

## Pay Guide - Seafood Processing Award [MA000068]

Published 15 November 2022

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

### Full-time & part-time

Table 1 of 4

Classification	Weekly pay rate	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)
Process attendant level 1	\$812.60	\$21.38	\$26.73	\$32.07	\$42.76	\$53.45	\$24.59
Process attendant level 2	\$823.60	\$21.67	\$27.09	\$32.51	\$43.34	\$54.18	\$24.92
Process attendant level 3	\$897.30	\$23.61	\$29.51	\$35.42	\$47.22	\$59.03	\$27.15
Process attendant level 4	\$940.90	\$24.76	\$30.95	\$37.14	\$49.52	\$61.90	\$28.47

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork
Process attendant level 1	\$32.07	\$42.76	\$24.59	\$27.79	\$32.07	\$42.76	\$42.76
Process attendant level 2	\$32.51	\$43.34	\$24.92	\$28.17	\$32.51	\$43.34	\$43.34
Process attendant level 3	\$35.42	\$47.22	\$27.15	\$30.69	\$35.42	\$47.22	\$47.22
Process attendant level 4	\$37.14	\$49.52	\$28.47	\$32.19	\$37.14	\$49.52	\$49.52

Table 3 of 4

Classification	Public holiday - continuous shiftwork	Public holiday - non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork	Overtime - Sunday - day work & shiftwork	Overtime - public holiday - day work & non-continuous shiftwork
Process attendant level 1	\$42.76	\$53.45	\$42.76	\$32.07	\$42.76	\$42.76	\$53.45
Process attendant level 2	\$43.34	\$54.18	\$43.34	\$32.51	\$43.34	\$43.34	\$54.18
Process attendant level 3	\$47.22	\$59.03	\$47.22	\$35.42	\$47.22	\$47.22	\$59.03
Process attendant level 4	\$49.52	\$61.90	\$49.52	\$37.14	\$49.52	\$49.52	\$61.90

Table 4 of 4

Classification	Overtime - public holiday - continuous shiftwork	Working a non-rostered shift - first 3 hours - non-continuous shiftwork	Working a non-rostered shift - after 3 hours - non-continuous shiftwork	Working a non-rostered shift - continuous shiftwork	Delayed meal break	Working on RDO - shiftwork	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Process attendant level 1	\$42.76	\$32.07	\$42.76	\$42.76	\$32.07	\$42.76	\$42.76	\$42.76
Process attendant level 2	\$43.34	\$32.51	\$43.34	\$43.34	\$32.51	\$43.34	\$43.34	\$43.34
Process attendant level 3	\$47.22	\$35.42	\$47.22	\$47.22	\$35.42	\$47.22	\$47.22	\$47.22
Process attendant level 4	\$49.52	\$37.14	\$49.52	\$49.52	\$37.14	\$49.52	\$49.52	\$49.52

## Casual

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$26.73	\$33.41	\$40.10	\$53.46	\$66.83	\$30.74	\$40.10
Process attendant level 2	\$27.09	\$33.86	\$40.64	\$54.18	\$67.73	\$31.15	\$40.64
Process attendant level 3	\$29.51	\$36.89	\$44.27	\$59.02	\$73.78	\$33.94	\$44.27
Process attendant level 4	\$30.95	\$38.69	\$46.43	\$61.90	\$77.38	\$35.59	\$46.43

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$53.46	\$30.74	\$34.75	\$40.10	\$53.46	\$53.46	\$53.46
Process attendant level 2	\$54.18	\$31.15	\$35.22	\$40.64	\$54.18	\$54.18	\$54.18
Process attendant level 3	\$59.02	\$33.94	\$38.36	\$44.27	\$59.02	\$59.02	\$59.02
Process attendant level 4	\$61.90	\$35.59	\$40.24	\$46.43	\$61.90	\$61.90	\$61.90

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$66.83	\$53.46	\$40.10	\$53.46	\$53.46	\$66.83
Process attendant level 2	\$67.73	\$54.18	\$40.64	\$54.18	\$54.18	\$67.73
Process attendant level 3	\$73.78	\$59.02	\$44.27	\$59.02	\$59.02	\$73.78
Process attendant level 4	\$77.38	\$61.90	\$46.43	\$61.90	\$61.90	\$77.38

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$53.46	\$40.10	\$53.46	\$53.46	\$40.10	\$53.46
Process attendant level 2	\$54.18	\$40.64	\$54.18	\$54.18	\$40.64	\$54.18
Process attendant level 3	\$59.02	\$44.27	\$59.02	\$59.02	\$44.27	\$59.02
Process attendant level 4	\$61.90	\$46.43	\$61.90	\$61.90	\$46.43	\$61.90

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

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$11.76	\$14.70	\$17.64	\$23.52	\$29.40	\$13.52	\$17.64
Process attendant level 2	\$11.92	\$14.90	\$17.88	\$23.84	\$29.80	\$13.71	\$17.88
Process attendant level 3	\$12.99	\$16.24	\$19.49	\$25.98	\$32.48	\$14.94	\$19.49
Process attendant level 4	\$13.62	\$17.03	\$20.43	\$27.24	\$34.05	\$15.66	\$20.43

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$23.52	\$13.52	\$15.29	\$17.64	\$23.52	\$23.52	\$23.52
Process attendant level 2	\$23.84	\$13.71	\$15.50	\$17.88	\$23.84	\$23.84	\$23.84
Process attendant level 3	\$25.98	\$14.94	\$16.89	\$19.49	\$25.98	\$25.98	\$25.98
Process attendant level 4	\$27.24	\$15.66	\$17.71	\$20.43	\$27.24	\$27.24	\$27.24

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>	<b>Overtime - public holiday - continuous shiftwork</b>
Process attendant level 1	\$29.40	\$23.52	\$17.64	\$23.52	\$23.52	\$29.40	\$23.52
Process attendant level 2	\$29.80	\$23.84	\$17.88	\$23.84	\$23.84	\$29.80	\$23.84
Process attendant level 3	\$32.48	\$25.98	\$19.49	\$25.98	\$25.98	\$32.48	\$25.98
Process attendant level 4	\$34.05	\$27.24	\$20.43	\$27.24	\$27.24	\$34.05	\$27.24

**Table 4 of 4**

<b>Classification</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>	<b>Less than 10 hour break between shifts</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Process attendant level 1	\$17.64	\$23.52	\$23.52	\$17.64	\$23.52	\$23.52	\$23.52
Process attendant level 2	\$17.88	\$23.84	\$23.84	\$17.88	\$23.84	\$23.84	\$23.84
Process attendant level 3	\$19.49	\$25.98	\$25.98	\$19.49	\$25.98	\$25.98	\$25.98
Process attendant level 4	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24

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

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$13.90	\$17.38	\$20.85	\$27.80	\$34.75	\$15.99	\$20.85
Process attendant level 2	\$14.09	\$17.61	\$21.14	\$28.18	\$35.23	\$16.20	\$21.14
Process attendant level 3	\$15.35	\$19.19	\$23.03	\$30.70	\$38.38	\$17.65	\$23.03
Process attendant level 4	\$16.09	\$20.11	\$24.14	\$32.18	\$40.23	\$18.50	\$24.14

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$27.80	\$15.99	\$18.07	\$20.85	\$27.80	\$27.80	\$27.80
Process attendant level 2	\$28.18	\$16.20	\$18.32	\$21.14	\$28.18	\$28.18	\$28.18
Process attendant level 3	\$30.70	\$17.65	\$19.96	\$23.03	\$30.70	\$30.70	\$30.70
Process attendant level 4	\$32.18	\$18.50	\$20.92	\$24.14	\$32.18	\$32.18	\$32.18



Table 3 of 4

Classification	Public holiday - non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork	Overtime - Sunday - day work & shiftwork	Overtime - public holiday - day work & non-continuous shiftwork	Overtime - public holiday - continuous shiftwork
Process attendant level 1	\$34.75	\$27.80	\$20.85	\$27.80	\$27.80	\$34.75	\$27.80
Process attendant level 2	\$35.23	\$28.18	\$21.14	\$28.18	\$28.18	\$35.23	\$28.18
Process attendant level 3	\$38.38	\$30.70	\$23.03	\$30.70	\$30.70	\$38.38	\$30.70
Process attendant level 4	\$40.23	\$32.18	\$24.14	\$32.18	\$32.18	\$40.23	\$32.18

Table 4 of 4

Classification	Working a non-rostered shift - first 3 hours - non-continuous shiftwork	Working a non-rostered shift - after 3 hours - non-continuous shiftwork	Working a non-rostered shift - continuous shiftwork	Delayed meal break	Working on RDO - shiftwork	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Process attendant level 1	\$20.85	\$27.80	\$27.80	\$20.85	\$27.80	\$27.80	\$27.80
Process attendant level 2	\$21.14	\$28.18	\$28.18	\$21.14	\$28.18	\$28.18	\$28.18
Process attendant level 3	\$23.03	\$30.70	\$30.70	\$23.03	\$30.70	\$30.70	\$30.70
Process attendant level 4	\$24.14	\$32.18	\$32.18	\$24.14	\$32.18	\$32.18	\$32.18

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

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$16.04	\$20.05	\$24.06	\$32.08	\$40.10	\$18.45	\$24.06
Process attendant level 2	\$16.25	\$20.31	\$24.38	\$32.50	\$40.63	\$18.69	\$24.38
Process attendant level 3	\$17.71	\$22.14	\$26.57	\$35.42	\$44.28	\$20.37	\$26.57
Process attendant level 4	\$18.57	\$23.21	\$27.86	\$37.14	\$46.43	\$21.36	\$27.86

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$32.08	\$18.45	\$20.85	\$24.06	\$32.08	\$32.08	\$32.08
Process attendant level 2	\$32.50	\$18.69	\$21.13	\$24.38	\$32.50	\$32.50	\$32.50
Process attendant level 3	\$35.42	\$20.37	\$23.02	\$26.57	\$35.42	\$35.42	\$35.42
Process attendant level 4	\$37.14	\$21.36	\$24.14	\$27.86	\$37.14	\$37.14	\$37.14

Table 3 of 4

Classification	Public holiday - non-continuous shiftwork	Overtime - continuous shiftwork	Overtime - Monday to Saturday - first 3 hours - day work & non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work & non-continuous shiftwork	Overtime - Sunday - day work & shiftwork	Overtime - public holiday - day work & non-continuous shiftwork	Overtime - public holiday - continuous shiftwork
Process attendant level 1	\$40.10	\$32.08	\$24.06	\$32.08	\$32.08	\$40.10	\$32.08
Process attendant level 2	\$40.63	\$32.50	\$24.38	\$32.50	\$32.50	\$40.63	\$32.50
Process attendant level 3	\$44.28	\$35.42	\$26.57	\$35.42	\$35.42	\$44.28	\$35.42
Process attendant level 4	\$46.43	\$37.14	\$27.86	\$37.14	\$37.14	\$46.43	\$37.14

Table 4 of 4

Classification	Working a non-rostered shift - first 3 hours - non-continuous shiftwork	Working a non-rostered shift - after 3 hours - non-continuous shiftwork	Working a non-rostered shift - continuous shiftwork	Delayed meal break	Working on RDO - shiftwork	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Process attendant level 1	\$24.06	\$32.08	\$32.08	\$24.06	\$32.08	\$32.08	\$32.08
Process attendant level 2	\$24.38	\$32.50	\$32.50	\$24.38	\$32.50	\$32.50	\$32.50
Process attendant level 3	\$26.57	\$35.42	\$35.42	\$26.57	\$35.42	\$35.42	\$35.42
Process attendant level 4	\$27.86	\$37.14	\$37.14	\$27.86	\$37.14	\$37.14	\$37.14

## Junior - Casual - Under 17 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$14.70	\$18.38	\$22.05	\$29.40	\$36.75	\$16.91	\$22.05
Process attendant level 2	\$14.90	\$18.63	\$22.35	\$29.80	\$37.25	\$17.14	\$22.35
Process attendant level 3	\$16.24	\$20.30	\$24.36	\$32.48	\$40.60	\$18.68	\$24.36
Process attendant level 4	\$17.03	\$21.29	\$25.55	\$34.06	\$42.58	\$19.58	\$25.55

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$29.40	\$16.91	\$19.11	\$22.05	\$29.40	\$29.40	\$29.40
Process attendant level 2	\$29.80	\$17.14	\$19.37	\$22.35	\$29.80	\$29.80	\$29.80
Process attendant level 3	\$32.48	\$18.68	\$21.11	\$24.36	\$32.48	\$32.48	\$32.48
Process attendant level 4	\$34.06	\$19.58	\$22.14	\$25.55	\$34.06	\$34.06	\$34.06

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$36.75	\$29.40	\$22.05	\$29.40	\$29.40	\$36.75
Process attendant level 2	\$37.25	\$29.80	\$22.35	\$29.80	\$29.80	\$37.25
Process attendant level 3	\$40.60	\$32.48	\$24.36	\$32.48	\$32.48	\$40.60
Process attendant level 4	\$42.58	\$34.06	\$25.55	\$34.06	\$34.06	\$42.58

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$29.40	\$22.05	\$29.40	\$29.40	\$22.05	\$29.40
Process attendant level 2	\$29.80	\$22.35	\$29.80	\$29.80	\$22.35	\$29.80
Process attendant level 3	\$32.48	\$24.36	\$32.48	\$32.48	\$24.36	\$32.48
Process attendant level 4	\$34.06	\$25.55	\$34.06	\$34.06	\$25.55	\$34.06

## Junior - Casual - 17 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$17.38	\$21.73	\$26.07	\$34.76	\$43.45	\$19.99	\$26.07
Process attendant level 2	\$17.61	\$22.01	\$26.42	\$35.22	\$44.03	\$20.25	\$26.42
Process attendant level 3	\$19.19	\$23.99	\$28.79	\$38.38	\$47.98	\$22.07	\$28.79
Process attendant level 4	\$20.11	\$25.14	\$30.17	\$40.22	\$50.28	\$23.13	\$30.17

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$34.76	\$19.99	\$22.59	\$26.07	\$34.76	\$34.76	\$34.76
Process attendant level 2	\$35.22	\$20.25	\$22.89	\$26.42	\$35.22	\$35.22	\$35.22
Process attendant level 3	\$38.38	\$22.07	\$24.95	\$28.79	\$38.38	\$38.38	\$38.38
Process attendant level 4	\$40.22	\$23.13	\$26.14	\$30.17	\$40.22	\$40.22	\$40.22

**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$43.45	\$34.76	\$26.07	\$34.76	\$34.76	\$43.45
Process attendant level 2	\$44.03	\$35.22	\$26.42	\$35.22	\$35.22	\$44.03
Process attendant level 3	\$47.98	\$38.38	\$28.79	\$38.38	\$38.38	\$47.98
Process attendant level 4	\$50.28	\$40.22	\$30.17	\$40.22	\$40.22	\$50.28

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$34.76	\$26.07	\$34.76	\$34.76	\$26.07	\$34.76
Process attendant level 2	\$35.22	\$26.42	\$35.22	\$35.22	\$26.42	\$35.22
Process attendant level 3	\$38.38	\$28.79	\$38.38	\$38.38	\$28.79	\$38.38
Process attendant level 4	\$40.22	\$30.17	\$40.22	\$40.22	\$30.17	\$40.22

## Junior - Casual - 18 years

Table 1 of 4

Classification	Hourly pay rate	Saturday - before 12 noon - day work	Saturday - after 12 noon - day work	Sunday - day work	Public holiday - day work	Afternoon shift - 5 or more successive shifts (6 in six day enterprise)	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours
Process attendant level 1	\$20.05	\$25.06	\$30.08	\$40.10	\$50.13	\$23.06	\$30.08
Process attendant level 2	\$20.31	\$25.39	\$30.47	\$40.62	\$50.78	\$23.36	\$30.47
Process attendant level 3	\$22.14	\$27.68	\$33.21	\$44.28	\$55.35	\$25.46	\$33.21
Process attendant level 4	\$23.21	\$29.01	\$34.82	\$46.42	\$58.03	\$26.69	\$34.82

Table 2 of 4

Classification	Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours	Night shift - 5 or more successive shifts (6 in six day enterprise)	Permanent night shift	Saturday - shiftwork	Sunday - continuous shiftwork	Sunday - non-continuous shiftwork	Public holiday - continuous shiftwork
Process attendant level 1	\$40.10	\$23.06	\$26.07	\$30.08	\$40.10	\$40.10	\$40.10
Process attendant level 2	\$40.62	\$23.36	\$26.40	\$30.47	\$40.62	\$40.62	\$40.62
Process attendant level 3	\$44.28	\$25.46	\$28.78	\$33.21	\$44.28	\$44.28	\$44.28
Process attendant level 4	\$46.42	\$26.69	\$30.17	\$34.82	\$46.42	\$46.42	\$46.42



**Table 3 of 4**

<b>Classification</b>	<b>Public holiday - non-continuous shiftwork</b>	<b>Overtime - continuous shiftwork</b>	<b>Overtime - Monday to Saturday - first 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Monday to Saturday - after 3 hours - day work &amp; non-continuous shiftwork</b>	<b>Overtime - Sunday - day work &amp; shiftwork</b>	<b>Overtime - public holiday - day work &amp; non-continuous shiftwork</b>
Process attendant level 1	\$50.13	\$40.10	\$30.08	\$40.10	\$40.10	\$50.13
Process attendant level 2	\$50.78	\$40.62	\$30.47	\$40.62	\$40.62	\$50.78
Process attendant level 3	\$55.35	\$44.28	\$33.21	\$44.28	\$44.28	\$55.35
Process attendant level 4	\$58.03	\$46.42	\$34.82	\$46.42	\$46.42	\$58.03

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - public holiday - continuous shiftwork</b>	<b>Working a non-rostered shift - first 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - after 3 hours - non-continuous shiftwork</b>	<b>Working a non-rostered shift - continuous shiftwork</b>	<b>Delayed meal break</b>	<b>Working on RDO - shiftwork</b>
Process attendant level 1	\$40.10	\$30.08	\$40.10	\$40.10	\$30.08	\$40.10
Process attendant level 2	\$40.62	\$30.47	\$40.62	\$40.62	\$30.47	\$40.62
Process attendant level 3	\$44.28	\$33.21	\$44.28	\$44.28	\$33.21	\$44.28
Process attendant level 4	\$46.42	\$34.82	\$46.42	\$46.42	\$34.82	\$46.42

## Allowances

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

Allowances	Rate
Cold work allowance	\$0.69 per hour for each hour working in a cold place
First aid allowance	\$0.49 per hour up to a maximum of \$18.72 per week
Meal allowance - overtime	\$15.59 for the first meal and \$15.59 for an extra meal after every 4 hours
Protective clothing and equipment reimbursement	reimbursement for the cost of purchase