

## Pay Guide - Oil Refining and Manufacturing Award [MA000072]

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## Rates of pay

### Adult

The rates below include industry disability allowance.

### Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Refinery operations - trainee operator level 1	\$867.74	\$24.80	\$28.52	\$28.52	\$29.76	\$32.24	\$37.20
Refinery operations - outside operator level 2	\$936.44	\$26.76	\$30.77	\$30.77	\$32.11	\$34.79	\$40.14
Refinery operations - advanced outside operator level 3	\$1,012.94	\$28.95	\$33.29	\$33.29	\$34.74	\$37.64	\$43.43
Refinery operations - console operator level 4	\$1,122.94	\$32.09	\$36.90	\$36.90	\$38.51	\$41.72	\$48.14
Refinery operations - head operator level 5	\$1,209.04	\$34.55	\$39.73	\$39.73	\$41.46	\$44.92	\$51.83
Lubricants/bitumen plants and terminals - trainee level 1	\$850.24	\$24.30	\$27.95	\$27.95	\$29.16	\$31.59	\$36.45
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$896.54	\$25.62	\$29.46	\$29.46	\$30.74	\$33.31	\$38.43
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$934.44	\$26.70	\$30.71	\$30.71	\$32.04	\$34.71	\$40.05
Lubricants/bitumen plants and terminals - specialist blender level 4	\$973.04	\$27.81	\$31.98	\$31.98	\$33.37	\$36.15	\$41.72
Lubricants/bitumen plants and terminals - head operator level 5	\$1,012.24	\$28.93	\$33.27	\$33.27	\$34.72	\$37.61	\$43.40
Maintenance - tradesperson	\$978.54	\$27.96	\$32.15	\$32.15	\$33.55	\$36.35	\$41.94

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Maintenance - advanced tradesperson	\$1,041.44	\$29.76	\$34.22	\$34.22	\$35.71	\$38.69	\$44.64
Maintenance - dual trade tradesperson	\$1,114.14	\$31.84	\$36.62	\$36.62	\$38.21	\$41.39	\$47.76
Maintenance - maintenance co-ordinator	\$1,159.24	\$33.13	\$38.10	\$38.10	\$39.76	\$43.07	\$49.70
Clerical level 1 - year 1	\$861.40	\$24.61	\$28.30	\$28.30	\$29.53	\$31.99	\$36.92
Clerical level 1 - year 2	\$902.10	\$25.77	\$29.64	\$29.64	\$30.92	\$33.50	\$38.66
Clerical level 1 - year 3	\$929.90	\$26.57	\$30.56	\$30.56	\$31.88	\$34.54	\$39.86
Clerical level 2 - year 1	\$940.90	\$26.88	\$30.91	\$30.91	\$32.26	\$34.94	\$40.32
Clerical level 2 - year 2	\$958.30	\$27.38	\$31.49	\$31.49	\$32.86	\$35.59	\$41.07
Clerical level 3	\$993.80	\$28.39	\$32.65	\$32.65	\$34.07	\$36.91	\$42.59
Clerical level 4	\$1,043.60	\$29.82	\$34.29	\$34.29	\$35.78	\$38.77	\$44.73
Clerical level 5	\$1,086.00	\$31.03	\$35.68	\$35.68	\$37.24	\$40.34	\$46.55

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$49.60	\$49.60	\$74.40	\$37.20	\$49.60	\$49.60	\$62.00	\$49.60
Refinery operations - outside operator level 2	\$53.52	\$53.52	\$80.28	\$40.14	\$53.52	\$53.52	\$66.90	\$53.52
Refinery operations - advanced outside operator level 3	\$57.90	\$57.90	\$86.85	\$43.43	\$57.90	\$57.90	\$72.38	\$57.90
Refinery operations - console operator level 4	\$64.18	\$64.18	\$96.27	\$48.14	\$64.18	\$64.18	\$80.23	\$64.18
Refinery operations - head operator level 5	\$69.10	\$69.10	\$103.65	\$51.83	\$69.10	\$69.10	\$86.38	\$69.10

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - trainee level 1	\$48.60	\$48.60	\$72.90	\$36.45	\$48.60	\$48.60	\$60.75	\$48.60
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$51.24	\$51.24	\$76.86	\$38.43	\$51.24	\$51.24	\$64.05	\$51.24
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$53.40	\$53.40	\$80.10	\$40.05	\$53.40	\$53.40	\$66.75	\$53.40
Lubricants/bitumen plants and terminals - specialist blender level 4	\$55.62	\$55.62	\$83.43	\$41.72	\$55.62	\$55.62	\$69.53	\$55.62
Lubricants/bitumen plants and terminals - head operator level 5	\$57.86	\$57.86	\$86.79	\$43.40	\$57.86	\$57.86	\$72.33	\$57.86
Maintenance - tradesperson	\$55.92	\$55.92	\$83.88	\$41.94	\$55.92	\$55.92	\$69.90	\$55.92
Maintenance - advanced tradesperson	\$59.52	\$59.52	\$89.28	\$44.64	\$59.52	\$59.52	\$74.40	\$59.52
Maintenance - dual trade tradesperson	\$63.68	\$63.68	\$95.52	\$47.76	\$63.68	\$63.68	\$79.60	\$63.68
Maintenance - maintenance co-ordinator	\$66.26	\$66.26	\$99.39	\$49.70	\$66.26	\$66.26	\$82.83	\$66.26
Clerical level 1 - year 1	\$49.22	\$49.22	\$73.83	\$36.92	\$49.22	\$49.22	\$61.53	\$49.22
Clerical level 1 - year 2	\$51.54	\$51.54	\$77.31	\$38.66	\$51.54	\$51.54	\$64.43	\$51.54
Clerical level 1 - year 3	\$53.14	\$53.14	\$79.71	\$39.86	\$53.14	\$53.14	\$66.43	\$53.14
Clerical level 2 - year 1	\$53.76	\$53.76	\$80.64	\$40.32	\$53.76	\$53.76	\$67.20	\$53.76
Clerical level 2 - year 2	\$54.76	\$54.76	\$82.14	\$41.07	\$54.76	\$54.76	\$68.45	\$54.76
Clerical level 3	\$56.78	\$56.78	\$85.17	\$42.59	\$56.78	\$56.78	\$70.98	\$56.78
Clerical level 4	\$59.64	\$59.64	\$89.46	\$44.73	\$59.64	\$59.64	\$74.55	\$59.64
Clerical level 5	\$62.06	\$62.06	\$93.09	\$46.55	\$62.06	\$62.06	\$77.58	\$62.06

## Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker	Saturday - after 2 hours - shiftworker
Refinery operations - trainee operator level 1	\$31.00	\$34.72	\$34.72	\$35.96	\$38.44	\$43.40	\$55.80
Refinery operations - outside operator level 2	\$33.45	\$37.46	\$37.46	\$38.80	\$41.48	\$46.83	\$60.21
Refinery operations - advanced outside operator level 3	\$36.19	\$40.53	\$40.53	\$41.98	\$44.87	\$50.66	\$65.14
Refinery operations - console operator level 4	\$40.11	\$44.93	\$44.93	\$46.53	\$49.74	\$56.16	\$72.20
Refinery operations - head operator level 5	\$43.19	\$48.37	\$48.37	\$50.10	\$53.55	\$60.46	\$77.74
Lubricants/bitumen plants and terminals - trainee level 1	\$30.38	\$34.02	\$34.02	\$35.24	\$37.67	\$42.53	\$54.68
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$32.03	\$35.87	\$35.87	\$37.15	\$39.71	\$44.84	\$57.65
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$33.38	\$37.38	\$37.38	\$38.72	\$41.39	\$46.73	\$60.08
Lubricants/bitumen plants and terminals - specialist blender level 4	\$34.76	\$38.93	\$38.93	\$40.32	\$43.11	\$48.67	\$62.57
Lubricants/bitumen plants and terminals - head operator level 5	\$36.16	\$40.50	\$40.50	\$41.95	\$44.84	\$50.63	\$65.09
Maintenance - tradesperson	\$34.95	\$39.14	\$39.14	\$40.54	\$43.34	\$48.93	\$62.91
Maintenance - advanced tradesperson	\$37.20	\$41.66	\$41.66	\$43.15	\$46.13	\$52.08	\$66.96
Maintenance - dual trade tradesperson	\$39.80	\$44.58	\$44.58	\$46.17	\$49.35	\$55.72	\$71.64
Maintenance - maintenance co-ordinator	\$41.41	\$46.38	\$46.38	\$48.04	\$51.35	\$57.98	\$74.54

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Clerical level 1 - year 1	\$30.76	\$34.45	\$34.45	\$35.68	\$38.15	\$43.07	\$55.37
Clerical level 1 - year 2	\$32.21	\$36.08	\$36.08	\$37.37	\$39.94	\$45.10	\$57.98
Clerical level 1 - year 3	\$33.21	\$37.20	\$37.20	\$38.53	\$41.18	\$46.50	\$59.78
Clerical level 2 - year 1	\$33.60	\$37.63	\$37.63	\$38.98	\$41.66	\$47.04	\$60.48
Clerical level 2 - year 2	\$34.23	\$38.33	\$38.33	\$39.70	\$42.44	\$47.92	\$61.61
Clerical level 3	\$35.49	\$39.75	\$39.75	\$41.17	\$44.00	\$49.68	\$63.88
Clerical level 4	\$37.28	\$41.75	\$41.75	\$43.24	\$46.22	\$52.19	\$67.10
Clerical level 5	\$38.79	\$43.44	\$43.44	\$44.99	\$48.10	\$54.30	\$69.82

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$55.80	\$80.60	\$43.40	\$55.80	\$55.80	\$68.20	\$55.80
Refinery operations - outside operator level 2	\$60.21	\$86.97	\$46.83	\$60.21	\$60.21	\$73.59	\$60.21
Refinery operations - advanced outside operator level 3	\$65.14	\$94.09	\$50.66	\$65.14	\$65.14	\$79.61	\$65.14
Refinery operations - console operator level 4	\$72.20	\$104.29	\$56.16	\$72.20	\$72.20	\$88.25	\$72.20
Refinery operations - head operator level 5	\$77.74	\$112.29	\$60.46	\$77.74	\$77.74	\$95.01	\$77.74
Lubricants/bitumen plants and terminals - trainee level 1	\$54.68	\$78.98	\$42.53	\$54.68	\$54.68	\$66.83	\$54.68
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$57.65	\$83.27	\$44.84	\$57.65	\$57.65	\$70.46	\$57.65

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$60.08	\$86.78	\$46.73	\$60.08	\$60.08	\$73.43	\$60.08
Lubricants/bitumen plants and terminals - specialist blender level 4	\$62.57	\$90.38	\$48.67	\$62.57	\$62.57	\$76.48	\$62.57
Lubricants/bitumen plants and terminals - head operator level 5	\$65.09	\$94.02	\$50.63	\$65.09	\$65.09	\$79.56	\$65.09
Maintenance - tradesperson	\$62.91	\$90.87	\$48.93	\$62.91	\$62.91	\$76.89	\$62.91
Maintenance - advanced tradesperson	\$66.96	\$96.72	\$52.08	\$66.96	\$66.96	\$81.84	\$66.96
Maintenance - dual trade tradesperson	\$71.64	\$103.48	\$55.72	\$71.64	\$71.64	\$87.56	\$71.64
Maintenance - maintenance co-ordinator	\$74.54	\$107.67	\$57.98	\$74.54	\$74.54	\$91.11	\$74.54
Clerical level 1 - year 1	\$55.37	\$79.98	\$43.07	\$55.37	\$55.37	\$67.68	\$55.37
Clerical level 1 - year 2	\$57.98	\$83.75	\$45.10	\$57.98	\$57.98	\$70.87	\$57.98
Clerical level 1 - year 3	\$59.78	\$86.35	\$46.50	\$59.78	\$59.78	\$73.07	\$59.78
Clerical level 2 - year 1	\$60.48	\$87.36	\$47.04	\$60.48	\$60.48	\$73.92	\$60.48
Clerical level 2 - year 2	\$61.61	\$88.99	\$47.92	\$61.61	\$61.61	\$75.30	\$61.61
Clerical level 3	\$63.88	\$92.27	\$49.68	\$63.88	\$63.88	\$78.07	\$63.88
Clerical level 4	\$67.10	\$96.92	\$52.19	\$67.10	\$67.10	\$82.01	\$67.10
Clerical level 5	\$69.82	\$100.85	\$54.30	\$69.82	\$69.82	\$85.33	\$69.82

## Junior - Full-time & part-time - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Refinery operations - trainee operator level 1	\$660.22	\$18.87	\$21.70	\$21.70	\$22.64	\$24.53	\$28.31
Refinery operations - outside operator level 2	\$711.74	\$20.34	\$23.39	\$23.39	\$24.41	\$26.44	\$30.51
Refinery operations - advanced outside operator level 3	\$769.12	\$21.98	\$25.28	\$25.28	\$26.38	\$28.57	\$32.97
Refinery operations - console operator level 4	\$851.62	\$24.34	\$27.99	\$27.99	\$29.21	\$31.64	\$36.51
Refinery operations - head operator level 5	\$916.19	\$26.18	\$30.11	\$30.11	\$31.42	\$34.03	\$39.27
Lubricants/bitumen plants and terminals - trainee level 1	\$647.09	\$18.49	\$21.26	\$21.26	\$22.19	\$24.04	\$27.74
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$681.82	\$19.49	\$22.41	\$22.41	\$23.39	\$25.34	\$29.24
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$710.24	\$20.30	\$23.35	\$23.35	\$24.36	\$26.39	\$30.45
Lubricants/bitumen plants and terminals - specialist blender level 4	\$739.19	\$21.12	\$24.29	\$24.29	\$25.34	\$27.46	\$31.68
Lubricants/bitumen plants and terminals - head operator level 5	\$768.59	\$21.96	\$25.25	\$25.25	\$26.35	\$28.55	\$32.94
Maintenance - maintenance co-ordinator	\$878.84	\$25.11	\$28.88	\$28.88	\$30.13	\$32.64	\$37.67
Clerical level 1 - year 1	\$646.05	\$18.46	\$21.23	\$21.23	\$22.15	\$24.00	\$27.69
Clerical level 1 - year 2	\$676.58	\$19.33	\$22.23	\$22.23	\$23.20	\$25.13	\$29.00
Clerical level 1 - year 3	\$697.43	\$19.93	\$22.92	\$22.92	\$23.92	\$25.91	\$29.90



<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Clerical level 2 - year 1	\$705.68	\$20.16	\$23.18	\$23.18	\$24.19	\$26.21	\$30.24
Clerical level 2 - year 2	\$718.73	\$20.54	\$23.62	\$23.62	\$24.65	\$26.70	\$30.81
Clerical level 3	\$745.35	\$21.30	\$24.50	\$24.50	\$25.56	\$27.69	\$31.95
Clerical level 4	\$782.70	\$22.36	\$25.71	\$25.71	\$26.83	\$29.07	\$33.54
Clerical level 5	\$814.50	\$23.27	\$26.76	\$26.76	\$27.92	\$30.25	\$34.91

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$37.74	\$37.74	\$56.61	\$28.31	\$37.74	\$37.74	\$47.18	\$37.74
Refinery operations - outside operator level 2	\$40.68	\$40.68	\$61.02	\$30.51	\$40.68	\$40.68	\$50.85	\$40.68
Refinery operations - advanced outside operator level 3	\$43.96	\$43.96	\$65.94	\$32.97	\$43.96	\$43.96	\$54.95	\$43.96
Refinery operations - console operator level 4	\$48.68	\$48.68	\$73.02	\$36.51	\$48.68	\$48.68	\$60.85	\$48.68
Refinery operations - head operator level 5	\$52.36	\$52.36	\$78.54	\$39.27	\$52.36	\$52.36	\$65.45	\$52.36
Lubricants/bitumen plants and terminals - trainee level 1	\$36.98	\$36.98	\$55.47	\$27.74	\$36.98	\$36.98	\$46.23	\$36.98
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$38.98	\$38.98	\$58.47	\$29.24	\$38.98	\$38.98	\$48.73	\$38.98
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$40.60	\$40.60	\$60.90	\$30.45	\$40.60	\$40.60	\$50.75	\$40.60

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - specialist blender level 4	\$42.24	\$42.24	\$63.36	\$31.68	\$42.24	\$42.24	\$52.80	\$42.24
Lubricants/bitumen plants and terminals - head operator level 5	\$43.92	\$43.92	\$65.88	\$32.94	\$43.92	\$43.92	\$54.90	\$43.92
Maintenance - maintenance co-ordinator	\$50.22	\$50.22	\$75.33	\$37.67	\$50.22	\$50.22	\$62.78	\$50.22
Clerical level 1 - year 1	\$36.92	\$36.92	\$55.38	\$27.69	\$36.92	\$36.92	\$46.15	\$36.92
Clerical level 1 - year 2	\$38.66	\$38.66	\$57.99	\$29.00	\$38.66	\$38.66	\$48.33	\$38.66
Clerical level 1 - year 3	\$39.86	\$39.86	\$59.79	\$29.90	\$39.86	\$39.86	\$49.83	\$39.86
Clerical level 2 - year 1	\$40.32	\$40.32	\$60.48	\$30.24	\$40.32	\$40.32	\$50.40	\$40.32
Clerical level 2 - year 2	\$41.08	\$41.08	\$61.62	\$30.81	\$41.08	\$41.08	\$51.35	\$41.08
Clerical level 3	\$42.60	\$42.60	\$63.90	\$31.95	\$42.60	\$42.60	\$53.25	\$42.60
Clerical level 4	\$44.72	\$44.72	\$67.08	\$33.54	\$44.72	\$44.72	\$55.90	\$44.72
Clerical level 5	\$46.54	\$46.54	\$69.81	\$34.91	\$46.54	\$46.54	\$58.18	\$46.54

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

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$743.23	\$21.24	\$24.43	\$24.43	\$25.49	\$27.61	\$31.86
Refinery operations - outside operator level 2	\$801.62	\$22.91	\$26.35	\$26.35	\$27.49	\$29.78	\$34.37
Refinery operations - advanced outside operator level 3	\$866.65	\$24.77	\$28.49	\$28.49	\$29.72	\$32.20	\$37.16
Refinery operations - console operator level 4	\$960.15	\$27.44	\$31.56	\$31.56	\$32.93	\$35.67	\$41.16
Refinery operations - head operator level 5	\$1,033.33	\$29.53	\$33.96	\$33.96	\$35.44	\$38.39	\$44.30
Lubricants/bitumen plants and terminals - trainee level 1	\$728.35	\$20.81	\$23.93	\$23.93	\$24.97	\$27.05	\$31.22
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$767.71	\$21.94	\$25.23	\$25.23	\$26.33	\$28.52	\$32.91
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$799.92	\$22.86	\$26.29	\$26.29	\$27.43	\$29.72	\$34.29
Lubricants/bitumen plants and terminals - specialist blender level 4	\$832.73	\$23.80	\$27.37	\$27.37	\$28.56	\$30.94	\$35.70
Lubricants/bitumen plants and terminals - head operator level 5	\$866.05	\$24.75	\$28.46	\$28.46	\$29.70	\$32.18	\$37.13
Maintenance - maintenance co-ordinator	\$991.00	\$28.32	\$32.57	\$32.57	\$33.98	\$36.82	\$42.48
Clerical level 1 - year 1	\$732.19	\$20.92	\$24.06	\$24.06	\$25.10	\$27.20	\$31.38
Clerical level 1 - year 2	\$766.79	\$21.91	\$25.20	\$25.20	\$26.29	\$28.48	\$32.87
Clerical level 1 - year 3	\$790.42	\$22.58	\$25.97	\$25.97	\$27.10	\$29.35	\$33.87

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>
Clerical level 2 - year 1	\$799.77	\$22.85	\$26.28	\$26.28	\$27.42	\$29.71	\$34.28
Clerical level 2 - year 2	\$814.56	\$23.27	\$26.76	\$26.76	\$27.92	\$30.25	\$34.91
Clerical level 3	\$844.73	\$24.14	\$27.76	\$27.76	\$28.97	\$31.38	\$36.21
Clerical level 4	\$887.06	\$25.34	\$29.14	\$29.14	\$30.41	\$32.94	\$38.01
Clerical level 5	\$923.10	\$26.37	\$30.33	\$30.33	\$31.64	\$34.28	\$39.56

**Table 2 of 2**

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$42.48	\$42.48	\$63.72	\$31.86	\$42.48	\$42.48	\$53.10	\$42.48
Refinery operations - outside operator level 2	\$45.82	\$45.82	\$68.73	\$34.37	\$45.82	\$45.82	\$57.28	\$45.82
Refinery operations - advanced outside operator level 3	\$49.54	\$49.54	\$74.31	\$37.16	\$49.54	\$49.54	\$61.93	\$49.54
Refinery operations - console operator level 4	\$54.88	\$54.88	\$82.32	\$41.16	\$54.88	\$54.88	\$68.60	\$54.88
Refinery operations - head operator level 5	\$59.06	\$59.06	\$88.59	\$44.30	\$59.06	\$59.06	\$73.83	\$59.06
Lubricants/bitumen plants and terminals - trainee level 1	\$41.62	\$41.62	\$62.43	\$31.22	\$41.62	\$41.62	\$52.03	\$41.62
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$43.88	\$43.88	\$65.82	\$32.91	\$43.88	\$43.88	\$54.85	\$43.88
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$45.72	\$45.72	\$68.58	\$34.29	\$45.72	\$45.72	\$57.15	\$45.72

<b>Classification</b>	<b>Saturday - after 2 hours - shiftworker</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - specialist blender level 4	\$47.60	\$47.60	\$71.40	\$35.70	\$47.60	\$47.60	\$59.50	\$47.60
Lubricants/bitumen plants and terminals - head operator level 5	\$49.50	\$49.50	\$74.25	\$37.13	\$49.50	\$49.50	\$61.88	\$49.50
Maintenance - maintenance co-ordinator	\$56.64	\$56.64	\$84.96	\$42.48	\$56.64	\$56.64	\$70.80	\$56.64
Clerical level 1 - year 1	\$41.84	\$41.84	\$62.76	\$31.38	\$41.84	\$41.84	\$52.30	\$41.84
Clerical level 1 - year 2	\$43.82	\$43.82	\$65.73	\$32.87	\$43.82	\$43.82	\$54.78	\$43.82
Clerical level 1 - year 3	\$45.16	\$45.16	\$67.74	\$33.87	\$45.16	\$45.16	\$56.45	\$45.16
Clerical level 2 - year 1	\$45.70	\$45.70	\$68.55	\$34.28	\$45.70	\$45.70	\$57.13	\$45.70
Clerical level 2 - year 2	\$46.54	\$46.54	\$69.81	\$34.91	\$46.54	\$46.54	\$58.18	\$46.54
Clerical level 3	\$48.28	\$48.28	\$72.42	\$36.21	\$48.28	\$48.28	\$60.35	\$48.28
Clerical level 4	\$50.68	\$50.68	\$76.02	\$38.01	\$50.68	\$50.68	\$63.35	\$50.68
Clerical level 5	\$52.74	\$52.74	\$79.11	\$39.56	\$52.74	\$52.74	\$65.93	\$52.74

## Junior - Casual - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$23.59	\$26.42	\$26.42	\$27.36	\$29.25	\$33.02	\$42.46
Refinery operations - outside operator level 2	\$25.43	\$28.48	\$28.48	\$29.49	\$31.53	\$35.60	\$45.77
Refinery operations - advanced outside operator level 3	\$27.48	\$30.77	\$30.77	\$31.87	\$34.07	\$38.47	\$49.46
Refinery operations - console operator level 4	\$30.43	\$34.08	\$34.08	\$35.29	\$37.73	\$42.60	\$54.77
Refinery operations - head operator level 5	\$32.73	\$36.65	\$36.65	\$37.96	\$40.58	\$45.82	\$58.91
Lubricants/bitumen plants and terminals - trainee level 1	\$23.11	\$25.89	\$25.89	\$26.81	\$28.66	\$32.36	\$41.60
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$24.36	\$27.29	\$27.29	\$28.26	\$30.21	\$34.11	\$43.85
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$25.38	\$28.42	\$28.42	\$29.44	\$31.47	\$35.53	\$45.68
Lubricants/bitumen plants and terminals - specialist blender level 4	\$26.40	\$29.57	\$29.57	\$30.62	\$32.74	\$36.96	\$47.52
Lubricants/bitumen plants and terminals - head operator level 5	\$27.45	\$30.74	\$30.74	\$31.84	\$34.04	\$38.43	\$49.41
Maintenance - maintenance co-ordinator	\$31.39	\$35.15	\$35.15	\$36.41	\$38.92	\$43.94	\$56.50
Clerical level 1 - year 1	\$23.08	\$25.84	\$25.84	\$26.77	\$28.61	\$32.31	\$41.54
Clerical level 1 - year 2	\$24.16	\$27.06	\$27.06	\$28.03	\$29.96	\$33.83	\$43.49
Clerical level 1 - year 3	\$24.91	\$27.90	\$27.90	\$28.90	\$30.89	\$34.88	\$44.84

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Clerical level 2 - year 1	\$25.20	\$28.22	\$28.22	\$29.23	\$31.25	\$35.28	\$45.36
Clerical level 2 - year 2	\$25.68	\$28.76	\$28.76	\$29.78	\$31.84	\$35.95	\$46.22
Clerical level 3	\$26.63	\$29.82	\$29.82	\$30.89	\$33.02	\$37.28	\$47.93
Clerical level 4	\$27.95	\$31.30	\$31.30	\$32.42	\$34.66	\$39.13	\$50.31
Clerical level 5	\$29.09	\$32.58	\$32.58	\$33.74	\$36.07	\$40.72	\$52.36

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$42.46	\$61.33	\$33.02	\$42.46	\$42.46	\$51.89	\$42.46
Refinery operations - outside operator level 2	\$45.77	\$66.11	\$35.60	\$45.77	\$45.77	\$55.94	\$45.77
Refinery operations - advanced outside operator level 3	\$49.46	\$71.44	\$38.47	\$49.46	\$49.46	\$60.45	\$49.46
Refinery operations - console operator level 4	\$54.77	\$79.11	\$42.60	\$54.77	\$54.77	\$66.94	\$54.77
Refinery operations - head operator level 5	\$58.91	\$85.09	\$45.82	\$58.91	\$58.91	\$72.00	\$58.91
Lubricants/bitumen plants and terminals - trainee level 1	\$41.60	\$60.09	\$32.36	\$41.60	\$41.60	\$50.85	\$41.60
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$43.85	\$63.34	\$34.11	\$43.85	\$43.85	\$53.60	\$43.85
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$45.68	\$65.98	\$35.53	\$45.68	\$45.68	\$55.83	\$45.68

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - specialist blender level 4	\$47.52	\$68.64	\$36.96	\$47.52	\$47.52	\$58.08	\$47.52
Lubricants/bitumen plants and terminals - head operator level 5	\$49.41	\$71.37	\$38.43	\$49.41	\$49.41	\$60.39	\$49.41
Maintenance - maintenance co-ordinator	\$56.50	\$81.61	\$43.94	\$56.50	\$56.50	\$69.05	\$56.50
Clerical level 1 - year 1	\$41.54	\$60.00	\$32.31	\$41.54	\$41.54	\$50.77	\$41.54
Clerical level 1 - year 2	\$43.49	\$62.82	\$33.83	\$43.49	\$43.49	\$53.16	\$43.49
Clerical level 1 - year 3	\$44.84	\$64.77	\$34.88	\$44.84	\$44.84	\$54.81	\$44.84
Clerical level 2 - year 1	\$45.36	\$65.52	\$35.28	\$45.36	\$45.36	\$55.44	\$45.36
Clerical level 2 - year 2	\$46.22	\$66.76	\$35.95	\$46.22	\$46.22	\$56.49	\$46.22
Clerical level 3	\$47.93	\$69.23	\$37.28	\$47.93	\$47.93	\$58.58	\$47.93
Clerical level 4	\$50.31	\$72.67	\$39.13	\$50.31	\$50.31	\$61.49	\$50.31
Clerical level 5	\$52.36	\$75.63	\$40.72	\$52.36	\$52.36	\$63.99	\$52.36



## Junior - Casual - 17 years

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Refinery operations - trainee operator level 1	\$26.55	\$29.74	\$29.74	\$30.80	\$32.92	\$37.17	\$47.79
Refinery operations - outside operator level 2	\$28.64	\$32.07	\$32.07	\$33.22	\$35.51	\$40.09	\$51.55
Refinery operations - advanced outside operator level 3	\$30.96	\$34.68	\$34.68	\$35.92	\$38.39	\$43.35	\$55.73
Refinery operations - console operator level 4	\$34.30	\$38.42	\$38.42	\$39.79	\$42.53	\$48.02	\$61.74
Refinery operations - head operator level 5	\$36.91	\$41.34	\$41.34	\$42.82	\$45.77	\$51.68	\$66.44
Lubricants/bitumen plants and terminals - trainee level 1	\$26.01	\$29.13	\$29.13	\$30.17	\$32.26	\$36.42	\$46.82
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$27.43	\$30.72	\$30.72	\$31.81	\$34.01	\$38.40	\$49.37
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$28.58	\$32.00	\$32.00	\$33.15	\$35.43	\$40.01	\$51.44
Lubricants/bitumen plants and terminals - specialist blender level 4	\$29.75	\$33.32	\$33.32	\$34.51	\$36.89	\$41.65	\$53.55
Lubricants/bitumen plants and terminals - head operator level 5	\$30.94	\$34.65	\$34.65	\$35.89	\$38.36	\$43.31	\$55.69
Maintenance - maintenance co-ordinator	\$35.40	\$39.65	\$39.65	\$41.06	\$43.90	\$49.56	\$63.72
Clerical level 1 - year 1	\$26.15	\$29.29	\$29.29	\$30.33	\$32.43	\$36.61	\$47.07
Clerical level 1 - year 2	\$27.39	\$30.67	\$30.67	\$31.77	\$33.96	\$38.34	\$49.30
Clerical level 1 - year 3	\$28.23	\$31.61	\$31.61	\$32.74	\$35.00	\$39.52	\$50.81

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent afternoon shift</b>	<b>Permanent night shift</b>	<b>Saturday - first 2 hours - shiftworker</b>	<b>Saturday - after 2 hours - shiftworker</b>
Clerical level 2 - year 1	\$28.56	\$31.99	\$31.99	\$33.13	\$35.42	\$39.99	\$51.41
Clerical level 2 - year 2	\$29.09	\$32.58	\$32.58	\$33.74	\$36.07	\$40.72	\$52.36
Clerical level 3	\$30.18	\$33.80	\$33.80	\$35.00	\$37.42	\$42.25	\$54.32
Clerical level 4	\$31.68	\$35.48	\$35.48	\$36.74	\$39.28	\$44.35	\$57.02
Clerical level 5	\$32.96	\$36.92	\$36.92	\$38.24	\$40.87	\$46.15	\$59.33

**Table 2 of 2**

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Refinery operations - trainee operator level 1	\$47.79	\$69.03	\$37.17	\$47.79	\$47.79	\$58.41	\$47.79
Refinery operations - outside operator level 2	\$51.55	\$74.46	\$40.09	\$51.55	\$51.55	\$63.00	\$51.55
Refinery operations - advanced outside operator level 3	\$55.73	\$80.50	\$43.35	\$55.73	\$55.73	\$68.12	\$55.73
Refinery operations - console operator level 4	\$61.74	\$89.18	\$48.02	\$61.74	\$61.74	\$75.46	\$61.74
Refinery operations - head operator level 5	\$66.44	\$95.97	\$51.68	\$66.44	\$66.44	\$81.21	\$66.44
Lubricants/bitumen plants and terminals - trainee level 1	\$46.82	\$67.63	\$36.42	\$46.82	\$46.82	\$57.23	\$46.82
Lubricants/bitumen plants and terminals - operator (competent) level 2	\$49.37	\$71.31	\$38.40	\$49.37	\$49.37	\$60.34	\$49.37
Lubricants/bitumen plants and terminals - operator (advanced) level 3	\$51.44	\$74.30	\$40.01	\$51.44	\$51.44	\$62.87	\$51.44

<b>Classification</b>	<b>Sunday - shiftworker</b>	<b>Public holiday</b>	<b>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</b>	<b>Overtime - Sunday - other than continuous shiftworkers</b>	<b>Overtime - public holiday - other than continuous shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>
Lubricants/bitumen plants and terminals - specialist blender level 4	\$53.55	\$77.35	\$41.65	\$53.55	\$53.55	\$65.45	\$53.55
Lubricants/bitumen plants and terminals - head operator level 5	\$55.69	\$80.44	\$43.31	\$55.69	\$55.69	\$68.06	\$55.69
Maintenance - maintenance co-ordinator	\$63.72	\$92.04	\$49.56	\$63.72	\$63.72	\$77.88	\$63.72
Clerical level 1 - year 1	\$47.07	\$67.99	\$36.61	\$47.07	\$47.07	\$57.53	\$47.07
Clerical level 1 - year 2	\$49.30	\$71.21	\$38.34	\$49.30	\$49.30	\$60.25	\$49.30
Clerical level 1 - year 3	\$50.81	\$73.39	\$39.52	\$50.81	\$50.81	\$62.10	\$50.81
Clerical level 2 - year 1	\$51.41	\$74.26	\$39.99	\$51.41	\$51.41	\$62.84	\$51.41
Clerical level 2 - year 2	\$52.36	\$75.63	\$40.72	\$52.36	\$52.36	\$63.99	\$52.36
Clerical level 3	\$54.32	\$78.46	\$42.25	\$54.32	\$54.32	\$66.39	\$54.32
Clerical level 4	\$57.02	\$82.36	\$44.35	\$57.02	\$57.02	\$69.69	\$57.02
Clerical level 5	\$59.33	\$85.70	\$46.15	\$59.33	\$59.33	\$72.52	\$59.33

## Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Apprentice 1st year	\$461.05	\$13.18	\$15.16	\$15.16	\$15.82	\$17.13	\$19.77
Apprentice 2nd year	\$555.14	\$15.87	\$18.25	\$18.25	\$19.04	\$20.63	\$23.81
Apprentice 3rd year	\$743.32	\$21.24	\$24.43	\$24.43	\$25.49	\$27.61	\$31.86
Apprentice 4th year	\$865.63	\$24.74	\$28.45	\$28.45	\$29.69	\$32.16	\$37.11

Table 2 of 2

Classification	Saturday - after 2 hours - shiftworker	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$26.36	\$26.36	\$39.54	\$19.77	\$26.36	\$26.36	\$32.95	\$26.36
Apprentice 2nd year	\$31.74	\$31.74	\$47.61	\$23.81	\$31.74	\$31.74	\$39.68	\$31.74
Apprentice 3rd year	\$42.48	\$42.48	\$63.72	\$31.86	\$42.48	\$42.48	\$53.10	\$42.48
Apprentice 4th year	\$49.48	\$49.48	\$74.22	\$37.11	\$49.48	\$49.48	\$61.85	\$49.48

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Apprentice 1st year	\$508.09	\$14.52	\$16.70	\$16.70	\$17.42	\$18.88	\$21.78
Apprentice 2nd year	\$602.18	\$17.21	\$19.79	\$19.79	\$20.65	\$22.37	\$25.82
Apprentice 3rd year	\$743.32	\$21.24	\$24.43	\$24.43	\$25.49	\$27.61	\$31.86
Apprentice 4th year	\$865.63	\$24.74	\$28.45	\$28.45	\$29.69	\$32.16	\$37.11

Table 2 of 2

Classification	Saturday - after 2 hours - shiftworker	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$29.04	\$29.04	\$43.56	\$21.78	\$29.04	\$29.04	\$36.30	\$29.04
Apprentice 2nd year	\$34.42	\$34.42	\$51.63	\$25.82	\$34.42	\$34.42	\$43.03	\$34.42
Apprentice 3rd year	\$42.48	\$42.48	\$63.72	\$31.86	\$42.48	\$42.48	\$53.10	\$42.48
Apprentice 4th year	\$49.48	\$49.48	\$74.22	\$37.11	\$49.48	\$49.48	\$61.85	\$49.48

### Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker
Apprentice 1st year	\$555.14	\$15.87	\$18.25	\$18.25	\$19.04	\$20.63	\$23.81
Apprentice 2nd year	\$649.23	\$18.55	\$21.33	\$21.33	\$22.26	\$24.12	\$27.83
Apprentice 3rd year	\$743.32	\$21.24	\$24.43	\$24.43	\$25.49	\$27.61	\$31.86
Apprentice 4th year	\$865.63	\$24.74	\$28.45	\$28.45	\$29.69	\$32.16	\$37.11

Table 2 of 2

Classification	Saturday - after 2 hours - shiftworker	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$31.74	\$31.74	\$47.61	\$23.81	\$31.74	\$31.74	\$39.68	\$31.74
Apprentice 2nd year	\$37.10	\$37.10	\$55.65	\$27.83	\$37.10	\$37.10	\$46.38	\$37.10
Apprentice 3rd year	\$42.48	\$42.48	\$63.72	\$31.86	\$42.48	\$42.48	\$53.10	\$42.48
Apprentice 4th year	\$49.48	\$49.48	\$74.22	\$37.11	\$49.48	\$49.48	\$61.85	\$49.48

## Adult Apprentice - Started after 1 Jan 2014

Table 1 of 2

Classification	Hourly pay rate	Afternoon shift	Night shift	Permanent afternoon shift	Permanent night shift	Saturday - first 2 hours - shiftworker	Saturday - after 2 hours - shiftworker
Apprentice 1st year	\$22.59	\$25.98	\$25.98	\$27.11	\$29.37	\$33.89	\$45.18
Apprentice 2nd year	\$24.30	\$27.95	\$27.95	\$29.16	\$31.59	\$36.45	\$48.60
Apprentice 3rd year	\$24.30	\$27.95	\$27.95	\$29.16	\$31.59	\$36.45	\$48.60
Apprentice 4th year	\$24.74	\$28.45	\$28.45	\$29.69	\$32.16	\$37.11	\$49.48

Table 2 of 2

Classification	Sunday - shiftworker	Public holiday	Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers	Overtime - Sunday - other than continuous shiftworkers	Overtime - public holiday - other than continuous shiftworkers	Overtime - continuous shiftworkers
Apprentice 1st year	\$45.18	\$67.77	\$33.89	\$45.18	\$45.18	\$56.48	\$45.18
Apprentice 2nd year	\$48.60	\$72.90	\$36.45	\$48.60	\$48.60	\$60.75	\$48.60
Apprentice 3rd year	\$48.60	\$72.90	\$36.45	\$48.60	\$48.60	\$60.75	\$48.60
Apprentice 4th year	\$49.48	\$74.22	\$37.11	\$49.48	\$49.48	\$61.85	\$49.48

## Allowances

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

Allowances	Rate
First aid allowance	\$0.54 per hour up to a maximum of \$18.82 per week
* Industry allowance (already included in the rate tables above) - not clerical employees	\$1.08 per hour
Leading hand allowance - in charge of 3-10 employees	\$1.18 per hour up to a maximum of \$41.40 per week
Leading hand allowance - in charge of 11-20 employees	\$1.51 per hour up to a maximum of \$52.69 per week
Leading hand allowance - in charge of more than 20 employees	\$2.02 per hour up to a maximum of \$70.85 per week
Meal allowance	\$15.59 per meal
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing additional protective clothing and equipment
Tool allowance	\$0.48 per hour up to a maximum of \$16.76 per week
Travel reimbursement	reimbursement for the cost of transport or travel costs
Vehicle allowance	\$0.91 per km