level 5	\$42.34	\$35.28	\$38.81	\$38.81	\$42.34
Production, transport and service operator - level 6	\$44.57	\$37.14	\$40.85	\$40.85	\$44.57
Production, transport and service operator - level 7	\$45.97	\$38.31	\$42.14	\$42.14	\$45.97
Production, transport and service operator - level 8	\$47.36	\$39.47	\$43.41	\$43.41	\$47.36
Production, transport and service operator - level 9	\$48.64	\$40.53	\$44.58	\$44.58	\$48.64
Distilling and services operator - level 2	\$38.48	\$32.07	\$35.28	\$35.28	\$38.48
Distilling and services operator - level 3	\$39.55	\$32.96	\$36.25	\$36.25	\$39.55
Distilling and services operator - level 4	\$40.99	\$34.16	\$37.57	\$37.57	\$40.99
Distilling and services operator - level 5	\$42.34	\$35.28	\$38.81	\$38.81	\$42.34
Distilling and services operator - level 6	\$44.57	\$37.14	\$40.85	\$40.85	\$44.57
Distilling and services operator - level 7	\$45.97	\$38.31	\$42.14	\$42.14	\$45.97
Distilling and services operator - level 8	\$47.36	\$39.47	\$43.41	\$43.41	\$47.36

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
Distilling and services operator - level 9	\$48.64	\$40.53	\$44.58	\$44.58	\$48.64
Refinery operator - level 2	\$38.48	\$32.07	\$35.28	\$35.28	\$38.48
Refinery operator - level 3	\$39.55	\$32.96	\$36.25	\$36.25	\$39.55
Refinery operator - level 4	\$40.99	\$34.16	\$37.57	\$37.57	\$40.99
Refinery operator - level 5	\$42.34	\$35.28	\$38.81	\$38.81	\$42.34
Refinery operator - level 6	\$44.57	\$37.14	\$40.85	\$40.85	\$44.57
Refinery operator - level 7	\$45.97	\$38.31	\$42.14	\$42.14	\$45.97
Refinery operator - level 8	\$47.36	\$39.47	\$43.41	\$43.41	\$47.36
Engineering/production employee level I	\$38.48	\$32.07	\$35.28	\$35.28	\$38.48
Engineering/production employee level II	\$39.55	\$32.96	\$36.25	\$36.25	\$39.55
Engineering/production employee level III	\$40.99	\$34.16	\$37.57	\$37.57	\$40.99
Engineering/production employee level IV	\$42.34	\$35.28	\$38.81	\$38.81	\$42.34
Engineering tradesperson level I	\$44.57	\$37.14	\$40.85	\$40.85	\$44.57
Production systems employee	\$44.57	\$37.14	\$40.85	\$40.85	\$44.57
Engineering tradesperson level II	\$45.97	\$38.31	\$42.14	\$42.14	\$45.97
Engineering technician level I	\$45.97	\$38.31	\$42.14	\$42.14	\$45.97
Engineering tradesperson special class level I	\$47.36	\$39.47	\$43.41	\$43.41	\$47.36
Engineering technician level II	\$47.36	\$39.47	\$43.41	\$43.41	\$47.36
Engineering tradesperson special class level II	\$48.64	\$40.53	\$44.58	\$44.58	\$48.64
Engineering technician level III	\$48.64	\$40.53	\$44.58	\$44.58	\$48.64
Advanced engineering tradesperson level I	\$51.10	\$42.59	\$46.84	\$46.84	\$51.10
Engineering technician level IV	\$51.10	\$42.59	\$46.84	\$46.84	\$51.10

Table 5 of 5

Classification	Overtime - Saturday or Sunday - crushing shifts - shiftworkers - sugar milling employees	Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - 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	\$48.11	\$53.45	\$42.76	\$42.76	\$42.76	\$42.76
Production, transport and service operator - level 3	\$49.43	\$54.93	\$43.94	\$43.94	\$43.94	\$43.94
Production, transport and service operator - level 4	\$51.23	\$56.93	\$45.54	\$45.54	\$45.54	\$45.54
Production, transport and service operator - level 5	\$52.92	\$58.80	\$47.04	\$47.04	\$47.04	\$47.04
Production, transport and service operator - level 6	\$55.71	\$61.90	\$49.52	\$49.52	\$49.52	\$49.52
Production, transport and service operator - level 7	\$57.47	\$63.85	\$51.08	\$51.08	\$51.08	\$51.08
Production, transport and service operator - level 8	\$59.20	\$65.78	\$52.62	\$52.62	\$52.62	\$52.62
Production, transport and service operator - level 9	\$60.80	\$67.55	\$54.04	\$54.04	\$54.04	\$54.04
Distilling and services operator - level 2	\$48.11	\$53.45	\$42.76	\$42.76	\$42.76	\$42.76
Distilling and services operator - level 3	\$49.43	\$54.93	\$43.94	\$43.94	\$43.94	\$43.94
Distilling and services operator - level 4	\$51.23	\$56.93	\$45.54	\$45.54	\$45.54	\$45.54
Distilling and services operator - level 5	\$52.92	\$58.80	\$47.04	\$47.04	\$47.04	\$47.04
Distilling and services operator - level 6	\$55.71	\$61.90	\$49.52	\$49.52	\$49.52	\$49.52
Distilling and services operator - level 7	\$57.47	\$63.85	\$51.08	\$51.08	\$51.08	\$51.08
Distilling and services operator - level 8	\$59.20	\$65.78	\$52.62	\$52.62	\$52.62	\$52.62
Distilling and services operator - level 9	\$60.80	\$67.55	\$54.04	\$54.04	\$54.04	\$54.04
Refinery operator - level 2	\$48.11	\$53.45	\$42.76	\$42.76	\$42.76	\$42.76
Refinery operator - level 3	\$49.43	\$54.93	\$43.94	\$43.94	\$43.94	\$43.94
Refinery operator - level 4	\$51.23	\$56.93	\$45.54	\$45.54	\$45.54	\$45.54
Refinery operator - level 5	\$52.92	\$58.80	\$47.04	\$47.04	\$47.04	\$47.04
Refinery operator - level 6	\$55.71	\$61.90	\$49.52	\$49.52	\$49.52	\$49.52
Refinery operator - level 7	\$57.47	\$63.85	\$51.08	\$51.08	\$51.08	\$51.08
Refinery operator - level 8	\$59.20	\$65.78	\$52.62	\$52.62	\$52.62	\$52.62

Classification	Overtime - Saturday or Sunday - crushing shifts - shiftworkers - sugar milling employees	Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - 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
Engineering/production employee level I	\$48.11	\$53.45	\$42.76	\$42.76	\$42.76	\$42.76
Engineering/production employee level II	\$49.43	\$54.93	\$43.94	\$43.94	\$43.94	\$43.94
Engineering/production employee level III	\$51.23	\$56.93	\$45.54	\$45.54	\$45.54	\$45.54
Engineering/production employee level IV	\$52.92	\$58.80	\$47.04	\$47.04	\$47.04	\$47.04
Engineering tradesperson level I	\$55.71	\$61.90	\$49.52	\$49.52	\$49.52	\$49.52
Production systems employee	\$55.71	\$61.90	\$49.52	\$49.52	\$49.52	\$49.52
Engineering tradesperson level II	\$57.47	\$63.85	\$51.08	\$51.08	\$51.08	\$51.08
Engineering technician level I	\$57.47	\$63.85	\$51.08	\$51.08	\$51.08	\$51.08
Engineering tradesperson special class level I	\$59.20	\$65.78	\$52.62	\$52.62	\$52.62	\$52.62
Engineering technician level II	\$59.20	\$65.78	\$52.62	\$52.62	\$52.62	\$52.62
Engineering tradesperson special class level II	\$60.80	\$67.55	\$54.04	\$54.04	\$54.04	\$54.04
Engineering technician level III	\$60.80	\$67.55	\$54.04	\$54.04	\$54.04	\$54.04
Advanced engineering tradesperson level I	\$63.88	\$70.98	\$56.78	\$56.78	\$56.78	\$56.78
Engineering technician level IV	\$63.88	\$70.98	\$56.78	\$56.78	\$56.78	\$56.78

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

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](#).

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 \$25.82 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 \$28.00 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)

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Delayed meal break - day workers	Public holiday	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Bulk terminals employee level 1	\$812.60	\$21.38	\$42.76	\$53.45	\$32.07	\$42.76
Bulk terminals employee level 2	\$840.80	\$22.13	\$44.26	\$55.33	\$33.20	\$44.26
Bulk terminals employee level 3	\$883.40	\$23.25	\$46.50	\$58.13	\$34.88	\$46.50
Bulk terminals employee level 4	\$934.10	\$24.58	\$49.16	\$61.45	\$36.87	\$49.16
Bulk terminals employee level 5	\$953.60	\$25.09	\$50.18	\$62.73	\$37.64	\$50.18
Bulk terminals employee level 6	\$1,016.90	\$26.76	\$53.52	\$66.90	\$40.14	\$53.52
Bulk terminals employee level 7	\$1,159.70	\$30.52	\$61.04	\$76.30	\$45.78	\$61.04

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Bulk terminals employee level 1	\$24.59	\$24.59	\$27.79	\$42.76	\$32.07	\$42.76
Bulk terminals employee level 2	\$25.45	\$25.45	\$28.77	\$44.26	\$33.20	\$44.26
Bulk terminals employee level 3	\$26.74	\$26.74	\$30.23	\$46.50	\$34.88	\$46.50
Bulk terminals employee level 4	\$28.27	\$28.27	\$31.95	\$49.16	\$36.87	\$49.16
Bulk terminals employee level 5	\$28.85	\$28.85	\$32.62	\$50.18	\$37.64	\$50.18
Bulk terminals employee level 6	\$30.77	\$30.77	\$34.79	\$53.52	\$40.14	\$53.52
Bulk terminals employee level 7	\$35.10	\$35.10	\$39.68	\$61.04	\$45.78	\$61.04

Casual - Field work

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	\$26.98	\$37.77	\$53.95	\$29.67	\$30.21	\$40.46
Cultivation/cane production level 1	\$28.90	\$40.46	\$57.80	\$31.79	\$32.37	\$43.35
Cultivation/cane production level 2	\$29.85	\$41.79	\$59.70	\$32.84	\$33.43	\$44.78
Cane haulage inductee/trainee	\$28.25	\$39.55	\$56.50	\$31.08	\$31.64	\$42.38
Cane haulage 1	\$28.90	\$40.46	\$57.80	\$31.79	\$32.37	\$43.35
Cane haulage 2	\$29.85	\$41.79	\$59.70	\$32.84	\$33.43	\$44.78
Cane harvesting inductee/trainee	\$28.90	\$40.46	\$57.80	\$31.79	\$32.37	\$43.35
Cane harvesting 1	\$29.85	\$41.79	\$59.70	\$32.84	\$33.43	\$44.78
Cane harvesting 2	\$30.95	\$43.33	\$61.90	\$34.05	\$34.66	\$46.43
Cane testing 1	\$26.80	\$37.52	\$53.60	\$29.48	\$30.02	\$40.20
Cane testing 2	\$28.36	\$39.71	\$56.73	\$31.20	\$31.77	\$42.54
Cane testing 3	\$29.85	\$41.79	\$59.70	\$32.84	\$33.43	\$44.78
Cane testing 4	\$31.70	\$44.38	\$63.40	\$34.87	\$35.50	\$47.55

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	\$53.95	\$40.46	\$53.95	\$53.95	\$48.56	\$59.35
Cultivation/cane production level 1	\$57.80	\$43.35	\$57.80	\$57.80	\$52.02	\$63.58
Cultivation/cane production level 2	\$59.70	\$44.78	\$59.70	\$59.70	\$53.73	\$65.67
Cane haulage inductee/trainee	\$56.50	\$42.38	\$56.50	\$56.50	\$50.85	\$62.15
Cane haulage 1	\$57.80	\$43.35	\$57.80	\$57.80	\$52.02	\$63.58
Cane haulage 2	\$59.70	\$44.78	\$59.70	\$59.70	\$53.73	\$65.67
Cane harvesting inductee/trainee	\$57.80	\$43.35	\$57.80	\$57.80	\$52.02	\$63.58
Cane harvesting 1	\$59.70	\$44.78	\$59.70	\$59.70	\$53.73	\$65.67
Cane harvesting 2	\$61.90	\$46.43	\$61.90	\$61.90	\$55.71	\$68.09

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
Cane testing 1	\$53.60	\$40.20	\$53.60	\$53.60	\$48.24	\$58.96
Cane testing 2	\$56.73	\$42.54	\$56.73	\$56.73	\$51.05	\$62.40
Cane testing 3	\$59.70	\$44.78	\$59.70	\$59.70	\$53.73	\$65.67
Cane testing 4	\$63.40	\$47.55	\$63.40	\$63.40	\$57.06	\$69.74

Casual - Field work - Single contract hourly rate

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	\$30.21	\$53.95	\$32.91	\$33.45	\$51.79	\$62.58
Cultivation/cane production level 1	\$32.37	\$57.80	\$35.26	\$35.84	\$55.49	\$67.05
Cultivation/cane production level 2	\$33.43	\$59.70	\$36.42	\$37.01	\$57.31	\$69.25
Cane haulage inductee/trainee	\$31.64	\$56.50	\$34.47	\$35.03	\$54.24	\$65.54
Cane haulage 1	\$32.37	\$57.80	\$35.26	\$35.84	\$55.49	\$67.05
Cane haulage 2	\$33.43	\$59.70	\$36.42	\$37.01	\$57.31	\$69.25
Cane harvesting inductee/trainee	\$32.37	\$57.80	\$35.26	\$35.84	\$55.49	\$67.05
Cane harvesting 1	\$33.43	\$59.70	\$36.42	\$37.01	\$57.31	\$69.25
Cane harvesting 2	\$34.66	\$61.90	\$37.76	\$38.38	\$59.42	\$71.80
Cane testing 1	\$30.02	\$53.60	\$32.70	\$33.23	\$51.46	\$62.18
Cane testing 2	\$31.77	\$56.73	\$34.60	\$35.17	\$54.46	\$65.80
Cane testing 3	\$33.43	\$59.70	\$36.42	\$37.01	\$57.31	\$69.25
Cane testing 4	\$35.50	\$63.40	\$38.67	\$39.31	\$60.86	\$73.54

Casual - Milling, Distillery, Refinery and Maintenance

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	\$26.73	\$40.09	\$53.45	\$40.09	\$53.45
Production, transport and service operator - level 3	\$27.46	\$41.19	\$54.93	\$41.19	\$54.93
Production, transport and service operator - level 4	\$28.46	\$42.69	\$56.93	\$42.69	\$56.93
Production, transport and service operator - level 5	\$29.40	\$44.10	\$58.80	\$44.10	\$58.80
Production, transport and service operator - level 6	\$30.95	\$46.43	\$61.90	\$46.43	\$61.90
Production, transport and service operator - level 7	\$31.93	\$47.89	\$63.85	\$47.89	\$63.85
Production, transport and service operator - level 8	\$32.89	\$49.33	\$65.78	\$49.33	\$65.78
Production, transport and service operator - level 9	\$33.78	\$50.66	\$67.55	\$50.66	\$67.55
Distilling and services operator - level 2	\$26.73	\$40.09	\$53.45	\$40.09	\$53.45
Distilling and services operator - level 3	\$27.46	\$41.19	\$54.93	\$41.19	\$54.93
Distilling and services operator - level 4	\$28.46	\$42.69	\$56.93	\$42.69	\$56.93
Distilling and services operator - level 5	\$29.40	\$44.10	\$58.80	\$44.10	\$58.80
Distilling and services operator - level 6	\$30.95	\$46.43	\$61.90	\$46.43	\$61.90
Distilling and services operator - level 7	\$31.93	\$47.89	\$63.85	\$47.89	\$63.85
Distilling and services operator - level 8	\$32.89	\$49.33	\$65.78	\$49.33	\$65.78
Distilling and services operator - level 9	\$33.78	\$50.66	\$67.55	\$50.66	\$67.55
Refinery operator - level 2	\$26.73	\$40.09	\$53.45	\$40.09	\$53.45
Refinery operator - level 3	\$27.46	\$41.19	\$54.93	\$41.19	\$54.93
Refinery operator - level 4	\$28.46	\$42.69	\$56.93	\$42.69	\$56.93
Refinery operator - level 5	\$29.40	\$44.10	\$58.80	\$44.10	\$58.80
Refinery operator - level 6	\$30.95	\$46.43	\$61.90	\$46.43	\$61.90
Refinery operator - level 7	\$31.93	\$47.89	\$63.85	\$47.89	\$63.85
Refinery operator - level 8	\$32.89	\$49.33	\$65.78	\$49.33	\$65.78
Engineering/production employee level I	\$26.73	\$40.09	\$53.45	\$40.09	\$53.45
Engineering/production employee level II	\$27.46	\$41.19	\$54.93	\$41.19	\$54.93
Engineering/production employee level III	\$28.46	\$42.69	\$56.93	\$42.69	\$56.93
Engineering/production employee level IV	\$29.40	\$44.10	\$58.80	\$44.10	\$58.80
Engineering tradesperson level I	\$30.95	\$46.43	\$61.90	\$46.43	\$61.90

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
Production systems employee	\$30.95	\$46.43	\$61.90	\$46.43	\$61.90
Engineering tradesperson level II	\$31.93	\$47.89	\$63.85	\$47.89	\$63.85
Engineering technician level I	\$31.93	\$47.89	\$63.85	\$47.89	\$63.85
Engineering tradesperson special class level I	\$32.89	\$49.33	\$65.78	\$49.33	\$65.78
Engineering technician level II	\$32.89	\$49.33	\$65.78	\$49.33	\$65.78
Engineering tradesperson special class level II	\$33.78	\$50.66	\$67.55	\$50.66	\$67.55
Engineering technician level III	\$33.78	\$50.66	\$67.55	\$50.66	\$67.55
Advanced engineering tradesperson level I	\$35.49	\$53.23	\$70.98	\$53.23	\$70.98
Engineering technician level IV	\$35.49	\$53.23	\$70.98	\$53.23	\$70.98

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	\$53.45	\$48.11	\$58.80	\$37.42	\$48.11
Production, transport and service operator - level 3	\$54.93	\$49.43	\$60.42	\$38.45	\$49.43
Production, transport and service operator - level 4	\$56.93	\$51.23	\$62.62	\$39.85	\$51.23
Production, transport and service operator - level 5	\$58.80	\$52.92	\$64.68	\$41.16	\$52.92
Production, transport and service operator - level 6	\$61.90	\$55.71	\$68.09	\$43.33	\$55.71
Production, transport and service operator - level 7	\$63.85	\$57.47	\$70.24	\$44.70	\$57.47
Production, transport and service operator - level 8	\$65.78	\$59.20	\$72.35	\$46.04	\$59.20
Production, transport and service operator - level 9	\$67.55	\$60.80	\$74.31	\$47.29	\$60.80
Distilling and services operator - level 2	\$53.45	\$48.11	\$58.80	\$37.42	\$48.11
Distilling and services operator - level 3	\$54.93	\$49.43	\$60.42	\$38.45	\$49.43
Distilling and services operator - level 4	\$56.93	\$51.23	\$62.62	\$39.85	\$51.23
Distilling and services operator - level 5	\$58.80	\$52.92	\$64.68	\$41.16	\$52.92
Distilling and services operator - level 6	\$61.90	\$55.71	\$68.09	\$43.33	\$55.71
Distilling and services operator - level 7	\$63.85	\$57.47	\$70.24	\$44.70	\$57.47
Distilling and services operator - level 8	\$65.78	\$59.20	\$72.35	\$46.04	\$59.20
Distilling and services operator - level 9	\$67.55	\$60.80	\$74.31	\$47.29	\$60.80
Refinery operator - level 2	\$53.45	\$48.11	\$58.80	\$37.42	\$48.11
Refinery operator - level 3	\$54.93	\$49.43	\$60.42	\$38.45	\$49.43

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
Refinery operator - level 4	\$56.93	\$51.23	\$62.62	\$39.85	\$51.23
Refinery operator - level 5	\$58.80	\$52.92	\$64.68	\$41.16	\$52.92
Refinery operator - level 6	\$61.90	\$55.71	\$68.09	\$43.33	\$55.71
Refinery operator - level 7	\$63.85	\$57.47	\$70.24	\$44.70	\$57.47
Refinery operator - level 8	\$65.78	\$59.20	\$72.35	\$46.04	\$59.20
Engineering/production employee level I	\$53.45	\$48.11	\$58.80	\$37.42	\$48.11
Engineering/production employee level II	\$54.93	\$49.43	\$60.42	\$38.45	\$49.43
Engineering/production employee level III	\$56.93	\$51.23	\$62.62	\$39.85	\$51.23
Engineering/production employee level IV	\$58.80	\$52.92	\$64.68	\$41.16	\$52.92
Engineering tradesperson level I	\$61.90	\$55.71	\$68.09	\$43.33	\$55.71
Production systems employee	\$61.90	\$55.71	\$68.09	\$43.33	\$55.71
Engineering tradesperson level II	\$63.85	\$57.47	\$70.24	\$44.70	\$57.47
Engineering technician level I	\$63.85	\$57.47	\$70.24	\$44.70	\$57.47
Engineering tradesperson special class level I	\$65.78	\$59.20	\$72.35	\$46.04	\$59.20
Engineering technician level II	\$65.78	\$59.20	\$72.35	\$46.04	\$59.20
Engineering tradesperson special class level II	\$67.55	\$60.80	\$74.31	\$47.29	\$60.80
Engineering technician level III	\$67.55	\$60.80	\$74.31	\$47.29	\$60.80
Advanced engineering tradesperson level I	\$70.98	\$63.88	\$78.07	\$49.68	\$63.88
Engineering technician level IV	\$70.98	\$63.88	\$78.07	\$49.68	\$63.88

Table 3 of 5

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	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
Milling general operator - level 2	\$29.93	\$29.93	\$33.14	\$40.62	\$43.83
Production, transport and service operator - level 3	\$30.76	\$30.76	\$34.05	\$41.74	\$45.04
Production, transport and service operator - level 4	\$31.88	\$31.88	\$35.29	\$43.26	\$46.68
Production, transport and service operator - level 5	\$32.93	\$32.93	\$36.46	\$44.69	\$48.22
Production, transport and service operator - level 6	\$34.66	\$34.66	\$38.38	\$47.04	\$50.76

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	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
Production, transport and service operator - level 7	\$35.76	\$35.76	\$39.59	\$48.53	\$52.36
Production, transport and service operator - level 8	\$36.83	\$36.83	\$40.78	\$49.99	\$53.94
Production, transport and service operator - level 9	\$37.83	\$37.83	\$41.88	\$51.34	\$55.39
Distilling and services operator - level 2	\$29.93	\$29.93	\$33.14	\$40.62	\$43.83
Distilling and services operator - level 3	\$30.76	\$30.76	\$34.05	\$41.74	\$45.04
Distilling and services operator - level 4	\$31.88	\$31.88	\$35.29	\$43.26	\$46.68
Distilling and services operator - level 5	\$32.93	\$32.93	\$36.46	\$44.69	\$48.22
Distilling and services operator - level 6	\$34.66	\$34.66	\$38.38	\$47.04	\$50.76
Distilling and services operator - level 7	\$35.76	\$35.76	\$39.59	\$48.53	\$52.36
Distilling and services operator - level 8	\$36.83	\$36.83	\$40.78	\$49.99	\$53.94
Distilling and services operator - level 9	\$37.83	\$37.83	\$41.88	\$51.34	\$55.39
Refinery operator - level 2	\$29.93	\$29.93	\$33.14	\$40.62	\$43.83
Refinery operator - level 3	\$30.76	\$30.76	\$34.05	\$41.74	\$45.04
Refinery operator - level 4	\$31.88	\$31.88	\$35.29	\$43.26	\$46.68
Refinery operator - level 5	\$32.93	\$32.93	\$36.46	\$44.69	\$48.22
Refinery operator - level 6	\$34.66	\$34.66	\$38.38	\$47.04	\$50.76
Refinery operator - level 7	\$35.76	\$35.76	\$39.59	\$48.53	\$52.36
Refinery operator - level 8	\$36.83	\$36.83	\$40.78	\$49.99	\$53.94
Engineering/production employee level I	\$29.93	\$29.93	\$33.14	\$40.62	\$43.83
Engineering/production employee level II	\$30.76	\$30.76	\$34.05	\$41.74	\$45.04
Engineering/production employee level III	\$31.88	\$31.88	\$35.29	\$43.26	\$46.68
Engineering/production employee level IV	\$32.93	\$32.93	\$36.46	\$44.69	\$48.22
Engineering tradesperson level I	\$34.66	\$34.66	\$38.38	\$47.04	\$50.76
Production systems employee	\$34.66	\$34.66	\$38.38	\$47.04	\$50.76
Engineering tradesperson level II	\$35.76	\$35.76	\$39.59	\$48.53	\$52.36
Engineering technician level I	\$35.76	\$35.76	\$39.59	\$48.53	\$52.36
Engineering tradesperson special class level I	\$36.83	\$36.83	\$40.78	\$49.99	\$53.94
Engineering technician level II	\$36.83	\$36.83	\$40.78	\$49.99	\$53.94

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	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
Engineering tradesperson special class level II	\$37.83	\$37.83	\$41.88	\$51.34	\$55.39
Engineering technician level III	\$37.83	\$37.83	\$41.88	\$51.34	\$55.39
Advanced engineering tradesperson level I	\$39.75	\$39.75	\$44.00	\$53.94	\$58.20
Engineering technician level IV	\$39.75	\$39.75	\$44.00	\$53.94	\$58.20

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
Milling general operator - level 2	\$37.42	\$40.62	\$40.62	\$43.83	\$66.81
Production, transport and service operator - level 3	\$38.45	\$41.74	\$41.74	\$45.04	\$68.66
Production, transport and service operator - level 4	\$39.85	\$43.26	\$43.26	\$46.68	\$71.16
Production, transport and service operator - level 5	\$41.16	\$44.69	\$44.69	\$48.22	\$73.50
Production, transport and service operator - level 6	\$43.33	\$47.04	\$47.04	\$50.76	\$77.38
Production, transport and service operator - level 7	\$44.70	\$48.53	\$48.53	\$52.36	\$79.81
Production, transport and service operator - level 8	\$46.04	\$49.99	\$49.99	\$53.94	\$82.22
Production, transport and service operator - level 9	\$47.29	\$51.34	\$51.34	\$55.39	\$84.44
Distilling and services operator - level 2	\$37.42	\$40.62	\$40.62	\$43.83	\$66.81
Distilling and services operator - level 3	\$38.45	\$41.74	\$41.74	\$45.04	\$68.66
Distilling and services operator - level 4	\$39.85	\$43.26	\$43.26	\$46.68	\$71.16
Distilling and services operator - level 5	\$41.16	\$44.69	\$44.69	\$48.22	\$73.50
Distilling and services operator - level 6	\$43.33	\$47.04	\$47.04	\$50.76	\$77.38
Distilling and services operator - level 7	\$44.70	\$48.53	\$48.53	\$52.36	\$79.81

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
Distilling and services operator - level 8	\$46.04	\$49.99	\$49.99	\$53.94	\$82.22
Distilling and services operator - level 9	\$47.29	\$51.34	\$51.34	\$55.39	\$84.44
Refinery operator - level 2	\$37.42	\$40.62	\$40.62	\$43.83	\$66.81
Refinery operator - level 3	\$38.45	\$41.74	\$41.74	\$45.04	\$68.66
Refinery operator - level 4	\$39.85	\$43.26	\$43.26	\$46.68	\$71.16
Refinery operator - level 5	\$41.16	\$44.69	\$44.69	\$48.22	\$73.50
Refinery operator - level 6	\$43.33	\$47.04	\$47.04	\$50.76	\$77.38
Refinery operator - level 7	\$44.70	\$48.53	\$48.53	\$52.36	\$79.81
Refinery operator - level 8	\$46.04	\$49.99	\$49.99	\$53.94	\$82.22
Engineering/production employee level I	\$37.42	\$40.62	\$40.62	\$43.83	\$66.81
Engineering/production employee level II	\$38.45	\$41.74	\$41.74	\$45.04	\$68.66
Engineering/production employee level III	\$39.85	\$43.26	\$43.26	\$46.68	\$71.16
Engineering/production employee level IV	\$41.16	\$44.69	\$44.69	\$48.22	\$73.50
Engineering tradesperson level I	\$43.33	\$47.04	\$47.04	\$50.76	\$77.38
Production systems employee	\$43.33	\$47.04	\$47.04	\$50.76	\$77.38
Engineering tradesperson level II	\$44.70	\$48.53	\$48.53	\$52.36	\$79.81
Engineering technician level I	\$44.70	\$48.53	\$48.53	\$52.36	\$79.81
Engineering tradesperson special class level I	\$46.04	\$49.99	\$49.99	\$53.94	\$82.22
Engineering technician level II	\$46.04	\$49.99	\$49.99	\$53.94	\$82.22
Engineering tradesperson special class level II	\$47.29	\$51.34	\$51.34	\$55.39	\$84.44
Engineering technician level III	\$47.29	\$51.34	\$51.34	\$55.39	\$84.44
Advanced engineering tradesperson level I	\$49.68	\$53.94	\$53.94	\$58.20	\$88.72
Engineering technician level IV	\$49.68	\$53.94	\$53.94	\$58.20	\$88.72

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	Less than 10 hour break between shifts - sugar milling employees
Milling general operator - level 2	\$58.80	\$53.45	\$53.45	\$53.45	\$53.45	\$53.45
Production, transport and service operator - level 3	\$60.42	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93
Production, transport and service operator - level 4	\$62.62	\$56.93	\$56.93	\$56.93	\$56.93	\$56.93
Production, transport and service operator - level 5	\$64.68	\$58.80	\$58.80	\$58.80	\$58.80	\$58.80
Production, transport and service operator - level 6	\$68.09	\$61.90	\$61.90	\$61.90	\$61.90	\$61.90
Production, transport and service operator - level 7	\$70.24	\$63.85	\$63.85	\$63.85	\$63.85	\$63.85
Production, transport and service operator - level 8	\$72.36	\$65.78	\$65.78	\$65.78	\$65.78	\$65.78
Production, transport and service operator - level 9	\$74.31	\$67.55	\$67.55	\$67.55	\$67.55	\$67.55
Distilling and services operator - level 2	\$58.80	\$53.45	\$53.45	\$53.45	\$53.45	\$53.45
Distilling and services operator - level 3	\$60.42	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93
Distilling and services operator - level 4	\$62.62	\$56.93	\$56.93	\$56.93	\$56.93	\$56.93
Distilling and services operator - level 5	\$64.68	\$58.80	\$58.80	\$58.80	\$58.80	\$58.80
Distilling and services operator - level 6	\$68.09	\$61.90	\$61.90	\$61.90	\$61.90	\$61.90
Distilling and services operator - level 7	\$70.24	\$63.85	\$63.85	\$63.85	\$63.85	\$63.85
Distilling and services operator - level 8	\$72.36	\$65.78	\$65.78	\$65.78	\$65.78	\$65.78
Distilling and services operator - level 9	\$74.31	\$67.55	\$67.55	\$67.55	\$67.55	\$67.55
Refinery operator - level 2	\$58.80	\$53.45	\$53.45	\$53.45	\$53.45	\$53.45
Refinery operator - level 3	\$60.42	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93
Refinery operator - level 4	\$62.62	\$56.93	\$56.93	\$56.93	\$56.93	\$56.93
Refinery operator - level 5	\$64.68	\$58.80	\$58.80	\$58.80	\$58.80	\$58.80
Refinery operator - level 6	\$68.09	\$61.90	\$61.90	\$61.90	\$61.90	\$61.90
Refinery operator - level 7	\$70.24	\$63.85	\$63.85	\$63.85	\$63.85	\$63.85
Refinery operator - level 8	\$72.36	\$65.78	\$65.78	\$65.78	\$65.78	\$65.78
Engineering/production employee level I	\$58.80	\$53.45	\$53.45	\$53.45	\$53.45	\$53.45

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	Less than 10 hour break between shifts - sugar milling employees
Engineering/production employee level II	\$60.42	\$54.93	\$54.93	\$54.93	\$54.93	\$54.93
Engineering/production employee level III	\$62.62	\$56.93	\$56.93	\$56.93	\$56.93	\$56.93
Engineering/production employee level IV	\$64.68	\$58.80	\$58.80	\$58.80	\$58.80	\$58.80
Engineering tradesperson level I	\$68.09	\$61.90	\$61.90	\$61.90	\$61.90	\$61.90
Production systems employee	\$68.09	\$61.90	\$61.90	\$61.90	\$61.90	\$61.90
Engineering tradesperson level II	\$70.24	\$63.85	\$63.85	\$63.85	\$63.85	\$63.85
Engineering technician level I	\$70.24	\$63.85	\$63.85	\$63.85	\$63.85	\$63.85
Engineering tradesperson special class level I	\$72.36	\$65.78	\$65.78	\$65.78	\$65.78	\$65.78
Engineering technician level II	\$72.36	\$65.78	\$65.78	\$65.78	\$65.78	\$65.78
Engineering tradesperson special class level II	\$74.31	\$67.55	\$67.55	\$67.55	\$67.55	\$67.55
Engineering technician level III	\$74.31	\$67.55	\$67.55	\$67.55	\$67.55	\$67.55
Advanced engineering tradesperson level I	\$78.08	\$70.98	\$70.98	\$70.98	\$70.98	\$70.98
Engineering technician level IV	\$78.08	\$70.98	\$70.98	\$70.98	\$70.98	\$70.98

Casual - Milling, Distillery, Refinery and Maintenance - Supervisors

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 \$32.28 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 \$35.00 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)

Casual - Bulk sugar terminal operations

Table 1 of 2

Classification	Hourly pay rate	Public holiday	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers	Afternoon shift	Night shift
Bulk terminals employee level 1	\$26.73	\$58.80	\$37.42	\$48.11	\$29.93	\$29.93
Bulk terminals employee level 2	\$27.66	\$60.86	\$38.73	\$49.79	\$30.98	\$30.98
Bulk terminals employee level 3	\$29.06	\$63.94	\$40.69	\$52.31	\$32.55	\$32.55
Bulk terminals employee level 4	\$30.73	\$67.60	\$43.02	\$55.31	\$34.41	\$34.41
Bulk terminals employee level 5	\$31.36	\$69.00	\$43.91	\$56.45	\$35.13	\$35.13
Bulk terminals employee level 6	\$33.45	\$73.59	\$46.83	\$60.21	\$37.46	\$37.46
Bulk terminals employee level 7	\$38.15	\$83.93	\$53.41	\$68.67	\$42.73	\$42.73

Table 2 of 2

Classification	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Delayed meal break - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Bulk terminals employee level 1	\$33.14	\$53.45	\$48.11	\$37.42	\$48.11
Bulk terminals employee level 2	\$34.30	\$55.33	\$49.79	\$38.73	\$49.79
Bulk terminals employee level 3	\$36.04	\$58.13	\$52.31	\$40.69	\$52.31
Bulk terminals employee level 4	\$38.10	\$61.45	\$55.31	\$43.02	\$55.31
Bulk terminals employee level 5	\$38.89	\$62.73	\$56.45	\$43.91	\$56.45
Bulk terminals employee level 6	\$41.48	\$66.90	\$60.21	\$46.83	\$60.21
Bulk terminals employee level 7	\$47.31	\$76.30	\$68.67	\$53.41	\$68.67

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

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](#).

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
14 years and under	\$406.30	\$10.69	\$16.04	\$21.38	\$16.04	\$21.38	\$21.38
15 years	\$528.19	\$13.90	\$20.85	\$27.80	\$20.85	\$27.80	\$27.80
16 years	\$609.45	\$16.04	\$24.06	\$32.08	\$24.06	\$32.08	\$32.08
17 years	\$731.34	\$19.25	\$28.88	\$38.50	\$28.88	\$38.50	\$38.50

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
14 years and under	\$21.38	\$26.73	\$16.04	\$21.38	\$12.29	\$12.29	\$13.90
15 years	\$27.80	\$34.75	\$20.85	\$27.80	\$15.99	\$15.99	\$18.07
16 years	\$32.08	\$40.10	\$24.06	\$32.08	\$18.45	\$18.45	\$20.85
17 years	\$38.50	\$48.13	\$28.88	\$38.50	\$22.14	\$22.14	\$25.03

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	Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees
14 years and under	\$21.38	\$17.64	\$19.24	\$16.04	\$17.64	\$17.64	\$19.24
15 years	\$27.80	\$22.94	\$25.02	\$20.85	\$22.94	\$22.94	\$25.02
16 years	\$32.08	\$26.47	\$28.87	\$24.06	\$26.47	\$26.47	\$28.87
17 years	\$38.50	\$31.76	\$34.65	\$28.88	\$31.76	\$31.76	\$34.65

Table 4 of 4

Classification	Overtime - Saturday or Sunday - crushing shifts - shiftworkers - sugar milling employees	Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - 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
14 years and under	\$24.05	\$26.73	\$21.38	\$21.38	\$21.38	\$21.38
15 years	\$31.28	\$34.75	\$27.80	\$27.80	\$27.80	\$27.80
16 years	\$36.09	\$40.10	\$32.08	\$32.08	\$32.08	\$32.08
17 years	\$43.31	\$48.13	\$38.50	\$38.50	\$38.50	\$38.50

Junior - Full-time & part-time - Field work

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
17 years and under	\$508.20	\$13.37	\$20.06	\$26.74	\$16.36	\$16.95	\$20.06
18 - 19 years	\$635.25	\$16.72	\$25.08	\$33.44	\$19.71	\$20.30	\$25.08

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
17 years and under	\$26.74	\$20.06	\$26.74	\$26.74	\$26.74	\$33.43
18 - 19 years	\$33.44	\$25.08	\$33.44	\$33.44	\$33.44	\$41.80

Junior - Full-time & part-time - Field work - Single contract hourly rate

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
17 years and under	\$584.44	\$15.38	\$28.75	\$18.37	\$18.96	\$28.75	\$35.43
18 - 19 years	\$730.74	\$19.23	\$35.95	\$22.22	\$22.81	\$35.95	\$44.31

Junior - Casual - Milling, Distillery, Refinery and Maintenance

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	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
14 years and under	\$13.36	\$20.04	\$26.73	\$20.04	\$26.73	\$26.73
15 years	\$17.38	\$26.06	\$34.75	\$26.06	\$34.75	\$34.75
16 years	\$20.05	\$30.08	\$40.10	\$30.08	\$40.10	\$40.10
17 years	\$24.06	\$36.09	\$48.13	\$36.09	\$48.13	\$48.13

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
14 years and under	\$24.05	\$29.40	\$18.71	\$24.05	\$14.97	\$14.97
15 years	\$31.28	\$38.23	\$24.33	\$31.28	\$19.46	\$19.46
16 years	\$36.09	\$44.11	\$28.07	\$36.09	\$22.46	\$22.46
17 years	\$43.31	\$52.94	\$33.69	\$43.31	\$26.95	\$26.95

Table 3 of 4

Classification	Permanent night or afternoon shift	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	Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees
14 years and under	\$16.57	\$20.31	\$21.91	\$18.71	\$20.31	\$20.31	\$21.91
15 years	\$21.55	\$26.41	\$28.50	\$24.33	\$26.41	\$26.41	\$28.50
16 years	\$24.86	\$30.48	\$32.88	\$28.07	\$30.48	\$30.48	\$32.88
17 years	\$29.84	\$36.58	\$39.46	\$33.69	\$36.58	\$36.58	\$39.46

Table 4 of 4

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	Less than 10 hour break between shifts - sugar milling employees
14 years and under	\$33.41	\$29.40	\$26.73	\$26.73	\$26.73	\$26.73	\$26.73
15 years	\$43.44	\$38.23	\$34.75	\$34.75	\$34.75	\$34.75	\$34.75
16 years	\$50.13	\$44.11	\$40.10	\$40.10	\$40.10	\$40.10	\$40.10
17 years	\$60.16	\$52.94	\$48.13	\$48.13	\$48.13	\$48.13	\$48.13

Junior - Casual - Field work

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	Overtime - Monday to Friday - after 3 hours - day workers
17 years and under	\$16.71	\$23.40	\$33.43	\$19.70	\$20.29	\$25.07	\$33.43
18 - 19 years	\$20.90	\$29.26	\$41.80	\$23.89	\$24.48	\$31.35	\$41.80

Table 2 of 2

Classification	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
17 years and under	\$25.07	\$33.43	\$33.43	\$30.08	\$36.77
18 - 19 years	\$31.35	\$41.80	\$41.80	\$37.62	\$45.98

Junior - Casual - Field work - Single contract hourly rate

Classification	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
17 years and under	\$18.72	\$33.43	\$21.71	\$22.30	\$32.09	\$38.77
18 - 19 years	\$23.41	\$41.80	\$26.40	\$26.99	\$40.13	\$48.49

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](#).

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	\$395.18	\$10.40	\$15.60	\$20.80	\$15.60	\$20.80
Apprentice stage 2	\$517.50	\$13.62	\$20.43	\$27.24	\$20.43	\$27.24
Apprentice stage 3	\$705.68	\$18.57	\$27.86	\$37.14	\$27.86	\$37.14
Apprentice stage 4	\$827.99	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58

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	\$20.80	\$20.80	\$26.00	\$15.60	\$20.80	\$11.96
Apprentice stage 2	\$27.24	\$27.24	\$34.05	\$20.43	\$27.24	\$15.66
Apprentice stage 3	\$37.14	\$37.14	\$46.43	\$27.86	\$37.14	\$21.36
Apprentice stage 4	\$43.58	\$43.58	\$54.48	\$32.69	\$43.58	\$25.06

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	\$11.96	\$13.52	\$20.80	\$17.16	\$18.72
Apprentice stage 2	\$15.66	\$17.71	\$27.24	\$22.47	\$24.52
Apprentice stage 3	\$21.36	\$24.14	\$37.14	\$30.64	\$33.43
Apprentice stage 4	\$25.06	\$28.33	\$43.58	\$35.95	\$39.22

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	\$15.60	\$17.16	\$17.16	\$18.72	\$26.00
Apprentice stage 2	\$20.43	\$22.47	\$22.47	\$24.52	\$34.05
Apprentice stage 3	\$27.86	\$30.64	\$30.64	\$33.43	\$46.43
Apprentice stage 4	\$32.69	\$35.95	\$35.95	\$39.22	\$54.48

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	\$23.40	\$20.80	\$20.80	\$20.80	\$20.80
Apprentice stage 2	\$30.65	\$27.24	\$27.24	\$27.24	\$27.24
Apprentice stage 3	\$41.78	\$37.14	\$37.14	\$37.14	\$37.14
Apprentice stage 4	\$49.03	\$43.58	\$43.58	\$43.58	\$43.58

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](#).

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	\$456.13	\$12.00	\$18.00	\$24.00	\$18.00	\$24.00
Apprentice stage 2	\$517.50	\$13.62	\$20.43	\$27.24	\$20.43	\$27.24
Apprentice stage 3	\$705.68	\$18.57	\$27.86	\$37.14	\$27.86	\$37.14
Apprentice stage 4	\$827.99	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58

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	\$24.00	\$24.00	\$30.00	\$18.00	\$24.00	\$13.80
Apprentice stage 2	\$27.24	\$27.24	\$34.05	\$20.43	\$27.24	\$15.66
Apprentice stage 3	\$37.14	\$37.14	\$46.43	\$27.86	\$37.14	\$21.36
Apprentice stage 4	\$43.58	\$43.58	\$54.48	\$32.69	\$43.58	\$25.06

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	\$13.80	\$15.60	\$24.00	\$19.80	\$21.60
Apprentice stage 2	\$15.66	\$17.71	\$27.24	\$22.47	\$24.52
Apprentice stage 3	\$21.36	\$24.14	\$37.14	\$30.64	\$33.43
Apprentice stage 4	\$25.06	\$28.33	\$43.58	\$35.95	\$39.22

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	\$18.00	\$19.80	\$19.80	\$21.60	\$30.00
Apprentice stage 2	\$20.43	\$22.47	\$22.47	\$24.52	\$34.05
Apprentice stage 3	\$27.86	\$30.64	\$30.64	\$33.43	\$46.43
Apprentice stage 4	\$32.69	\$35.95	\$35.95	\$39.22	\$54.48

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	\$27.00	\$24.00	\$24.00	\$24.00	\$24.00
Apprentice stage 2	\$30.65	\$27.24	\$27.24	\$27.24	\$27.24
Apprentice stage 3	\$41.78	\$37.14	\$37.14	\$37.14	\$37.14
Apprentice stage 4	\$49.03	\$43.58	\$43.58	\$43.58	\$43.58

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](#).

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	\$475.90	\$12.52	\$18.78	\$25.04	\$18.78	\$25.04
Apprentice stage 2	\$553.90	\$14.58	\$21.87	\$29.16	\$21.87	\$29.16
Apprentice stage 3	\$705.68	\$18.57	\$27.86	\$37.14	\$27.86	\$37.14
Apprentice stage 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54

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	\$25.04	\$25.04	\$31.30	\$18.78	\$25.04	\$14.40
Apprentice stage 2	\$29.16	\$29.16	\$36.45	\$21.87	\$29.16	\$16.77
Apprentice stage 3	\$37.14	\$37.14	\$46.43	\$27.86	\$37.14	\$21.36
Apprentice stage 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54	\$26.19

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	\$14.40	\$16.28	\$25.04	\$20.66	\$22.54
Apprentice stage 2	\$16.77	\$18.95	\$29.16	\$24.06	\$26.24
Apprentice stage 3	\$21.36	\$24.14	\$37.14	\$30.64	\$33.43
Apprentice stage 4	\$26.19	\$29.60	\$45.54	\$37.57	\$40.99

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	\$18.78	\$20.66	\$20.66	\$22.54	\$31.30
Apprentice stage 2	\$21.87	\$24.06	\$24.06	\$26.24	\$36.45
Apprentice stage 3	\$27.86	\$30.64	\$30.64	\$33.43	\$46.43
Apprentice stage 4	\$34.16	\$37.57	\$37.57	\$40.99	\$56.93

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	\$28.17	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice stage 2	\$32.81	\$29.16	\$29.16	\$29.16	\$29.16
Apprentice stage 3	\$41.78	\$37.14	\$37.14	\$37.14	\$37.14
Apprentice stage 4	\$51.23	\$45.54	\$45.54	\$45.54	\$45.54

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](#).

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	\$713.70	\$18.78	\$28.17	\$37.56	\$28.17	\$37.56
Apprentice stage 2	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Apprentice stage 3	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Apprentice stage 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54

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	\$37.56	\$37.56	\$46.95	\$28.17	\$37.56	\$21.60
Apprentice stage 2	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76	\$24.59
Apprentice stage 3	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94	\$25.27
Apprentice stage 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54	\$26.19

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	\$21.60	\$24.41	\$37.56	\$30.99	\$33.80
Apprentice stage 2	\$24.59	\$27.79	\$42.76	\$35.28	\$38.48
Apprentice stage 3	\$25.27	\$28.56	\$43.94	\$36.25	\$39.55
Apprentice stage 4	\$26.19	\$29.60	\$45.54	\$37.57	\$40.99

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	\$28.17	\$30.99	\$30.99	\$33.80	\$46.95
Apprentice stage 2	\$32.07	\$35.28	\$35.28	\$38.48	\$53.45
Apprentice stage 3	\$32.96	\$36.25	\$36.25	\$39.55	\$54.93
Apprentice stage 4	\$34.16	\$37.57	\$37.57	\$40.99	\$56.93

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	\$42.26	\$37.56	\$37.56	\$37.56	\$37.56
Apprentice stage 2	\$48.11	\$42.76	\$42.76	\$42.76	\$42.76
Apprentice stage 3	\$49.43	\$43.94	\$43.94	\$43.94	\$43.94
Apprentice stage 4	\$51.23	\$45.54	\$45.54	\$45.54	\$45.54

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](#).

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	\$470.45	\$12.38	\$18.57	\$24.76	\$18.57	\$24.76
Apprentice stage 2	\$564.54	\$14.86	\$22.29	\$29.72	\$22.29	\$29.72
Apprentice stage 3	\$705.68	\$18.57	\$27.86	\$37.14	\$27.86	\$37.14
Apprentice stage 4	\$827.99	\$21.79	\$32.69	\$43.58	\$32.69	\$43.58

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	\$24.76	\$24.76	\$30.95	\$18.57	\$24.76	\$14.24
Apprentice stage 2	\$29.72	\$29.72	\$37.15	\$22.29	\$29.72	\$17.09
Apprentice stage 3	\$37.14	\$37.14	\$46.43	\$27.86	\$37.14	\$21.36
Apprentice stage 4	\$43.58	\$43.58	\$54.48	\$32.69	\$43.58	\$25.06

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	\$14.24	\$16.09	\$24.76	\$20.43	\$22.28
Apprentice stage 2	\$17.09	\$19.32	\$29.72	\$24.52	\$26.75
Apprentice stage 3	\$21.36	\$24.14	\$37.14	\$30.64	\$33.43
Apprentice stage 4	\$25.06	\$28.33	\$43.58	\$35.95	\$39.22

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	\$18.57	\$20.43	\$20.43	\$22.28	\$30.95
Apprentice stage 2	\$22.29	\$24.52	\$24.52	\$26.75	\$37.15
Apprentice stage 3	\$27.86	\$30.64	\$30.64	\$33.43	\$46.43
Apprentice stage 4	\$32.69	\$35.95	\$35.95	\$39.22	\$54.48

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	\$27.86	\$24.76	\$24.76	\$24.76	\$24.76
Apprentice stage 2	\$33.44	\$29.72	\$29.72	\$29.72	\$29.72
Apprentice stage 3	\$41.78	\$37.14	\$37.14	\$37.14	\$37.14
Apprentice stage 4	\$49.03	\$43.58	\$43.58	\$43.58	\$43.58

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](#).

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	\$517.50	\$13.62	\$20.43	\$27.24	\$20.43	\$27.24
Apprentice stage 2	\$611.59	\$16.09	\$24.14	\$32.18	\$24.14	\$32.18
Apprentice stage 3	\$705.68	\$18.57	\$27.86	\$37.14	\$27.86	\$37.14
Apprentice stage 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54

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	\$27.24	\$27.24	\$34.05	\$20.43	\$27.24	\$15.66
Apprentice stage 2	\$32.18	\$32.18	\$40.23	\$24.14	\$32.18	\$18.50
Apprentice stage 3	\$37.14	\$37.14	\$46.43	\$27.86	\$37.14	\$21.36
Apprentice stage 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54	\$26.19

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	\$15.66	\$17.71	\$27.24	\$22.47	\$24.52
Apprentice stage 2	\$18.50	\$20.92	\$32.18	\$26.55	\$28.96
Apprentice stage 3	\$21.36	\$24.14	\$37.14	\$30.64	\$33.43
Apprentice stage 4	\$26.19	\$29.60	\$45.54	\$37.57	\$40.99

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	\$20.43	\$22.47	\$22.47	\$24.52	\$34.05
Apprentice stage 2	\$24.14	\$26.55	\$26.55	\$28.96	\$40.23
Apprentice stage 3	\$27.86	\$30.64	\$30.64	\$33.43	\$46.43
Apprentice stage 4	\$34.16	\$37.57	\$37.57	\$40.99	\$56.93

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	\$30.65	\$27.24	\$27.24	\$27.24	\$27.24
Apprentice stage 2	\$36.20	\$32.18	\$32.18	\$32.18	\$32.18
Apprentice stage 3	\$41.78	\$37.14	\$37.14	\$37.14	\$37.14
Apprentice stage 4	\$51.23	\$45.54	\$45.54	\$45.54	\$45.54

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](#).

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	\$752.72	\$19.81	\$29.72	\$39.62	\$29.72	\$39.62
Apprentice stage 2	\$812.60	\$21.38	\$32.07	\$42.76	\$32.07	\$42.76
Apprentice stage 3	\$834.80	\$21.97	\$32.96	\$43.94	\$32.96	\$43.94
Apprentice stage 4	\$865.20	\$22.77	\$34.16	\$45.54	\$34.16	\$45.54

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	\$39.62	\$39.62	\$49.53	\$29.72	\$39.62	\$22.78
Apprentice stage 2	\$42.76	\$42.76	\$53.45	\$32.07	\$42.76	\$24.59
Apprentice stage 3	\$43.94	\$43.94	\$54.93	\$32.96	\$43.94	\$25.27
Apprentice stage 4	\$45.54	\$45.54	\$56.93	\$34.16	\$45.54	\$26.19

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	\$22.78	\$25.75	\$39.62	\$32.69	\$35.66
Apprentice stage 2	\$24.59	\$27.79	\$42.76	\$35.28	\$38.48
Apprentice stage 3	\$25.27	\$28.56	\$43.94	\$36.25	\$39.55
Apprentice stage 4	\$26.19	\$29.60	\$45.54	\$37.57	\$40.99

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	\$29.72	\$32.69	\$32.69	\$35.66	\$49.53
Apprentice stage 2	\$32.07	\$35.28	\$35.28	\$38.48	\$53.45
Apprentice stage 3	\$32.96	\$36.25	\$36.25	\$39.55	\$54.93
Apprentice stage 4	\$34.16	\$37.57	\$37.57	\$40.99	\$56.93

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	\$44.57	\$39.62	\$39.62	\$39.62	\$39.62
Apprentice stage 2	\$48.11	\$42.76	\$42.76	\$42.76	\$42.76
Apprentice stage 3	\$49.43	\$43.94	\$43.94	\$43.94	\$43.94
Apprentice stage 4	\$51.23	\$45.54	\$45.54	\$45.54	\$45.54

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	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Apprentice stage 1	\$427.10	\$11.24	\$22.48	\$28.10	\$16.86	\$22.48
Apprentice stage 2	\$559.30	\$14.72	\$29.44	\$36.80	\$22.08	\$29.44
Apprentice stage 3	\$762.68	\$20.07	\$40.14	\$50.18	\$30.11	\$40.14
Apprentice stage 4	\$894.87	\$23.55	\$47.10	\$58.88	\$35.33	\$47.10

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice stage 1	\$12.93	\$12.93	\$14.61	\$22.48	\$16.86	\$22.48
Apprentice stage 2	\$16.93	\$16.93	\$19.14	\$29.44	\$22.08	\$29.44
Apprentice stage 3	\$23.08	\$23.08	\$26.09	\$40.14	\$30.11	\$40.14
Apprentice stage 4	\$27.08	\$27.08	\$30.62	\$47.10	\$35.33	\$47.10

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	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Apprentice stage 1	\$427.10	\$11.24	\$22.48	\$28.10	\$16.86	\$22.48
Apprentice stage 2	\$559.30	\$14.72	\$29.44	\$36.80	\$22.08	\$29.44
Apprentice stage 3	\$762.68	\$20.07	\$40.14	\$50.18	\$30.11	\$40.14
Apprentice stage 4	\$894.87	\$23.55	\$47.10	\$58.88	\$35.33	\$47.10

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice stage 1	\$12.93	\$12.93	\$14.61	\$22.48	\$16.86	\$22.48
Apprentice stage 2	\$16.93	\$16.93	\$19.14	\$29.44	\$22.08	\$29.44
Apprentice stage 3	\$23.08	\$23.08	\$26.09	\$40.14	\$30.11	\$40.14
Apprentice stage 4	\$27.08	\$27.08	\$30.62	\$47.10	\$35.33	\$47.10

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	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Apprentice stage 1	\$508.45	\$13.38	\$26.76	\$33.45	\$20.07	\$26.76
Apprentice stage 2	\$610.14	\$16.06	\$32.12	\$40.15	\$24.09	\$32.12
Apprentice stage 3	\$762.68	\$20.07	\$40.14	\$50.18	\$30.11	\$40.14
Apprentice stage 4	\$894.87	\$23.55	\$47.10	\$58.88	\$35.33	\$47.10

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice stage 1	\$15.39	\$15.39	\$17.39	\$26.76	\$20.07	\$26.76
Apprentice stage 2	\$18.47	\$18.47	\$20.88	\$32.12	\$24.09	\$32.12
Apprentice stage 3	\$23.08	\$23.08	\$26.09	\$40.14	\$30.11	\$40.14
Apprentice stage 4	\$27.08	\$27.08	\$30.62	\$47.10	\$35.33	\$47.10

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	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Apprentice stage 1	\$559.30	\$14.72	\$29.44	\$36.80	\$22.08	\$29.44
Apprentice stage 2	\$660.99	\$17.39	\$34.78	\$43.48	\$26.09	\$34.78
Apprentice stage 3	\$762.68	\$20.07	\$40.14	\$50.18	\$30.11	\$40.14
Apprentice stage 4	\$894.87	\$23.55	\$47.10	\$58.88	\$35.33	\$47.10

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice stage 1	\$16.93	\$16.93	\$19.14	\$29.44	\$22.08	\$29.44
Apprentice stage 2	\$20.00	\$20.00	\$22.61	\$34.78	\$26.09	\$34.78
Apprentice stage 3	\$23.08	\$23.08	\$26.09	\$40.14	\$30.11	\$40.14
Apprentice stage 4	\$27.08	\$27.08	\$30.62	\$47.10	\$35.33	\$47.10

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	Between 6pm - 6am - first 3 hours - day workers	Between 6pm - 6am - after 3 hours - day workers
Apprentice stage 1	\$813.52	\$21.41	\$42.82	\$53.53	\$32.12	\$42.82
Apprentice stage 2	\$813.52	\$21.41	\$42.82	\$53.53	\$32.12	\$42.82
Apprentice stage 3	\$840.80	\$22.13	\$44.26	\$55.33	\$33.20	\$44.26
Apprentice stage 4	\$894.87	\$23.55	\$47.10	\$58.88	\$35.33	\$47.10

Table 2 of 2

Classification	Afternoon shift	Night shift	Permanent night or afternoon shift	Overtime Monday to Sunday - day workers	Saturday - shiftworkers	Sunday - shiftworkers
Apprentice stage 1	\$24.62	\$24.62	\$27.83	\$42.82	\$32.12	\$42.82
Apprentice stage 2	\$24.62	\$24.62	\$27.83	\$42.82	\$32.12	\$42.82
Apprentice stage 3	\$25.45	\$25.45	\$28.77	\$44.26	\$33.20	\$44.26
Apprentice stage 4	\$27.08	\$27.08	\$30.62	\$47.10	\$35.33	\$47.10

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	\$0.91 per km
Field work employees only	
Work in water and cleaning drains allowance	\$1.11 per hour for each hour spent cleaning drains
Milling, distillery, refinery and maintenance employees only.	
Applying obnoxious substances allowance	\$0.86 per hour
Asbestos allowance	\$0.82 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	\$2.03 per hour for each hour cleaning boilers
Brick cutting allowance	\$0.63 per hour while cutting bricks
Carting and/or handling cement allowance	\$3.85 per day for each day cement is carted or handled
Chimney stacks allowance	\$5.14 for the first 4 hours or any portion thereof plus \$1.05 per hour for each extra hour cleaning and tarring or painting chimney stacks
Chipping rollers allowance	\$0.93 per hour with a minimum additional payment of \$4.74 per day
Cleaner, greaser or oiler allowance	\$36.64 per week
Cleaning dirty machinery allowance	\$0.63 per hour while handling dirty machinery
Cleaning juice superheaters allowance	\$0.84 per hour while cleaning juice superheaters
Cleaning molasses tanks allowance	\$0.63 per hour while cleaning out molasses tanks
Cleaning under carrier allowance	\$0.63 per hour while cleaning under the carrier
Confined spaces allowance	\$0.86 per hour while working in confined spaces
First aid allowance	\$0.39 per hour up to a maximum of \$14.75 per week (Based on a 38 hour week. Amount 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)
Grinding shredder hammer allowance	\$0.56 per hour with a minimum payment of 4 hours
Handling building blocks allowance - over 5.5 kg and up to 9 kg	\$0.71 per hour

Allowances	Rate
Handling building blocks allowance - over 9 kg and up to 18 kg	\$1.22 per hour
Handling building blocks allowance - over 18 kg	\$1.77 per hour
Handling lime allowance - general mill workers	\$0.69 per hour while handling lime
Handling molasses allowance	\$0.69 per hour while handling spilt molasses
Height allowance - 15.24 to 22.86 metres	\$0.41 per hour while working at a height
Height allowance - height of more than 22.86 metres	\$0.63 per hour while working at a height
High pressure cleaning machines allowance	\$0.63 per hour while operating high pressure cleaning or degreasing machines
Hot work allowance	\$20.32 per hour while engaged in hot work
Insulation atmosphere allowance	\$0.86 per hour while working in a dusty or cold environment
Insulation handling allowance	\$0.81 per hour while handling loose insulation material
Lagging steam pipes	\$0.63 per hour while applying lagging
Meal allowance - overtime	\$15.59 for the first meal and \$15.59 for an extra meal after every additional 4 hours
Operating jackhammers etc. allowance	\$0.63 per hour with a minimum payment of \$3.25 per day
Overtime - transport of employees - shiftworkers	reimbursement of an amount equal to the cost of transport home
Pressure welding allowance	\$31.43 per week to be paid on a daily basis for any day pressure welding work is undertaken
Re-bagging lime allowance - general mill workers	\$0.69 per hour while re-bagging lime with a minimum payment of 1 hour
Repairing old work allowance - tradespersons	\$0.87 per hour while repairing old work
Shot blast or sand blast allowance	\$0.63 per hour while working the shot blast or sand blast
Spot welding mill rollers allowance - in operation while crushing in progress	\$4.92 per hour while spot welding mill rollers
Spot welding mill rollers allowance - during crushing season while crushing not in progress	\$2.47 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	\$2.51 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	\$1.26 per hour while spot welding mill rollers
Tool allowance - tradespersons	\$24.49 per week

Allowances	Rate
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 and Electricity supply tradesperson	\$1973 for tools (can be paid in instalments, see the award for details)
Tool allowance - apprentices - Engineering tradesperson (fabrication) and Other tradespersons	\$1480 for tools (can be paid in instalments, see the award for details)
Tool allowance - apprentices - Higher engineering tradesperson	\$2466 for tools (can be paid in instalments, see the 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	\$0.86 per hour while using hot bitumen
Work in bagasse bins allowance	\$20.32 per hour for the time working in the bagasse bin
Work in rain allowance	\$20.32 per hour until able to change into dry clothing or work finishes for the day
Work in water and cleaning drains allowance	\$0.55 per hour
Bulk sugar terminal operations employees only	
First aid allowance	\$0.65 per hour up to a maximum of \$24.54 per week
Meal allowance - overtime	\$19.53 for the first meal and \$19.53 for an extra meal after every additional 4 hours
Tool allowance - tradespersons	\$27.15 per week
Workplace co-ordinators allowance	\$0.41 per hour while so engaged for a maximum of 4 hours