

Pay Guide - Hydrocarbons Industry (Upstream) Award [MA000062]

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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](#).

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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

The rates below include industry allowance.

If the Electrical licence allowance applies the rates below should not be used, and should be calculated using [PACT](#).

Note: Trade qualified juniors must be paid the appropriate adult rate.

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Entry level - introductory	\$896.98	\$23.61	\$35.42	\$47.22	\$47.22	\$59.03	\$27.15	\$27.15
Level 1 - basic	\$936.58	\$24.65	\$36.98	\$49.30	\$49.30	\$61.63	\$28.35	\$28.35
Level 2 - intermediate	\$969.18	\$25.51	\$38.27	\$51.02	\$51.02	\$63.78	\$29.34	\$29.34
Level 3 - competent	\$996.98	\$26.24	\$39.36	\$52.48	\$52.48	\$65.60	\$30.18	\$30.18
Level 4 - advanced	\$1,059.88	\$27.90	\$41.85	\$55.80	\$55.80	\$69.75	\$32.09	\$32.09
Level 5 - advanced specialist	\$1,125.18	\$29.61	\$44.42	\$59.22	\$59.22	\$74.03	\$34.05	\$34.05
Level 6 - dual trade	\$1,177.58	\$30.99	\$46.49	\$61.98	\$61.98	\$77.48	\$35.64	\$35.64
Level 7 - dual trade instrument technician	\$1,223.08	\$32.19	\$48.29	\$64.38	\$64.38	\$80.48	\$37.02	\$37.02

Table 2 of 2

Classification	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$30.69	\$35.42	\$47.22	\$47.22	\$47.22
Level 1 - basic	\$32.05	\$36.98	\$49.30	\$49.30	\$49.30
Level 2 - intermediate	\$33.16	\$38.27	\$51.02	\$51.02	\$51.02
Level 3 - competent	\$34.11	\$39.36	\$52.48	\$52.48	\$52.48
Level 4 - advanced	\$36.27	\$41.85	\$55.80	\$55.80	\$55.80
Level 5 - advanced specialist	\$38.49	\$44.42	\$59.22	\$59.22	\$59.22
Level 6 - dual trade	\$40.29	\$46.49	\$61.98	\$61.98	\$61.98
Level 7 - dual trade instrument technician	\$41.85	\$48.29	\$64.38	\$64.38	\$64.38

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$29.51	\$41.32	\$53.12	\$53.12	\$64.93	\$33.05
Level 1 - basic	\$30.81	\$43.14	\$55.46	\$55.46	\$67.79	\$34.51
Level 2 - intermediate	\$31.89	\$44.64	\$57.40	\$57.40	\$70.15	\$35.71
Level 3 - competent	\$32.80	\$45.92	\$59.04	\$59.04	\$72.16	\$36.74
Level 4 - advanced	\$34.88	\$48.83	\$62.78	\$62.78	\$76.73	\$39.06
Level 5 - advanced specialist	\$37.01	\$51.82	\$66.62	\$66.62	\$81.43	\$41.45
Level 6 - dual trade	\$38.74	\$54.23	\$69.73	\$69.73	\$85.22	\$43.39
Level 7 - dual trade instrument technician	\$40.24	\$56.33	\$72.43	\$72.43	\$88.52	\$45.07

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$33.05	\$36.60	\$41.32	\$53.12	\$53.12	\$47.22
Level 1 - basic	\$34.51	\$38.21	\$43.14	\$55.46	\$55.46	\$49.30
Level 2 - intermediate	\$35.71	\$39.54	\$44.64	\$57.40	\$57.40	\$51.02
Level 3 - competent	\$36.74	\$40.67	\$45.92	\$59.04	\$59.04	\$52.48
Level 4 - advanced	\$39.06	\$43.25	\$48.83	\$62.78	\$62.78	\$55.80
Level 5 - advanced specialist	\$41.45	\$45.90	\$51.82	\$66.62	\$66.62	\$59.22
Level 6 - dual trade	\$43.39	\$48.03	\$54.23	\$69.73	\$69.73	\$61.98
Level 7 - dual trade instrument technician	\$45.07	\$49.89	\$56.33	\$72.43	\$72.43	\$64.38

Junior - Full-time & part-time - 16 years and under

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Entry level - introductory	\$686.76	\$18.08	\$27.12	\$36.16	\$36.16	\$45.20
Level 1 - basic	\$716.46	\$18.86	\$28.29	\$37.72	\$37.72	\$47.15
Level 2 - intermediate	\$740.91	\$19.50	\$29.25	\$39.00	\$39.00	\$48.75
Level 3 - competent	\$761.76	\$20.05	\$30.08	\$40.10	\$40.10	\$50.13
Level 4 - advanced	\$808.93	\$21.29	\$31.94	\$42.58	\$42.58	\$53.23

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$20.79	\$20.79	\$23.50	\$27.12	\$36.16	\$36.16	\$36.16
Level 1 - basic	\$21.69	\$21.69	\$24.52	\$28.29	\$37.72	\$37.72	\$37.72
Level 2 - intermediate	\$22.43	\$22.43	\$25.35	\$29.25	\$39.00	\$39.00	\$39.00
Level 3 - competent	\$23.06	\$23.06	\$26.07	\$30.08	\$40.10	\$40.10	\$40.10
Level 4 - advanced	\$24.48	\$24.48	\$27.68	\$31.94	\$42.58	\$42.58	\$42.58

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Entry level - introductory	\$770.85	\$20.29	\$30.44	\$40.58	\$40.58	\$50.73
Level 1 - basic	\$804.51	\$21.18	\$31.77	\$42.36	\$42.36	\$52.95
Level 2 - intermediate	\$832.22	\$21.90	\$32.85	\$43.80	\$43.80	\$54.75
Level 3 - competent	\$855.85	\$22.53	\$33.80	\$45.06	\$45.06	\$56.33
Level 4 - advanced	\$909.31	\$23.93	\$35.90	\$47.86	\$47.86	\$59.83

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$23.33	\$23.33	\$26.38	\$30.44	\$40.58	\$40.58	\$40.58
Level 1 - basic	\$24.36	\$24.36	\$27.53	\$31.77	\$42.36	\$42.36	\$42.36
Level 2 - intermediate	\$25.19	\$25.19	\$28.47	\$32.85	\$43.80	\$43.80	\$43.80
Level 3 - competent	\$25.91	\$25.91	\$29.29	\$33.80	\$45.06	\$45.06	\$45.06
Level 4 - advanced	\$27.52	\$27.52	\$31.11	\$35.90	\$47.86	\$47.86	\$47.86

Junior - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$22.60	\$31.64	\$40.68	\$40.68	\$49.72	\$25.31
Level 1 - basic	\$23.58	\$33.01	\$42.44	\$42.44	\$51.87	\$26.40
Level 2 - intermediate	\$24.38	\$34.13	\$43.88	\$43.88	\$53.63	\$27.30
Level 3 - competent	\$25.06	\$35.09	\$45.11	\$45.11	\$55.14	\$28.07
Level 4 - advanced	\$26.61	\$37.26	\$47.90	\$47.90	\$58.55	\$29.81

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$25.31	\$28.02	\$31.64	\$40.68	\$40.68	\$36.16
Level 1 - basic	\$26.40	\$29.23	\$33.01	\$42.44	\$42.44	\$37.72
Level 2 - intermediate	\$27.30	\$30.23	\$34.13	\$43.88	\$43.88	\$39.00
Level 3 - competent	\$28.07	\$31.08	\$35.09	\$45.11	\$45.11	\$40.10
Level 4 - advanced	\$29.81	\$33.00	\$37.26	\$47.90	\$47.90	\$42.58

Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$25.36	\$35.51	\$45.65	\$45.65	\$55.80	\$28.41
Level 1 - basic	\$26.48	\$37.07	\$47.66	\$47.66	\$58.25	\$29.65
Level 2 - intermediate	\$27.38	\$38.33	\$49.28	\$49.28	\$60.23	\$30.66
Level 3 - competent	\$28.16	\$39.43	\$50.69	\$50.69	\$61.96	\$31.54
Level 4 - advanced	\$29.91	\$41.88	\$53.84	\$53.84	\$65.81	\$33.50

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$28.41	\$31.45	\$35.51	\$45.65	\$45.65	\$40.58
Level 1 - basic	\$29.65	\$32.83	\$37.07	\$47.66	\$47.66	\$42.36
Level 2 - intermediate	\$30.66	\$33.95	\$38.33	\$49.28	\$49.28	\$43.80
Level 3 - competent	\$31.54	\$34.92	\$39.43	\$50.69	\$50.69	\$45.06
Level 4 - advanced	\$33.50	\$37.09	\$41.88	\$53.84	\$53.84	\$47.86

Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$479.49	\$12.62	\$18.93	\$25.24	\$25.24	\$31.55
Apprentice - 2nd year	\$573.58	\$15.10	\$22.65	\$30.20	\$30.20	\$37.75
Apprentice - 3rd year	\$761.76	\$20.05	\$30.08	\$40.10	\$40.10	\$50.13
Apprentice - 4th year	\$884.07	\$23.27	\$34.91	\$46.54	\$46.54	\$58.18

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$14.51	\$14.51	\$16.41	\$18.93	\$25.24	\$25.24	\$25.24
Apprentice - 2nd year	\$17.37	\$17.37	\$19.63	\$22.65	\$30.20	\$30.20	\$30.20
Apprentice - 3rd year	\$23.06	\$23.06	\$26.07	\$30.08	\$40.10	\$40.10	\$40.10
Apprentice - 4th year	\$26.76	\$26.76	\$30.25	\$34.91	\$46.54	\$46.54	\$46.54

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$526.53	\$13.86	\$20.79	\$27.72	\$27.72	\$34.65
Apprentice - 2nd year	\$620.62	\$16.34	\$24.51	\$32.68	\$32.68	\$40.85
Apprentice - 3rd year	\$761.76	\$20.05	\$30.08	\$40.10	\$40.10	\$50.13
Apprentice - 4th year	\$884.07	\$23.27	\$34.91	\$46.54	\$46.54	\$58.18

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$15.94	\$15.94	\$18.02	\$20.79	\$27.72	\$27.72	\$27.72
Apprentice - 2nd year	\$18.79	\$18.79	\$21.24	\$24.51	\$32.68	\$32.68	\$32.68
Apprentice - 3rd year	\$23.06	\$23.06	\$26.07	\$30.08	\$40.10	\$40.10	\$40.10
Apprentice - 4th year	\$26.76	\$26.76	\$30.25	\$34.91	\$46.54	\$46.54	\$46.54

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$573.58	\$15.10	\$22.65	\$30.20	\$30.20	\$37.75
Apprentice - 2nd year	\$667.67	\$17.57	\$26.36	\$35.14	\$35.14	\$43.93
Apprentice - 3rd year	\$761.76	\$20.05	\$30.08	\$40.10	\$40.10	\$50.13
Apprentice - 4th year	\$884.07	\$23.27	\$34.91	\$46.54	\$46.54	\$58.18

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$17.37	\$17.37	\$19.63	\$22.65	\$30.20	\$30.20	\$30.20
Apprentice - 2nd year	\$20.21	\$20.21	\$22.84	\$26.36	\$35.14	\$35.14	\$35.14
Apprentice - 3rd year	\$23.06	\$23.06	\$26.07	\$30.08	\$40.10	\$40.10	\$40.10
Apprentice - 4th year	\$26.76	\$26.76	\$30.25	\$34.91	\$46.54	\$46.54	\$46.54

Adult Apprentice - Started after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$808.80	\$21.29	\$31.94	\$42.58	\$42.58	\$53.23
Apprentice - 2nd year	\$896.98	\$23.61	\$35.42	\$47.22	\$47.22	\$59.03
Apprentice - 3rd year	\$896.98	\$23.61	\$35.42	\$47.22	\$47.22	\$59.03
Apprentice - 4th year	\$896.98	\$23.61	\$35.42	\$47.22	\$47.22	\$59.03

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$24.48	\$24.48	\$27.68	\$31.94	\$42.58	\$42.58	\$42.58
Apprentice - 2nd year	\$27.15	\$27.15	\$30.69	\$35.42	\$47.22	\$47.22	\$47.22
Apprentice - 3rd year	\$27.15	\$27.15	\$30.69	\$35.42	\$47.22	\$47.22	\$47.22
Apprentice - 4th year	\$27.15	\$27.15	\$30.69	\$35.42	\$47.22	\$47.22	\$47.22

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before the 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
* Electrical licence allowance	\$0.72 per hour
* Industry allowance (already included in the rate tables above)	\$1.48 per hour
Leading hand allowance - in charge of 3-10 employees	\$0.70 per hour up to a maximum of \$26.72 per week
Leading hand allowance - in charge of 11-20 employees	\$1.11 per hour up to a maximum of \$42.25 per week
Leading hand allowance - in charge of more than 20 employees	\$1.41 per hour up to a maximum of \$53.44 per week
Living away from home allowance - remote work	\$56.45 each day or part of the day the employee is living away
Meal allowance	\$17.96 after each 4 hours of overtime worked
Remote work - transport reimbursement	reimbursement for the cost of return transport between the assembly point and the workplace
Remote work allowance - travel time in excess of 4 hours	payment at the minimum hourly rate for the period in excess of 4 hours up to a maximum of 12 hours in respect of any journey
Remote work - termination of employment - transport reimbursement	reimbursement for the cost of transport from the workplace to the designated assembly point
Stand-by - away from home	reimbursement for the cost of board and accommodation
Tool allowance	\$0.44 per hour up to a maximum of \$16.72 per week