

Pay Guide - Stevedoring Industry Award

[MA000053]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Adult

If Electrician's licence or Operational and clerical allowances apply, please use the [Pay and Conditions Tool](#) to calculate minimum rates, penalties and overtime.

Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Grade 1	\$812.60	\$23.22	\$46.44	\$58.05	\$34.83	\$46.44	\$58.05
Grade 2	\$840.80	\$24.02	\$48.04	\$60.05	\$36.03	\$48.04	\$60.05
Grade 3	\$883.40	\$25.24	\$50.48	\$63.10	\$37.86	\$50.48	\$63.10
Grade 4	\$934.10	\$26.69	\$53.38	\$66.73	\$40.04	\$53.38	\$66.73
Grade 5	\$953.60	\$27.25	\$54.50	\$68.13	\$40.88	\$54.50	\$68.13
Grade 6	\$1,016.90	\$29.05	\$58.10	\$72.63	\$43.58	\$58.10	\$72.63
Grade 7	\$1,145.00	\$32.71	\$65.42	\$81.78	\$49.07	\$65.42	\$81.78

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Grade 1	\$58.05	\$46.44	\$46.44	\$58.05	\$58.05	\$69.66	\$81.27
Grade 2	\$60.05	\$48.04	\$48.04	\$60.05	\$60.05	\$72.06	\$84.07
Grade 3	\$63.10	\$50.48	\$50.48	\$63.10	\$63.10	\$75.72	\$88.34
Grade 4	\$66.73	\$53.38	\$53.38	\$66.73	\$66.73	\$80.07	\$93.42
Grade 5	\$68.13	\$54.50	\$54.50	\$68.13	\$68.13	\$81.75	\$95.38
Grade 6	\$72.63	\$58.10	\$58.10	\$72.63	\$72.63	\$87.15	\$101.68
Grade 7	\$81.78	\$65.42	\$65.42	\$81.78	\$81.78	\$98.13	\$114.49

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Grade 1	\$81.27	\$69.66	\$46.44	\$58.05	\$81.27	\$92.88	\$46.44
Grade 2	\$84.07	\$72.06	\$48.04	\$60.05	\$84.07	\$96.08	\$48.04
Grade 3	\$88.34	\$75.72	\$50.48	\$63.10	\$88.34	\$100.96	\$50.48
Grade 4	\$93.42	\$80.07	\$53.38	\$66.73	\$93.42	\$106.76	\$53.38
Grade 5	\$95.38	\$81.75	\$54.50	\$68.13	\$95.38	\$109.00	\$54.50
Grade 6	\$101.68	\$87.15	\$58.10	\$72.63	\$101.68	\$116.20	\$58.10
Grade 7	\$114.49	\$98.13	\$65.42	\$81.78	\$114.49	\$130.84	\$65.42

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Grade 1	\$58.05	\$69.66	\$58.05	\$58.05	\$69.66	\$69.66
Grade 2	\$60.05	\$72.06	\$60.05	\$60.05	\$72.06	\$72.06
Grade 3	\$63.10	\$75.72	\$63.10	\$63.10	\$75.72	\$75.72
Grade 4	\$66.73	\$80.07	\$66.73	\$66.73	\$80.07	\$80.07
Grade 5	\$68.13	\$81.75	\$68.13	\$68.13	\$81.75	\$81.75
Grade 6	\$72.63	\$87.15	\$72.63	\$72.63	\$87.15	\$87.15
Grade 7	\$81.78	\$98.13	\$81.78	\$81.78	\$98.13	\$98.13

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Grade 1	\$69.66	\$69.66	\$58.05	\$81.27	\$69.66	\$58.05
Grade 2	\$72.06	\$72.06	\$60.05	\$84.07	\$72.06	\$60.05
Grade 3	\$75.72	\$75.72	\$63.10	\$88.34	\$75.72	\$63.10
Grade 4	\$80.07	\$80.07	\$66.73	\$93.42	\$80.07	\$66.73
Grade 5	\$81.75	\$81.75	\$68.13	\$95.38	\$81.75	\$68.13
Grade 6	\$87.15	\$87.15	\$72.63	\$101.68	\$87.15	\$72.63
Grade 7	\$98.13	\$98.13	\$81.78	\$114.49	\$98.13	\$81.78

Casual

Table 1 of 5

Classification	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Grade 1	\$29.03	\$52.25	\$63.86	\$40.64	\$52.25	\$63.86
Grade 2	\$30.03	\$54.05	\$66.06	\$42.04	\$54.05	\$66.06
Grade 3	\$31.55	\$56.79	\$69.41	\$44.17	\$56.79	\$69.41
Grade 4	\$33.36	\$60.05	\$73.40	\$46.71	\$60.05	\$73.40
Grade 5	\$34.06	\$61.31	\$74.94	\$47.69	\$61.31	\$74.94
Grade 6	\$36.31	\$65.36	\$79.89	\$50.84	\$65.36	\$79.89
Grade 7	\$40.89	\$73.60	\$89.95	\$57.24	\$73.60	\$89.95

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Grade 1	\$63.86	\$52.25	\$58.05	\$72.56	\$63.86	\$75.47	\$87.08
Grade 2	\$66.06	\$54.05	\$60.05	\$75.06	\$66.06	\$78.07	\$90.08
Grade 3	\$69.41	\$56.79	\$63.10	\$78.88	\$69.41	\$82.03	\$94.65
Grade 4	\$73.40	\$60.05	\$66.73	\$83.41	\$73.40	\$86.74	\$100.09
Grade 5	\$74.94	\$61.31	\$68.13	\$85.16	\$74.94	\$88.56	\$102.19
Grade 6	\$79.89	\$65.36	\$72.63	\$90.78	\$79.89	\$94.41	\$108.94
Grade 7	\$89.95	\$73.60	\$81.78	\$102.22	\$89.95	\$106.31	\$122.66

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Grade 1	\$87.08	\$75.47	\$58.05	\$72.56	\$87.08	\$98.69	\$52.25
Grade 2	\$90.08	\$78.07	\$60.05	\$75.06	\$90.08	\$102.09	\$54.05
Grade 3	\$94.65	\$82.03	\$63.10	\$78.88	\$94.65	\$107.27	\$56.79

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Grade 4	\$100.09	\$86.74	\$66.73	\$83.41	\$100.09	\$113.43	\$60.05
Grade 5	\$102.19	\$88.56	\$68.13	\$85.16	\$102.19	\$115.81	\$61.31
Grade 6	\$108.94	\$94.41	\$72.63	\$90.78	\$108.94	\$123.46	\$65.36
Grade 7	\$122.66	\$106.31	\$81.78	\$102.22	\$122.66	\$139.02	\$73.60

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Grade 1	\$63.86	\$75.47	\$63.86	\$63.86	\$75.47	\$75.47
Grade 2	\$66.06	\$78.07	\$66.06	\$66.06	\$78.07	\$78.07
Grade 3	\$69.41	\$82.03	\$69.41	\$69.41	\$82.03	\$82.03
Grade 4	\$73.40	\$86.74	\$73.40	\$73.40	\$86.74	\$86.74
Grade 5	\$74.94	\$88.56	\$74.94	\$74.94	\$88.56	\$88.56
Grade 6	\$79.89	\$94.41	\$79.89	\$79.89	\$94.41	\$94.41
Grade 7	\$89.95	\$106.31	\$89.95	\$89.95	\$106.31	\$106.31

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Grade 1	\$75.47	\$75.47	\$63.86	\$87.08	\$87.08	\$72.56
Grade 2	\$78.07	\$78.07	\$66.06	\$90.08	\$90.08	\$75.06
Grade 3	\$82.03	\$82.03	\$69.41	\$94.65	\$94.65	\$78.88
Grade 4	\$86.74	\$86.74	\$73.40	\$100.09	\$100.09	\$83.41
Grade 5	\$88.56	\$88.56	\$74.94	\$102.19	\$102.19	\$85.16
Grade 6	\$94.41	\$94.41	\$79.89	\$108.94	\$108.94	\$90.78
Grade 7	\$106.31	\$106.31	\$89.95	\$122.66	\$122.66	\$102.22

Guaranteed wage employee

Table 1 of 5

Classification	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Grade 1	\$23.22	\$46.44	\$58.05	\$34.83	\$46.44	\$58.05
Grade 2	\$24.02	\$48.04	\$60.05	\$36.03	\$48.04	\$60.05
Grade 3	\$25.24	\$50.48	\$63.10	\$37.86	\$50.48	\$63.10
Grade 4	\$26.69	\$53.38	\$66.73	\$40.04	\$53.38	\$66.73
Grade 5	\$27.25	\$54.50	\$68.13	\$40.88	\$54.50	\$68.13
Grade 6	\$29.05	\$58.10	\$72.63	\$43.58	\$58.10	\$72.63
Grade 7	\$32.71	\$65.42	\$81.78	\$49.07	\$65.42	\$81.78

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Grade 1	\$58.05	\$46.44	\$46.44	\$58.05	\$58.05	\$69.66	\$81.27
Grade 2	\$60.05	\$48.04	\$48.04	\$60.05	\$60.05	\$72.06	\$84.07
Grade 3	\$63.10	\$50.48	\$50.48	\$63.10	\$63.10	\$75.72	\$88.34
Grade 4	\$66.73	\$53.38	\$53.38	\$66.73	\$66.73	\$80.07	\$93.42
Grade 5	\$68.13	\$54.50	\$54.50	\$68.13	\$68.13	\$81.75	\$95.38
Grade 6	\$72.63	\$58.10	\$58.10	\$72.63	\$72.63	\$87.15	\$101.68
Grade 7	\$81.78	\$65.42	\$65.42	\$81.78	\$81.78	\$98.13	\$114.49

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Grade 1	\$81.27	\$69.66	\$46.44	\$58.05	\$81.27	\$92.88	\$46.44
Grade 2	\$84.07	\$72.06	\$48.04	\$60.05	\$84.07	\$96.08	\$48.04
Grade 3	\$88.34	\$75.72	\$50.48	\$63.10	\$88.34	\$100.96	\$50.48
Grade 4	\$93.42	\$80.07	\$53.38	\$66.73	\$93.42	\$106.76	\$53.38

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Grade 5	\$95.38	\$81.75	\$54.50	\$68.13	\$95.38	\$109.00	\$54.50
Grade 6	\$101.68	\$87.15	\$58.10	\$72.63	\$101.68	\$116.20	\$58.10
Grade 7	\$114.49	\$98.13	\$65.42	\$81.78	\$114.49	\$130.84	\$65.42

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Grade 1	\$58.05	\$69.66	\$58.05	\$58.05	\$69.66	\$69.66
Grade 2	\$60.05	\$72.06	\$60.05	\$60.05	\$72.06	\$72.06
Grade 3	\$63.10	\$75.72	\$63.10	\$63.10	\$75.72	\$75.72
Grade 4	\$66.73	\$80.07	\$66.73	\$66.73	\$80.07	\$80.07
Grade 5	\$68.13	\$81.75	\$68.13	\$68.13	\$81.75	\$81.75
Grade 6	\$72.63	\$87.15	\$72.63	\$72.63	\$87.15	\$87.15
Grade 7	\$81.78	\$98.13	\$81.78	\$81.78	\$98.13	\$98.13

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Grade 1	\$69.66	\$69.66	\$58.05	\$81.27	\$69.66	\$58.05
Grade 2	\$72.06	\$72.06	\$60.05	\$84.07	\$72.06	\$60.05
Grade 3	\$75.72	\$75.72	\$63.10	\$88.34	\$75.72	\$63.10
Grade 4	\$80.07	\$80.07	\$66.73	\$93.42	\$80.07	\$66.73
Grade 5	\$81.75	\$81.75	\$68.13	\$95.38	\$81.75	\$68.13
Grade 6	\$87.15	\$87.15	\$72.63	\$101.68	\$87.15	\$72.63
Grade 7	\$98.13	\$98.13	\$81.78	\$114.49	\$98.13	\$81.78

Apprentice - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$392.32	\$11.21	\$22.42	\$28.03	\$16.82	\$22.42	\$28.03
Apprentice 2nd year	\$513.76	\$14.68	\$29.36	\$36.70	\$22.02	\$29.36	\$36.70
Apprentice 3rd year	\$700.58	\$20.02	\$40.04	\$50.05	\$30.03	\$40.04	\$50.05
Apprentice 4th year	\$822.01	\$23.49	\$46.98	\$58.73	\$35.24	\$46.98	\$58.73

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$28.03	\$22.42	\$22.42	\$28.03	\$28.03	\$33.63	\$39.24
Apprentice 2nd year	\$36.70	\$29.36	\$29.36	\$36.70	\$36.70	\$44.04	\$51.38
Apprentice 3rd year	\$50.05	\$40.04	\$40.04	\$50.05	\$50.05	\$60.06	\$70.07
Apprentice 4th year	\$58.73	\$46.98	\$46.98	\$58.73	\$58.73	\$70.47	\$82.22

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$39.24	\$33.63	\$22.42	\$28.03	\$39.24	\$44.84	\$22.42
Apprentice 2nd year	\$51.38	\$44.04	\$29.36	\$36.70	\$51.38	\$58.72	\$29.36
Apprentice 3rd year	\$70.07	\$60.06	\$40.04	\$50.05	\$70.07	\$80.08	\$40.04
Apprentice 4th year	\$82.22	\$70.47	\$46.98	\$58.73	\$82.22	\$93.96	\$46.98

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Apprentice 1st year	\$28.03	\$33.63	\$28.03	\$28.03	\$33.63	\$33.63
Apprentice 2nd year	\$36.70	\$44.04	\$36.70	\$36.70	\$44.04	\$44.04
Apprentice 3rd year	\$50.05	\$60.06	\$50.05	\$50.05	\$60.06	\$60.06
Apprentice 4th year	\$58.73	\$70.47	\$58.73	\$58.73	\$70.47	\$70.47

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Apprentice 1st year	\$33.63	\$33.63	\$28.03	\$39.24	\$33.63	\$28.03
Apprentice 2nd year	\$44.04	\$44.04	\$36.70	\$51.38	\$44.04	\$36.70
Apprentice 3rd year	\$60.06	\$60.06	\$50.05	\$70.07	\$60.06	\$50.05
Apprentice 4th year	\$70.47	\$70.47	\$58.73	\$82.22	\$70.47	\$58.73

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$470.79	\$13.45	\$26.90	\$33.63	\$20.18	\$26.90	\$33.63
Apprentice 2nd year	\$564.57	\$16.13	\$32.26	\$40.33	\$24.20	\$32.26	\$40.33
Apprentice 3rd year	\$700.58	\$20.02	\$40.04	\$50.05	\$30.03	\$40.04	\$50.05
Apprentice 4th year	\$822.01	\$23.49	\$46.98	\$58.73	\$35.24	\$46.98	\$58.73

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$33.63	\$26.90	\$26.90	\$33.63	\$33.63	\$40.35	\$47.08
Apprentice 2nd year	\$40.33	\$32.26	\$32.26	\$40.33	\$40.33	\$48.39	\$56.46
Apprentice 3rd year	\$50.05	\$40.04	\$40.04	\$50.05	\$50.05	\$60.06	\$70.07
Apprentice 4th year	\$58.73	\$46.98	\$46.98	\$58.73	\$58.73	\$70.47	\$82.22

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$47.08	\$40.35	\$26.90	\$33.63	\$47.08	\$53.80	\$26.90
Apprentice 2nd year	\$56.46	\$48.39	\$32.26	\$40.33	\$56.46	\$64.52	\$32.26
Apprentice 3rd year	\$70.07	\$60.06	\$40.04	\$50.05	\$70.07	\$80.08	\$40.04
Apprentice 4th year	\$82.22	\$70.47	\$46.98	\$58.73	\$82.22	\$93.96	\$46.98

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Apprentice 1st year	\$33.63	\$40.35	\$33.63	\$33.63	\$40.35	\$40.35
Apprentice 2nd year	\$40.33	\$48.39	\$40.33	\$40.33	\$48.39	\$48.39
Apprentice 3rd year	\$50.05	\$60.06	\$50.05	\$50.05	\$60.06	\$60.06
Apprentice 4th year	\$58.73	\$70.47	\$58.73	\$58.73	\$70.47	\$70.47

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Apprentice 1st year	\$40.35	\$40.35	\$33.63	\$47.08	\$40.35	\$33.63
Apprentice 2nd year	\$48.39	\$48.39	\$40.33	\$56.46	\$48.39	\$40.33
Apprentice 3rd year	\$60.06	\$60.06	\$50.05	\$70.07	\$60.06	\$50.05
Apprentice 4th year	\$70.47	\$70.47	\$58.73	\$82.22	\$70.47	\$58.73

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$517.49	\$14.79	\$29.58	\$36.98	\$22.19	\$29.58	\$36.98
Apprentice 2nd year	\$611.65	\$17.48	\$34.96	\$43.70	\$26.22	\$34.96	\$43.70
Apprentice 3rd year	\$700.58	\$20.02	\$40.04	\$50.05	\$30.03	\$40.04	\$50.05
Apprentice 4th year	\$822.01	\$23.49	\$46.98	\$58.73	\$35.24	\$46.98	\$58.73

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$36.98	\$29.58	\$29.58	\$36.98	\$36.98	\$44.37	\$51.77
Apprentice 2nd year	\$43.70	\$34.96	\$34.96	\$43.70	\$43.70	\$52.44	\$61.18
Apprentice 3rd year	\$50.05	\$40.04	\$40.04	\$50.05	\$50.05	\$60.06	\$70.07
Apprentice 4th year	\$58.73	\$46.98	\$46.98	\$58.73	\$58.73	\$70.47	\$82.22

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$51.77	\$44.37	\$29.58	\$36.98	\$51.77	\$59.16	\$29.58
Apprentice 2nd year	\$61.18	\$52.44	\$34.96	\$43.70	\$61.18	\$69.92	\$34.96
Apprentice 3rd year	\$70.07	\$60.06	\$40.04	\$50.05	\$70.07	\$80.08	\$40.04
Apprentice 4th year	\$82.22	\$70.47	\$46.98	\$58.73	\$82.22	\$93.96	\$46.98

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Apprentice 1st year	\$36.98	\$44.37	\$36.98	\$36.98	\$44.37	\$44.37
Apprentice 2nd year	\$43.70	\$52.44	\$43.70	\$43.70	\$52.44	\$52.44
Apprentice 3rd year	\$50.05	\$60.06	\$50.05	\$50.05	\$60.06	\$60.06
Apprentice 4th year	\$58.73	\$70.47	\$58.73	\$58.73	\$70.47	\$70.47

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Apprentice 1st year	\$44.37	\$44.37	\$36.98	\$51.77	\$44.37	\$36.98
Apprentice 2nd year	\$52.44	\$52.44	\$43.70	\$61.18	\$52.44	\$43.70
Apprentice 3rd year	\$60.06	\$60.06	\$50.05	\$70.07	\$60.06	\$50.05
Apprentice 4th year	\$70.47	\$70.47	\$58.73	\$82.22	\$70.47	\$58.73

Adult Apprentice - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$392.32	\$11.21	\$22.42	\$28.03	\$16.82	\$22.42	\$28.03
Apprentice 2nd year	\$513.76	\$14.68	\$29.36	\$36.70	\$22.02	\$29.36	\$36.70
Apprentice 3rd year	\$700.58	\$20.02	\$40.04	\$50.05	\$30.03	\$40.04	\$50.05
Apprentice 4th year	\$822.01	\$23.49	\$46.98	\$58.73	\$35.24	\$46.98	\$58.73

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$28.03	\$22.42	\$22.42	\$28.03	\$28.03	\$33.63	\$39.24
Apprentice 2nd year	\$36.70	\$29.36	\$29.36	\$36.70	\$36.70	\$44.04	\$51.38
Apprentice 3rd year	\$50.05	\$40.04	\$40.04	\$50.05	\$50.05	\$60.06	\$70.07
Apprentice 4th year	\$58.73	\$46.98	\$46.98	\$58.73	\$58.73	\$70.47	\$82.22

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$39.24	\$33.63	\$22.42	\$28.03	\$39.24	\$44.84	\$22.42
Apprentice 2nd year	\$51.38	\$44.04	\$29.36	\$36.70	\$51.38	\$58.72	\$29.36
Apprentice 3rd year	\$70.07	\$60.06	\$40.04	\$50.05	\$70.07	\$80.08	\$40.04
Apprentice 4th year	\$82.22	\$70.47	\$46.98	\$58.73	\$82.22	\$93.96	\$46.98

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Apprentice 1st year	\$28.03	\$33.63	\$28.03	\$28.03	\$33.63	\$33.63
Apprentice 2nd year	\$36.70	\$44.04	\$36.70	\$36.70	\$44.04	\$44.04
Apprentice 3rd year	\$50.05	\$60.06	\$50.05	\$50.05	\$60.06	\$60.06
Apprentice 4th year	\$58.73	\$70.47	\$58.73	\$58.73	\$70.47	\$70.47

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Apprentice 1st year	\$33.63	\$33.63	\$28.03	\$39.24	\$33.63	\$28.03
Apprentice 2nd year	\$44.04	\$44.04	\$36.70	\$51.38	\$44.04	\$36.70
Apprentice 3rd year	\$60.06	\$60.06	\$50.05	\$70.07	\$60.06	\$50.05
Apprentice 4th year	\$70.47	\$70.47	\$58.73	\$82.22	\$70.47	\$58.73

Adult Apprentice - Started after 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$747.28	\$21.35	\$42.70	\$53.38	\$32.03	\$42.70	\$53.38
Apprentice 2nd year	\$812.60	\$23.22	\$46.44	\$58.05	\$34.83	\$46.44	\$58.05
Apprentice 3rd year	\$812.60	\$23.22	\$46.44	\$58.05	\$34.83	\$46.44	\$58.05
Apprentice 4th year	\$822.01	\$23.49	\$46.98	\$58.73	\$35.24	\$46.98	\$58.73

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$53.38	\$42.70	\$42.70	\$53.38	\$53.38	\$64.05	\$74.73
Apprentice 2nd year	\$58.05	\$46.44	\$46.44	\$58.05	\$58.05	\$69.66	\$81.27
Apprentice 3rd year	\$58.05	\$46.44	\$46.44	\$58.05	\$58.05	\$69.66	\$81.27
Apprentice 4th year	\$58.73	\$46.98	\$46.98	\$58.73	\$58.73	\$70.47	\$82.22

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$74.73	\$64.05	\$42.70	\$53.38	\$74.73	\$85.40	\$42.70
Apprentice 2nd year	\$81.27	\$69.66	\$46.44	\$58.05	\$81.27	\$92.88	\$46.44
Apprentice 3rd year	\$81.27	\$69.66	\$46.44	\$58.05	\$81.27	\$92.88	\$46.44
Apprentice 4th year	\$82.22	\$70.47	\$46.98	\$58.73	\$82.22	\$93.96	\$46.98

Table 4 of 5

Classification	Public holiday - day or evening shift	Public holiday - night shift	Double header - evening shift - Monday to Friday	Double header - evening shift - Saturday	Double header - evening shift - Sunday	Double header - evening shift - public holiday
Apprentice 1st year	\$53.38	\$64.05	\$53.38	\$53.38	\$64.05	\$64.05
Apprentice 2nd year	\$58.05	\$69.66	\$58.05	\$58.05	\$69.66	\$69.66
Apprentice 3rd year	\$58.05	\$69.66	\$58.05	\$58.05	\$69.66	\$69.66
Apprentice 4th year	\$58.73	\$70.47	\$58.73	\$58.73	\$70.47	\$70.47

Table 5 of 5

Classification	Double header - night shift - Monday to Friday	Double header - night shift - Saturday	Double header - night shift - Sunday	Double header - night shift - public holiday	Overtime not continuous with shift - public holiday - night shift	Overtime not continuous with shift - public holiday - day and evening shift
Apprentice 1st year	\$64.05	\$64.05	\$53.38	\$74.73	\$64.05	\$53.38
Apprentice 2nd year	\$69.66	\$69.66	\$58.05	\$81.27	\$69.66	\$58.05
Apprentice 3rd year	\$69.66	\$69.66	\$58.05	\$81.27	\$69.66	\$58.05
Apprentice 4th year	\$70.47	\$70.47	\$58.73	\$82.22	\$70.47	\$58.73

Allowances

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

Allowances	Rate
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
Bulk grain allowance - stevedoring operations not terminal operations – barley and oats	\$3.27 per hour
Bulk grain allowance - stevedoring operations not terminal operations - others	\$2.52 per hour
Car allowance - Grade 7 employees	\$89.04 per week
* Electrician's licence allowance	\$1.21 per hour
Explosives allowance - stevedoring operations not terminal operations	\$2.43 per hour
First aid allowance - not grade 3 employee with primary function of first aid	\$0.57 per hour up to a maximum of \$19.90 per week
First aid employees allowance - stevedoring operations not terminal operations	\$4.48 per hour
Freezer cargoes allowance - stevedoring operations not terminal operations - temperature below 12°C	\$2.15 per hour
Freezer cargoes allowance - stevedoring operations not terminal operations - temperature -12°C and above	\$1.03 per hour
Laundry allowance	\$9.20 per set of clothing up to a maximum of \$18.40 per week
Leading hand allowance - in charge of 3-10 employees	\$1.09 per hour up to a maximum of \$38.11 per week
Leading hand allowance - in charge of 11-20 employees	\$1.62 per hour up to a maximum of \$56.70 per week
Leading hand allowance - in charge of more than 20 employees	\$2.07 per hour up to a maximum of \$72.49 per week
Licence, trade certificate or other qualification reimbursement	reimbursement for the cost of obtaining and maintaining the licence, trade certificate or qualification
Meal allowance - shiftworker	\$15.03 for a meal
Meal allowance - Saturday, Sunday or public holiday - day worker	\$20.99 for a meal
Nickel concentrates allowance - stevedoring operations not terminal operations	\$6.91 per hour
* Operational and clerical specialist functions allowance - Grade 3 and 4 employees	\$0.77 per hour
Overnight accommodation reimbursement - outport - accommodation and meals provided	\$38.00 per day
Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a defined number of days	\$130.92 per day

Allowances	Rate
Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a flexible number of days overnight accommodation reimbursement - outport	\$178.25 per day
Phone reimbursement - Grade 7 employees	reimbursement for phone rental, business local and long distance calls
Protective clothing and footwear reimbursement	reimbursement for the cost of the protective clothing and footwear
Remaining in outport allowance - Saturday, Sunday or public holiday	\$114.31 per day
Roll-on and roll-off vessel allowance	\$1.68 per hour to compensate for noise exposure
Telephone allowance	\$0.36 per hour up to a maximum of \$12.70 per week
Terminal operation allowance - Grade 3 - Security	\$0.51 per hour up to a maximum of \$17.84 per week
Terminal operation allowance - Grade 3-5 - Clerical	\$0.34 per hour up to a maximum of \$12.05 per week
Terminal operation allowance - Grade 1-5 Operational and Grade 6-7 Supervisory	\$0.66 per hour up to a maximum of \$23.17 per week
Terminal operation allowance - Grade 4, 6 and 7 - Maintenance	\$1.18 per hour up to a maximum of \$41.19 per week
Transport after evening shift reimbursement - usual or reasonable means of transport unavailable	reimbursement for the cost of the transport
Transport after overtime reimbursement - usual or reasonable means of transport unavailable	reimbursement for the cost of transport
Training costs reimbursement (not Apprenticeship training)	reimbursement for the training costs
Training travel costs reimbursement (not Apprenticeship training)	reimbursement for travel costs in excess of those normally incurred in travelling to and from work
Travelling time allowance - outport - transfer for a defined number of days	Payment at the minimum hourly rate per hour for travel time to and from an outport
Travelling time allowance - outport - transfer for a flexible number of days	appropriate rate to the first shift worked for the outward journey and last shift worked on the homeward journey
Vehicle allowance	\$0.91 per km