# Pay Guide - Airport Employees Award

# [MA000049]

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

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/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](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $23.82 | $47.64 | $59.55 | $27.39 | $30.97 |
| Technical services officer level 1 | $24.76 | $49.52 | $61.90 | $28.47 | $32.19 |
| Technical services officer level 2 | $25.62 | $51.24 | $64.05 | $29.46 | $33.31 |
| Technical services officer level 3 | $27.29 | $54.58 | $68.23 | $31.38 | $35.48 |
| Technical services officer level 4 | $28.91 | $57.82 | $72.28 | $33.25 | $37.58 |
| Technical services officer level 5 | $29.57 | $59.14 | $73.93 | $34.01 | $38.44 |
| Technical services officer level 6 | $30.44 | $60.88 | $76.10 | $35.01 | $39.57 |
| Technical services officer level 7 | $32.11 | $64.22 | $80.28 | $36.93 | $41.74 |
| Technical services officer level 8 | $32.97 | $65.94 | $82.43 | $37.92 | $42.86 |
| Technical services officer level 9 | $35.58 | $71.16 | $88.95 | $40.92 | $46.25 |
| Technical services officer level 10 | $38.18 | $76.36 | $95.45 | $43.91 | $49.63 |
| Administrative services officer level 1 | $23.32 | $46.64 | $58.30 | $26.82 | $30.32 |
| Administrative services officer level 2 | $26.33 | $52.66 | $65.83 | $30.28 | $34.23 |
| Administrative services officer level 3 | $28.73 | $57.46 | $71.83 | $33.04 | $37.35 |
| Administrative services officer level 4 | $30.91 | $61.82 | $77.28 | $35.55 | $40.18 |
| Administrative services officer level 5 | $33.70 | $67.40 | $84.25 | $38.76 | $43.81 |
| Administrative services officer level 6 | $37.37 | $74.74 | $93.43 | $42.98 | $48.58 |
| Administrative services officer level 7 | $40.28 | $80.56 | $100.70 | $46.32 | $52.36 |
| Ground services officer level 1 | $22.16 | $44.32 | $55.40 | $25.48 | $28.81 |
| Ground services officer level 2 | $22.66 | $45.32 | $56.65 | $26.06 | $29.46 |
| Ground services officer level 3 | $23.15 | $46.30 | $57.88 | $26.62 | $30.10 |
| Ground services officer level 4 | $23.82 | $47.64 | $59.55 | $27.39 | $30.97 |
| Ground services officer level 5 | $24.76 | $49.52 | $61.90 | $28.47 | $32.19 |
| Ground services officer level 6 | $25.62 | $51.24 | $64.05 | $29.46 | $33.31 |
| Ground services officer level 7 | $26.42 | $52.84 | $66.05 | $30.38 | $34.35 |
| Ground services officer level 8 | $26.94 | $53.88 | $67.35 | $30.98 | $35.02 |
| Ground services officer level 9 | $27.29 | $54.58 | $68.23 | $31.38 | $35.48 |
| Ground services officer level 10 | $27.63 | $55.26 | $69.08 | $31.77 | $35.92 |
| Ground services officer level 11 | $28.15 | $56.30 | $70.38 | $32.37 | $36.60 |
| Professional engineer level 1 - pay point 1 | $30.71 | $61.42 | $76.78 | $35.32 | $39.92 |
| Professional engineer level 1 - pay point 2 | $31.90 | $63.80 | $79.75 | $36.69 | $41.47 |
| Professional engineer level 1 - pay point 3 | $33.06 | $66.12 | $82.65 | $38.02 | $42.98 |
| Professional engineer level 2 | $34.71 | $69.42 | $86.78 | $39.92 | $45.12 |
| Professional engineer level 3 | $38.18 | $76.36 | $95.45 | $43.91 | $49.63 |
| Professional engineer level 4 | $41.65 | $83.30 | $104.13 | $47.90 | $54.15 |
| Professional engineer level 5 | $46.58 | $93.16 | $116.45 | $53.57 | $60.55 |

**Table 2 of 5**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker (full-time employees)** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $35.73 | $47.64 | $47.64 | $59.55 | $59.55 | $35.73 |
| Technical services officer level 1 | $37.14 | $49.52 | $49.52 | $61.90 | $61.90 | $37.14 |
| Technical services officer level 2 | $38.43 | $51.24 | $51.24 | $64.05 | $64.05 | $38.43 |
| Technical services officer level 3 | $40.94 | $54.58 | $54.58 | $68.23 | $68.23 | $40.94 |
| Technical services officer level 4 | $43.37 | $57.82 | $57.82 | $72.28 | $72.28 | $43.37 |
| Technical services officer level 5 | $44.36 | $59.14 | $59.14 | $73.93 | $73.93 | $44.36 |
| Technical services officer level 6 | $45.66 | $60.88 | $60.88 | $76.10 | $76.10 | $45.66 |
| Technical services officer level 7 | $48.17 | $64.22 | $64.22 | $80.28 | $80.28 | $48.17 |
| Technical services officer level 8 | $49.46 | $65.94 | $65.94 | $82.43 | $82.43 | $49.46 |
| Technical services officer level 9 | $53.37 | $71.16 | $71.16 | $88.95 | $88.95 | $53.37 |
| Technical services officer level 10 | $57.27 | $76.36 | $76.36 | $95.45 | $95.45 | N/A |
| Administrative services officer level 1 | $34.98 | $46.64 | $46.64 | $58.30 | $58.30 | $34.98 |
| Administrative services officer level 2 | $39.50 | $52.66 | $52.66 | $65.83 | $65.83 | $39.50 |
| Administrative services officer level 3 | $43.10 | $57.46 | $57.46 | $71.83 | $71.83 | $43.10 |
| Administrative services officer level 4 | $46.37 | $61.82 | $61.82 | $77.28 | $77.28 | $46.37 |
| Administrative services officer level 5 | $50.55 | $67.40 | $67.40 | $84.25 | $84.25 | $50.55 |
| Administrative services officer level 6 | $56.06 | $74.74 | $74.74 | $93.43 | $93.43 | N/A |
| Administrative services officer level 7 | $60.42 | $80.56 | $80.56 | $100.70 | $100.70 | N/A |
| Ground services officer level 1 | $33.24 | $44.32 | $44.32 | $55.40 | $55.40 | $33.24 |
| Ground services officer level 2 | $33.99 | $45.32 | $45.32 | $56.65 | $56.65 | $33.99 |
| Ground services officer level 3 | $34.73 | $46.30 | $46.30 | $57.88 | $57.88 | $34.73 |
| Ground services officer level 4 | $35.73 | $47.64 | $47.64 | $59.55 | $59.55 | $35.73 |
| Ground services officer level 5 | $37.14 | $49.52 | $49.52 | $61.90 | $61.90 | $37.14 |
| Ground services officer level 6 | $38.43 | $51.24 | $51.24 | $64.05 | $64.05 | $38.43 |
| Ground services officer level 7 | $39.63 | $52.84 | $52.84 | $66.05 | $66.05 | $39.63 |
| Ground services officer level 8 | $40.41 | $53.88 | $53.88 | $67.35 | $67.35 | $40.41 |
| Ground services officer level 9 | $40.94 | $54.58 | $54.58 | $68.23 | $68.23 | $40.94 |
| Ground services officer level 10 | $41.45 | $55.26 | $55.26 | $69.08 | $69.08 | $41.45 |
| Ground services officer level 11 | $42.23 | $56.30 | $56.30 | $70.38 | $70.38 | $42.23 |
| Professional engineer level 1 - pay point 1 | $46.07 | $61.42 | $61.42 | $76.78 | $76.78 | $46.07 |
| Professional engineer level 1 - pay point 2 | $47.85 | $63.80 | $63.80 | $79.75 | $79.75 | $47.85 |
| Professional engineer level 1 - pay point 3 | $49.59 | $66.12 | $66.12 | $82.65 | $82.65 | $49.59 |
| Professional engineer level 2 | $52.07 | $69.42 | $69.42 | $86.78 | $86.78 | $52.07 |
| Professional engineer level 3 | $57.27 | $76.36 | $76.36 | $95.45 | $95.45 | N/A |
| Professional engineer level 4 | $62.48 | $83.30 | $83.30 | $104.13 | $104.13 | N/A |
| Professional engineer level 5 | $69.87 | $93.16 | $93.16 | $116.45 | $116.45 | N/A |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker (part-time employees)** | **Overtime - Monday to Saturday - after the first 3 hours - day worker (full-time employees)** | **Overtime - Monday to Saturday - after the first 3 hours - day worker (part-time employees)** | **Overtime - Sunday - day worker (full-time employees)** | **Overtime - Sunday - day worker (part-time employees)** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $35.73 | $47.64 | $47.64 | $47.64 | $47.64 |
| Technical services officer level 1 | $37.14 | $49.52 | $49.52 | $49.52 | $49.52 |
| Technical services officer level 2 | $38.43 | $51.24 | $51.24 | $51.24 | $51.24 |
| Technical services officer level 3 | $40.94 | $54.58 | $54.58 | $54.58 | $54.58 |
| Technical services officer level 4 | $43.37 | $57.82 | $57.82 | $57.82 | $57.82 |
| Technical services officer level 5 | $44.36 | $59.14 | $59.14 | $59.14 | $59.14 |
| Technical services officer level 6 | $45.66 | $60.88 | $60.88 | $60.88 | $60.88 |
| Technical services officer level 7 | $48.17 | $64.22 | $64.22 | $64.22 | $64.22 |
| Technical services officer level 8 | $49.46 | $65.94 | $65.94 | $65.94 | $65.94 |
| Technical services officer level 9 | $53.37 | $71.16 | $71.16 | $71.16 | $71.16 |
| Technical services officer level 10 | $57.27 | N/A | $76.36 | N/A | $76.36 |
| Administrative services officer level 1 | $34.98 | $46.64 | $46.64 | $46.64 | $46.64 |
| Administrative services officer level 2 | $39.50 | $52.66 | $52.66 | $52.66 | $52.66 |
| Administrative services officer level 3 | $43.10 | $57.46 | $57.46 | $57.46 | $57.46 |
| Administrative services officer level 4 | $46.37 | $61.82 | $61.82 | $61.82 | $61.82 |
| Administrative services officer level 5 | $50.55 | $67.40 | $67.40 | $67.40 | $67.40 |
| Administrative services officer level 6 | $56.06 | N/A | $74.74 | N/A | $74.74 |
| Administrative services officer level 7 | $60.42 | N/A | $80.56 | N/A | $80.56 |
| Ground services officer level 1 | $33.24 | $44.32 | $44.32 | $44.32 | $44.32 |
| Ground services officer level 2 | $33.99 | $45.32 | $45.32 | $45.32 | $45.32 |
| Ground services officer level 3 | $34.73 | $46.30 | $46.30 | $46.30 | $46.30 |
| Ground services officer level 4 | $35.73 | $47.64 | $47.64 | $47.64 | $47.64 |
| Ground services officer level 5 | $37.14 | $49.52 | $49.52 | $49.52 | $49.52 |
| Ground services officer level 6 | $38.43 | $51.24 | $51.24 | $51.24 | $51.24 |
| Ground services officer level 7 | $39.63 | $52.84 | $52.84 | $52.84 | $52.84 |
| Ground services officer level 8 | $40.41 | $53.88 | $53.88 | $53.88 | $53.88 |
| Ground services officer level 9 | $40.94 | $54.58 | $54.58 | $54.58 | $54.58 |
| Ground services officer level 10 | $41.45 | $55.26 | $55.26 | $55.26 | $55.26 |
| Ground services officer level 11 | $42.23 | $56.30 | $56.30 | $56.30 | $56.30 |
| Professional engineer level 1 - pay point 1 | $46.07 | $61.42 | $61.42 | $61.42 | $61.42 |
| Professional engineer level 1 - pay point 2 | $47.85 | $63.80 | $63.80 | $63.80 | $63.80 |
| Professional engineer level 1 - pay point 3 | $49.59 | $66.12 | $66.12 | $66.12 | $66.12 |
| Professional engineer level 2 | $52.07 | $69.42 | $69.42 | $69.42 | $69.42 |
| Professional engineer level 3 | $57.27 | N/A | $76.36 | N/A | $76.36 |
| Professional engineer level 4 | $62.48 | N/A | $83.30 | N/A | $83.30 |
| Professional engineer level 5 | $69.87 | N/A | $93.16 | N/A | $93.16 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - shiftworker (full-time employees)** | **Overtime - Monday to Friday - first 3 hours - shiftworker (part-time employees)** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker (full-time employees)** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker (part-time employees)** | **Overtime - Saturday and Sunday - shiftworker** **(full-time employees)** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $35.73 | $35.73 | $47.64 | $47.64 | $47.64 |
| Technical services officer level 1 | $37.14 | $37.14 | $49.52 | $49.52 | $49.52 |
| Technical services officer level 2 | $38.43 | $38.43 | $51.24 | $51.24 | $51.24 |
| Technical services officer level 3 | $40.94 | $40.94 | $54.58 | $54.58 | $54.58 |
| Technical services officer level 4 | $43.37 | $43.37 | $57.82 | $57.82 | $57.82 |
| Technical services officer level 5 | $44.36 | $44.36 | $59.14 | $59.14 | $59.14 |
| Technical services officer level 6 | $45.66 | $45.66 | $60.88 | $60.88 | $60.88 |
| Technical services officer level 7 | $48.17 | $48.17 | $64.22 | $64.22 | $64.22 |
| Technical services officer level 8 | $49.46 | $49.46 | $65.94 | $65.94 | $65.94 |
| Technical services officer level 9 | $53.37 | $53.37 | $71.16 | $71.16 | $71.16 |
| Technical services officer level 10 | N/A | $57.27 | N/A | $76.36 | N/A |
| Administrative services officer level 1 | $34.98 | $34.98 | $46.64 | $46.64 | $46.64 |
| Administrative services officer level 2 | $39.50 | $39.50 | $52.66 | $52.66 | $52.66 |
| Administrative services officer level 3 | $43.10 | $43.10 | $57.46 | $57.46 | $57.46 |
| Administrative services officer level 4 | $46.37 | $46.37 | $61.82 | $61.82 | $61.82 |
| Administrative services officer level 5 | $50.55 | $50.55 | $67.40 | $67.40 | $67.40 |
| Administrative services officer level 6 | N/A | $56.06 | N/A | $74.74 | N/A |
| Administrative services officer level 7 | N/A | $60.42 | N/A | $80.56 | N/A |
| Ground services officer level 1 | $33.24 | $33.24 | $44.32 | $44.32 | $44.32 |
| Ground services officer level 2 | $33.99 | $33.99 | $45.32 | $45.32 | $45.32 |
| Ground services officer level 3 | $34.73 | $34.73 | $46.30 | $46.30 | $46.30 |
| Ground services officer level 4 | $35.73 | $35.73 | $47.64 | $47.64 | $47.64 |
| Ground services officer level 5 | $37.14 | $37.14 | $49.52 | $49.52 | $49.52 |
| Ground services officer level 6 | $38.43 | $38.43 | $51.24 | $51.24 | $51.24 |
| Ground services officer level 7 | $39.63 | $39.63 | $52.84 | $52.84 | $52.84 |
| Ground services officer level 8 | $40.41 | $40.41 | $53.88 | $53.88 | $53.88 |
| Ground services officer level 9 | $40.94 | $40.94 | $54.58 | $54.58 | $54.58 |
| Ground services officer level 10 | $41.45 | $41.45 | $55.26 | $55.26 | $55.26 |
| Ground services officer level 11 | $42.23 | $42.23 | $56.30 | $56.30 | $56.30 |
| Professional engineer level 1 - pay point 1 | $46.07 | $46.07 | $61.42 | $61.42 | $61.42 |
| Professional engineer level 1 - pay point 2 | $47.85 | $47.85 | $63.80 | $63.80 | $63.80 |
| Professional engineer level 1 - pay point 3 | $49.59 | $49.59 | $66.12 | $66.12 | $66.12 |
| Professional engineer level 2 | $52.07 | $52.07 | $69.42 | $69.42 | $69.42 |
| Professional engineer level 3 | N/A | $57.27 | N/A | $76.36 | N/A |
| Professional engineer level 4 | N/A | $62.48 | N/A | $83.30 | N/A |
| Professional engineer level 5 | N/A | $69.87 | N/A | $93.16 | N/A |

**Table 5 of 5**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker (part-time employees)** | **Less than 8 hour break after overtime (full-time employees)** | **Less than 8 hour break after overtime (part-time employees)** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $47.64 | $47.64 | $47.64 | $47.64 | $59.55 | $35.73 |
| Technical services officer level 1 | $49.52 | $49.52 | $49.52 | $49.52 | $61.90 | $37.14 |
| Technical services officer level 2 | $51.24 | $51.24 | $51.24 | $51.24 | $64.05 | $38.43 |
| Technical services officer level 3 | $54.58 | $54.58 | $54.58 | $54.58 | $68.23 | $40.94 |
| Technical services officer level 4 | $57.82 | $57.82 | $57.82 | $57.82 | $72.28 | $43.37 |
| Technical services officer level 5 | $59.14 | $59.14 | $59.14 | $59.14 | $73.93 | $44.36 |
| Technical services officer level 6 | $60.88 | $60.88 | $60.88 | $60.88 | $76.10 | $45.66 |
| Technical services officer level 7 | $64.22 | $64.22 | $64.22 | $64.22 | $80.28 | $48.17 |
| Technical services officer level 8 | $65.94 | $65.94 | $65.94 | $65.94 | $82.43 | $49.46 |
| Technical services officer level 9 | $71.16 | $71.16 | $71.16 | $71.16 | $88.95 | $53.37 |
| Technical services officer level 10 | $76.36 | N/A | $76.36 | $76.36 | $95.45 | $57.27 |
| Administrative services officer level 1 | $46.64 | $46.64 | $46.64 | $46.64 | $58.30 | $34.98 |
| Administrative services officer level 2 | $52.66 | $52.66 | $52.66 | $52.66 | $65.83 | $39.50 |
| Administrative services officer level 3 | $57.46 | $57.46 | $57.46 | $57.46 | $71.83 | $43.10 |
| Administrative services officer level 4 | $61.82 | $61.82 | $61.82 | $61.82 | $77.28 | $46.37 |
| Administrative services officer level 5 | $67.40 | $67.40 | $67.40 | $67.40 | $84.25 | $50.55 |
| Administrative services officer level 6 | $74.74 | N/A | $74.74 | $74.74 | $93.43 | $56.06 |
| Administrative services officer level 7 | $80.56 | N/A | $80.56 | $80.56 | $100.70 | $60.42 |
| Ground services officer level 1 | $44.32 | $44.32 | $44.32 | $44.32 | $55.40 | $33.24 |
| Ground services officer level 2 | $45.32 | $45.32 | $45.32 | $45.32 | $56.65 | $33.99 |
| Ground services officer level 3 | $46.30 | $46.30 | $46.30 | $46.30 | $57.88 | $34.73 |
| Ground services officer level 4 | $47.64 | $47.64 | $47.64 | $47.64 | $59.55 | $35.73 |
| Ground services officer level 5 | $49.52 | $49.52 | $49.52 | $49.52 | $61.90 | $37.14 |
| Ground services officer level 6 | $51.24 | $51.24 | $51.24 | $51.24 | $64.05 | $38.43 |
| Ground services officer level 7 | $52.84 | $52.84 | $52.84 | $52.84 | $66.05 | $39.63 |
| Ground services officer level 8 | $53.88 | $53.88 | $53.88 | $53.88 | $67.35 | $40.41 |
| Ground services officer level 9 | $54.58 | $54.58 | $54.58 | $54.58 | $68.23 | $40.94 |
| Ground services officer level 10 | $55.26 | $55.26 | $55.26 | $55.26 | $69.08 | $41.45 |
| Ground services officer level 11 | $56.30 | $56.30 | $56.30 | $56.30 | $70.38 | $42.23 |
| Professional engineer level 1 - pay point 1 | $61.42 | $61.42 | $61.42 | $61.42 | $76.78 | $46.07 |
| Professional engineer level 1 - pay point 2 | $63.80 | $63.80 | $63.80 | $63.80 | $79.75 | $47.85 |
| Professional engineer level 1 - pay point 3 | $66.12 | $66.12 | $66.12 | $66.12 | $82.65 | $49.59 |
| Professional engineer level 2 | $69.42 | $69.42 | $69.42 | $69.42 | $86.78 | $52.07 |
| Professional engineer level 3 | $76.36 | N/A | $76.36 | $76.36 | $95.45 | $57.27 |
| Professional engineer level 4 | $83.30 | N/A | $83.30 | $83.30 | $104.13 | $62.48 |
| Professional engineer level 5 | $93.16 | N/A | $93.16 | $93.16 | $116.45 | $69.87 |

### Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday (ordinary hours) - day worker** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $29.78 | $53.60 | $65.51 | $33.35 | $36.92 |
| Technical services officer level 1 | $30.95 | $55.71 | $68.09 | $34.66 | $38.38 |
| Technical services officer level 2 | $32.03 | $57.65 | $70.46 | $35.87 | $39.71 |
| Technical services officer level 3 | $34.11 | $61.40 | $75.05 | $38.21 | $42.30 |
| Technical services officer level 4 | $36.14 | $65.05 | $79.50 | $40.47 | $44.81 |
| Technical services officer level 5 | $36.96 | $66.53 | $81.32 | $41.40 | $45.83 |
| Technical services officer level 6 | $38.05 | $68.49 | $83.71 | $42.62 | $47.18 |
| Technical services officer level 7 | $40.14 | $72.25 | $88.30 | $44.95 | $49.77 |
| Technical services officer level 8 | $41.21 | $74.18 | $90.67 | $46.16 | $51.10 |
| Technical services officer level 9 | $44.48 | $80.06 | $97.85 | $49.81 | $55.15 |
| Technical services officer level 10 | $47.73 | $85.91 | $105.00 | $53.45 | $59.18 |
| Administrative services officer level 1 | $29.15 | $52.47 | $64.13 | $32.65 | $36.15 |
| Administrative services officer level 2 | $32.91 | $59.24 | $72.41 | $36.86 | $40.81 |
| Administrative services officer level 3 | $35.91 | $64.64 | $79.01 | $40.22 | $44.53 |
| Administrative services officer level 4 | $38.64 | $69.55 | $85.00 | $43.27 | $47.91 |
| Administrative services officer level 5 | $42.13 | $75.83 | $92.68 | $47.18 | $52.24 |
| Administrative services officer level 6 | $46.71 | $84.08 | $102.77 | $52.32 | $57.92 |
| Administrative services officer level 7 | $50.35 | $90.63 | $110.77 | $56.39 | $62.43 |
| Ground services officer level 1 | $27.70 | $49.86 | $60.94 | $31.02 | $34.35 |
| Ground services officer level 2 | $28.33 | $50.99 | $62.32 | $31.72 | $35.12 |
| Ground services officer level 3 | $28.94 | $52.09 | $63.66 | $32.41 | $35.88 |
| Ground services officer level 4 | $29.78 | $53.60 | $65.51 | $33.35 | $36.92 |
| Ground services officer level 5 | $30.95 | $55.71 | $68.09 | $34.66 | $38.38 |
| Ground services officer level 6 | $32.03 | $57.65 | $70.46 | $35.87 | $39.71 |
| Ground services officer level 7 | $33.03 | $59.45 | $72.66 | $36.99 | $40.95 |
| Ground services officer level 8 | $33.68 | $60.62 | $74.09 | $37.72 | $41.76 |
| Ground services officer level 9 | $34.11 | $61.40 | $75.05 | $38.21 | $42.30 |
| Ground services officer level 10 | $34.54 | $62.17 | $75.98 | $38.68 | $42.83 |
| Ground services officer level 11 | $35.19 | $63.34 | $77.41 | $39.41 | $43.63 |
| Professional engineer level 1 - pay point 1 | $38.39 | $69.10 | $84.45 | $42.99 | $47.60 |
| Professional engineer level 1 - pay point 2 | $39.88 | $71.78 | $87.73 | $44.66 | $49.45 |
| Professional engineer level 1 - pay point 3 | $41.33 | $74.39 | $90.92 | $46.28 | $51.24 |
| Professional engineer level 2 | $43.39 | $78.10 | $95.45 | $48.59 | $53.80 |
| Professional engineer level 3 | $47.73 | $85.91 | $105.00 | $53.45 | $59.18 |
| Professional engineer level 4 | $52.06 | $93.71 | $114.54 | $58.31 | $64.56 |
| Professional engineer level 5 | $58.23 | $104.81 | $128.10 | $65.21 | $72.20 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday (ordinary hours) - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $41.69 | $53.60 | $53.60 | $65.51 | $65.51 |
| Technical services officer level 1 | $43.33 | $55.71 | $55.71 | $68.09 | $68.09 |
| Technical services officer level 2 | $44.84 | $57.65 | $57.65 | $70.46 | $70.46 |
| Technical services officer level 3 | $47.76 | $61.40 | $61.40 | $75.05 | $75.05 |
| Technical services officer level 4 | $50.59 | $65.05 | $65.05 | $79.50 | $79.50 |
| Technical services officer level 5 | $51.75 | $66.53 | $66.53 | $81.32 | $81.32 |
| Technical services officer level 6 | $53.27 | $68.49 | $68.49 | $83.71 | $83.71 |
| Technical services officer level 7 | $56.19 | $72.25 | $72.25 | $88.30 | $88.30 |
| Technical services officer level 8 | $57.70 | $74.18 | $74.18 | $90.67 | $90.67 |
| Technical services officer level 9 | $62.27 | $80.06 | $80.06 | $97.85 | $97.85 |
| Technical services officer level 10 | $66.82 | $85.91 | $85.91 | $105.00 | $105.00 |
| Administrative services officer level 1 | $40.81 | $52.47 | $52.47 | $64.13 | $64.13 |
| Administrative services officer level 2 | $46.08 | $59.24 | $59.24 | $72.41 | $72.41 |
| Administrative services officer level 3 | $50.28 | $64.64 | $64.64 | $79.01 | $79.01 |
| Administrative services officer level 4 | $54.09 | $69.55 | $69.55 | $85.00 | $85.00 |
| Administrative services officer level 5 | $58.98 | $75.83 | $75.83 | $92.68 | $92.68 |
| Administrative services officer level 6 | $65.40 | $84.08 | $84.08 | $102.77 | $102.77 |
| Administrative services officer level 7 | $70.49 | $90.63 | $90.63 | $110.77 | $110.77 |
| Ground services officer level 1 | $38.78 | $49.86 | $49.86 | $60.94 | $60.94 |
| Ground services officer level 2 | $39.66 | $50.99 | $50.99 | $62.32 | $62.32 |
| Ground services officer level 3 | $40.51 | $52.09 | $52.09 | $63.66 | $63.66 |
| Ground services officer level 4 | $41.69 | $53.60 | $53.60 | $65.51 | $65.51 |
| Ground services officer level 5 | $43.33 | $55.71 | $55.71 | $68.09 | $68.09 |
| Ground services officer level 6 | $44.84 | $57.65 | $57.65 | $70.46 | $70.46 |
| Ground services officer level 7 | $46.24 | $59.45 | $59.45 | $72.66 | $72.66 |
| Ground services officer level 8 | $47.15 | $60.62 | $60.62 | $74.09 | $74.09 |
| Ground services officer level 9 | $47.76 | $61.40 | $61.40 | $75.05 | $75.05 |
| Ground services officer level 10 | $48.35 | $62.17 | $62.17 | $75.98 | $75.98 |
| Ground services officer level 11 | $49.26 | $63.34 | $63.34 | $77.41 | $77.41 |
| Professional engineer level 1 - pay point 1 | $53.74 | $69.10 | $69.10 | $84.45 | $84.45 |
| Professional engineer level 1 - pay point 2 | $55.83 | $71.78 | $71.78 | $87.73 | $87.73 |
| Professional engineer level 1 - pay point 3 | $57.86 | $74.39 | $74.39 | $90.92 | $90.92 |
| Professional engineer level 2 | $60.74 | $78.10 | $78.10 | $95.45 | $95.45 |
| Professional engineer level 3 | $66.82 | $85.91 | $85.91 | $105.00 | $105.00 |
| Professional engineer level 4 | $72.89 | $93.71 | $93.71 | $114.54 | $114.54 |
| Professional engineer level 5 | $81.52 | $104.81 | $104.81 | $128.10 | $128.10 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - public holiday - day workers** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $35.73 | $47.64 | $47.64 | $59.55 | $35.73 | $47.64 |
| Technical services officer level 1 | $37.14 | $49.52 | $49.52 | $61.90 | $37.14 | $49.52 |
| Technical services officer level 2 | $38.43 | $51.24 | $51.24 | $64.05 | $38.43 | $51.24 |
| Technical services officer level 3 | $40.94 | $54.58 | $54.58 | $68.23 | $40.94 | $54.58 |
| Technical services officer level 4 | $43.37 | $57.82 | $57.82 | $72.28 | $43.37 | $57.82 |
| Technical services officer level 5 | $44.36 | $59.14 | $59.14 | $73.93 | $44.36 | $59.14 |
| Technical services officer level 6 | $45.66 | $60.88 | $60.88 | $76.10 | $45.66 | $60.88 |
| Technical services officer level 7 | $48.17 | $64.22 | $64.22 | $80.28 | $48.17 | $64.22 |
| Technical services officer level 8 | $49.46 | $65.94 | $65.94 | $82.43 | $49.46 | $65.94 |
| Technical services officer level 9 | $53.37 | $71.16 | $71.16 | $88.95 | $53.37 | $71.16 |
| Technical services officer level 10 | $57.27 | $76.36 | $76.36 | $95.45 | $57.27 | $76.36 |
| Administrative services officer level 1 | $34.98 | $46.64 | $46.64 | $58.30 | $34.98 | $46.64 |
| Administrative services officer level 2 | $39.50 | $52.66 | $52.66 | $65.83 | $39.50 | $52.66 |
| Administrative services officer level 3 | $43.10 | $57.46 | $57.46 | $71.83 | $43.10 | $57.46 |
| Administrative services officer level 4 | $46.37 | $61.82 | $61.82 | $77.28 | $46.37 | $61.82 |
| Administrative services officer level 5 | $50.55 | $67.40 | $67.40 | $84.25 | $50.55 | $67.40 |
| Administrative services officer level 6 | $56.06 | $74.74 | $74.74 | $93.43 | $56.06 | $74.74 |
| Administrative services officer level 7 | $60.42 | $80.56 | $80.56 | $100.70 | $60.42 | $80.56 |
| Ground services officer level 1 | $33.24 | $44.32 | $44.32 | $55.40 | $33.24 | $44.32 |
| Ground services officer level 2 | $33.99 | $45.32 | $45.32 | $56.65 | $33.99 | $45.32 |
| Ground services officer level 3 | $34.73 | $46.30 | $46.30 | $57.88 | $34.73 | $46.30 |
| Ground services officer level 4 | $35.73 | $47.64 | $47.64 | $59.55 | $35.73 | $47.64 |
| Ground services officer level 5 | $37.14 | $49.52 | $49.52 | $61.90 | $37.14 | $49.52 |
| Ground services officer level 6 | $38.43 | $51.24 | $51.24 | $64.05 | $38.43 | $51.24 |
| Ground services officer level 7 | $39.63 | $52.84 | $52.84 | $66.05 | $39.63 | $52.84 |
| Ground services officer level 8 | $40.41 | $53.88 | $53.88 | $67.35 | $40.41 | $53.88 |
| Ground services officer level 9 | $40.94 | $54.58 | $54.58 | $68.23 | $40.94 | $54.58 |
| Ground services officer level 10 | $41.45 | $55.26 | $55.26 | $69.08 | $41.45 | $55.26 |
| Ground services officer level 11 | $42.23 | $56.30 | $56.30 | $70.38 | $42.23 | $56.30 |
| Professional engineer level 1 - pay point 1 | $46.07 | $61.42 | $61.42 | $76.78 | $46.07 | $61.42 |
| Professional engineer level 1 - pay point 2 | $47.85 | $63.80 | $63.80 | $79.75 | $47.85 | $63.80 |
| Professional engineer level 1 - pay point 3 | $49.59 | $66.12 | $66.12 | $82.65 | $49.59 | $66.12 |
| Professional engineer level 2 | $52.07 | $69.42 | $69.42 | $86.78 | $52.07 | $69.42 |
| Professional engineer level 3 | $57.27 | $76.36 | $76.36 | $95.45 | $57.27 | $76.36 |
| Professional engineer level 4 | $62.48 | $83.30 | $83.30 | $104.13 | $62.48 | $83.30 |
| Professional engineer level 5 | $69.87 | $93.16 | $93.16 | $116.45 | $69.87 | $93.16 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Overtime - public holiday - shiftworker** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $47.64 | $59.55 | $47.64 | $59.55 | $41.69 |
| Technical services officer level 1 | $49.52 | $61.90 | $49.52 | $61.90 | $43.33 |
| Technical services officer level 2 | $51.24 | $64.05 | $51.24 | $64.05 | $44.84 |
| Technical services officer level 3 | $54.58 | $68.23 | $54.58 | $68.23 | $47.76 |
| Technical services officer level 4 | $57.82 | $72.28 | $57.82 | $72.28 | $50.59 |
| Technical services officer level 5 | $59.14 | $73.93 | $59.14 | $73.93 | $51.75 |
| Technical services officer level 6 | $60.88 | $76.10 | $60.88 | $76.10 | $53.27 |
| Technical services officer level 7 | $64.22 | $80.28 | $64.22 | $80.28 | $56.19 |
| Technical services officer level 8 | $65.94 | $82.43 | $65.94 | $82.43 | $57.70 |
| Technical services officer level 9 | $71.16 | $88.95 | $71.16 | $88.95 | $62.27 |
| Technical services officer level 10 | $76.36 | $95.45 | $76.36 | $95.45 | $66.82 |
| Administrative services officer level 1 | $46.64 | $58.30 | $46.64 | $58.30 | $40.81 |
| Administrative services officer level 2 | $52.66 | $65.83 | $52.66 | $65.83 | $46.08 |
| Administrative services officer level 3 | $57.46 | $71.83 | $57.46 | $71.83 | $50.28 |
| Administrative services officer level 4 | $61.82 | $77.28 | $61.82 | $77.28 | $54.09 |
| Administrative services officer level 5 | $67.40 | $84.25 | $67.40 | $84.25 | $58.98 |
| Administrative services officer level 6 | $74.74 | $93.43 | $74.74 | $93.43 | $65.40 |
| Administrative services officer level 7 | $80.56 | $100.70 | $80.56 | $100.70 | $70.49 |
| Ground services officer level 1 | $44.32 | $55.40 | $44.32 | $55.40 | $38.78 |
| Ground services officer level 2 | $45.32 | $56.65 | $45.32 | $56.65 | $39.66 |
| Ground services officer level 3 | $46.30 | $57.88 | $46.30 | $57.88 | $40.51 |
| Ground services officer level 4 | $47.64 | $59.55 | $47.64 | $59.55 | $41.69 |
| Ground services officer level 5 | $49.52 | $61.90 | $49.52 | $61.90 | $43.33 |
| Ground services officer level 6 | $51.24 | $64.05 | $51.24 | $64.05 | $44.84 |
| Ground services officer level 7 | $52.84 | $66.05 | $52.84 | $66.05 | $46.24 |
| Ground services officer level 8 | $53.88 | $67.35 | $53.88 | $67.35 | $47.15 |
| Ground services officer level 9 | $54.58 | $68.23 | $54.58 | $68.23 | $47.76 |
| Ground services officer level 10 | $55.26 | $69.08 | $55.26 | $69.08 | $48.35 |
| Ground services officer level 11 | $56.30 | $70.38 | $56.30 | $70.38 | $49.26 |
| Professional engineer level 1 - pay point 1 | $61.42 | $76.78 | $61.42 | $76.78 | $53.74 |
| Professional engineer level 1 - pay point 2 | $63.80 | $79.75 | $63.80 | $79.75 | $55.83 |
| Professional engineer level 1 - pay point 3 | $66.12 | $82.65 | $66.12 | $82.65 | $57.86 |
| Professional engineer level 2 | $69.42 | $86.78 | $69.42 | $86.78 | $60.74 |
| Professional engineer level 3 | $76.36 | $95.45 | $76.36 | $95.45 | $66.82 |
| Professional engineer level 4 | $83.30 | $104.13 | $83.30 | $104.13 | $72.89 |
| Professional engineer level 5 | $93.16 | $116.45 | $93.16 | $116.45 | $81.52 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $14.29 | $28.58 | $35.73 | $16.43 | $18.58 |
| Administrative services officer level 1 | $13.99 | $27.98 | $34.98 | $16.09 | $18.19 |
| Administrative services officer level 2 | $15.80 | $31.60 | $39.50 | $18.17 | $20.54 |
| Administrative services officer level 3 | $17.24 | $34.48 | $43.10 | $19.83 | $22.41 |
| Administrative services officer level 4 | $18.55 | $37.10 | $46.38 | $21.33 | $24.12 |
| Administrative services officer level 5 | $20.22 | $40.44 | $50.55 | $23.25 | $26.29 |
| Administrative services officer level 6 | $22.42 | $44.84 | $56.05 | $25.78 | $29.15 |
| Administrative services officer level 7 | $24.17 | $48.34 | $60.43 | $27.80 | $31.42 |
| Ground services officer level 1 | $13.30 | $26.60 | $33.25 | $15.30 | $17.29 |
| Ground services officer level 2 | $13.60 | $27.20 | $34.00 | $15.64 | $17.68 |
| Ground services officer level 3 | $13.89 | $27.78 | $34.73 | $15.97 | $18.06 |
| Ground services officer level 4 | $14.29 | $28.58 | $35.73 | $16.43 | $18.58 |
| Ground services officer level 5 | $14.85 | $29.70 | $37.13 | $17.08 | $19.31 |
| Ground services officer level 6 | $15.37 | $30.74 | $38.43 | $17.68 | $19.98 |
| Ground services officer level 7 | $15.85 | $31.70 | $39.63 | $18.23 | $20.61 |
| Ground services officer level 8 | $16.16 | $32.32 | $40.40 | $18.58 | $21.01 |
| Ground services officer level 9 | $16.37 | $32.74 | $40.93 | $18.83 | $21.28 |
| Ground services officer level 10 | $16.58 | $33.16 | $41.45 | $19.07 | $21.55 |
| Ground services officer level 11 | $16.89 | $33.78 | $42.23 | $19.42 | $21.96 |
| Professional engineer level 1 - pay point 1 | $18.42 | $36.84 | $46.05 | $21.18 | $23.95 |
| Professional engineer level 1 - pay point 2 | $19.14 | $38.28 | $47.85 | $22.01 | $24.88 |
| Professional engineer level 1 - pay point 3 | $19.83 | $39.66 | $49.58 | $22.80 | $25.78 |
| Professional engineer level 2 | $20.83 | $41.66 | $52.08 | $23.95 | $27.08 |
| Professional engineer level 3 | $22.91 | $45.82 | $57.28 | $26.35 | $29.78 |
| Professional engineer level 4 | $24.99 | $49.98 | $62.48 | $28.74 | $32.49 |
| Professional engineer level 5 | $27.95 | $55.90 | $69.88 | $32.14 | $36.34 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $21.44 | $28.58 | $28.58 | $35.73 | $35.73 |
| Administrative services officer level 1 | $20.99 | $27.98 | $27.98 | $34.98 | $34.98 |
| Administrative services officer level 2 | $23.70 | $31.60 | $31.60 | $39.50 | $39.50 |
| Administrative services officer level 3 | $25.86 | $34.48 | $34.48 | $43.10 | $43.10 |
| Administrative services officer level 4 | $27.83 | $37.10 | $37.10 | $46.38 | $46.38 |
| Administrative services officer level 5 | $30.33 | $40.44 | $40.44 | $50.55 | $50.55 |
| Administrative services officer level 6 | $33.63 | $44.84 | $44.84 | $56.05 | $56.05 |
| Administrative services officer level 7 | $36.26 | $48.34 | $48.34 | $60.43 | $60.43 |
| Ground services officer level 1 | $19.95 | $26.60 | $26.60 | $33.25 | $33.25 |
| Ground services officer level 2 | $20.40 | $27.20 | $27.20 | $34.00 | $34.00 |
| Ground services officer level 3 | $20.84 | $27.78 | $27.78 | $34.73 | $34.73 |
| Ground services officer level 4 | $21.44 | $28.58 | $28.58 | $35.73 | $35.73 |
| Ground services officer level 5 | $22.28 | $29.70 | $29.70 | $37.13 | $37.13 |
| Ground services officer level 6 | $23.06 | $30.74 | $30.74 | $38.43 | $38.43 |
| Ground services officer level 7 | $23.78 | $31.70 | $31.70 | $39.63 | $39.63 |
| Ground services officer level 8 | $24.24 | $32.32 | $32.32 | $40.40 | $40.40 |
| Ground services officer level 9 | $24.56 | $32.74 | $32.74 | $40.93 | $40.93 |
| Ground services officer level 10 | $24.87 | $33.16 | $33.16 | $41.45 | $41.45 |
| Ground services officer level 11 | $25.34 | $33.78 | $33.78 | $42.23 | $42.23 |
| Professional engineer level 1 - pay point 1 | $27.63 | $36.84 | $36.84 | $46.05 | $46.05 |
| Professional engineer level 1 - pay point 2 | $28.71 | $38.28 | $38.28 | $47.85 | $47.85 |
| Professional engineer level 1 - pay point 3 | $29.75 | $39.66 | $39.66 | $49.58 | $49.58 |
| Professional engineer level 2 | $31.25 | $41.66 | $41.66 | $52.08 | $52.08 |
| Professional engineer level 3 | $34.37 | $45.82 | $45.82 | $57.28 | $57.28 |
| Professional engineer level 4 | $37.49 | $49.98 | $49.98 | $62.48 | $62.48 |
| Professional engineer level 5 | $41.93 | $55.90 | $55.90 | $69.88 | $69.88 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $21.44 | $28.58 | $28.58 | $21.44 | $28.58 |
| Administrative services officer level 1 | $20.99 | $27.98 | $27.98 | $20.99 | $27.98 |
| Administrative services officer level 2 | $23.70 | $31.60 | $31.60 | $23.70 | $31.60 |
| Administrative services officer level 3 | $25.86 | $34.48 | $34.48 | $25.86 | $34.48 |
| Administrative services officer level 4 | $27.83 | $37.10 | $37.10 | $27.83 | $37.10 |
| Administrative services officer level 5 | $30.33 | $40.44 | $40.44 | $30.33 | $40.44 |
| Administrative services officer level 6 | $33.63 | $44.84 | $44.84 | $33.63 | $44.84 |
| Administrative services officer level 7 | $36.26 | $48.34 | $48.34 | $36.26 | $48.34 |
| Ground services officer level 1 | $19.95 | $26.60 | $26.60 | $19.95 | $26.60 |
| Ground services officer level 2 | $20.40 | $27.20 | $27.20 | $20.40 | $27.20 |
| Ground services officer level 3 | $20.84 | $27.78 | $27.78 | $20.84 | $27.78 |
| Ground services officer level 4 | $21.44 | $28.58 | $28.58 | $21.44 | $28.58 |
| Ground services officer level 5 | $22.28 | $29.70 | $29.70 | $22.28 | $29.70 |
| Ground services officer level 6 | $23.06 | $30.74 | $30.74 | $23.06 | $30.74 |
| Ground services officer level 7 | $23.78 | $31.70 | $31.70 | $23.78 | $31.70 |
| Ground services officer level 8 | $24.24 | $32.32 | $32.32 | $24.24 | $32.32 |
| Ground services officer level 9 | $24.56 | $32.74 | $32.74 | $24.56 | $32.74 |
| Ground services officer level 10 | $24.87 | $33.16 | $33.16 | $24.87 | $33.16 |
| Ground services officer level 11 | $25.34 | $33.78 | $33.78 | $25.34 | $33.78 |
| Professional engineer level 1 - pay point 1 | $27.63 | $36.84 | $36.84 | $27.63 | $36.84 |
| Professional engineer level 1 - pay point 2 | $28.71 | $38.28 | $38.28 | $28.71 | $38.28 |
| Professional engineer level 1 - pay point 3 | $29.75 | $39.66 | $39.66 | $29.75 | $39.66 |
| Professional engineer level 2 | $31.25 | $41.66 | $41.66 | $31.25 | $41.66 |
| Professional engineer level 3 | $34.37 | $45.82 | $45.82 | $34.37 | $45.82 |
| Professional engineer level 4 | $37.49 | $49.98 | $49.98 | $37.49 | $49.98 |
| Professional engineer level 5 | $41.93 | $55.90 | $55.90 | $41.93 | $55.90 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $28.58 | $28.58 | $28.58 | $35.73 | $21.44 |
| Administrative services officer level 1 | $27.98 | $27.98 | $27.98 | $34.98 | $20.99 |
| Administrative services officer level 2 | $31.60 | $31.60 | $31.60 | $39.50 | $23.70 |
| Administrative services officer level 3 | $34.48 | $34.48 | $34.48 | $43.10 | $25.86 |
| Administrative services officer level 4 | $37.10 | $37.10 | $37.10 | $46.38 | $27.83 |
| Administrative services officer level 5 | $40.44 | $40.44 | $40.44 | $50.55 | $30.33 |
| Administrative services officer level 6 | $44.84 | $44.84 | $44.84 | $56.05 | $33.63 |
| Administrative services officer level 7 | $48.34 | $48.34 | $48.34 | $60.43 | $36.26 |
| Ground services officer level 1 | $26.60 | $26.60 | $26.60 | $33.25 | $19.95 |
| Ground services officer level 2 | $27.20 | $27.20 | $27.20 | $34.00 | $20.40 |
| Ground services officer level 3 | $27.78 | $27.78 | $27.78 | $34.73 | $20.84 |
| Ground services officer level 4 | $28.58 | $28.58 | $28.58 | $35.73 | $21.44 |
| Ground services officer level 5 | $29.70 | $29.70 | $29.70 | $37.13 | $22.28 |
| Ground services officer level 6 | $30.74 | $30.74 | $30.74 | $38.43 | $23.06 |
| Ground services officer level 7 | $31.70 | $31.70 | $31.70 | $39.63 | $23.78 |
| Ground services officer level 8 | $32.32 | $32.32 | $32.32 | $40.40 | $24.24 |
| Ground services officer level 9 | $32.74 | $32.74 | $32.74 | $40.93 | $24.56 |
| Ground services officer level 10 | $33.16 | $33.16 | $33.16 | $41.45 | $24.87 |
| Ground services officer level 11 | $33.78 | $33.78 | $33.78 | $42.23 | $25.34 |
| Professional engineer level 1 - pay point 1 | $36.84 | $36.84 | $36.84 | $46.05 | $27.63 |
| Professional engineer level 1 - pay point 2 | $38.28 | $38.28 | $38.28 | $47.85 | $28.71 |
| Professional engineer level 1 - pay point 3 | $39.66 | $39.66 | $39.66 | $49.58 | $29.75 |
| Professional engineer level 2 | $41.66 | $41.66 | $41.66 | $52.08 | $31.25 |
| Professional engineer level 3 | $45.82 | $45.82 | $45.82 | $57.28 | $34.37 |
| Professional engineer level 4 | $49.98 | $49.98 | $49.98 | $62.48 | $37.49 |
| Professional engineer level 5 | $55.90 | $55.90 | $55.90 | $69.88 | $41.93 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $16.67 | $33.34 | $41.68 | $19.17 | $21.67 |
| Administrative services officer level 1 | $16.33 | $32.66 | $40.83 | $18.78 | $21.23 |
| Administrative services officer level 2 | $18.43 | $36.86 | $46.08 | $21.19 | $23.96 |
| Administrative services officer level 3 | $20.11 | $40.22 | $50.28 | $23.13 | $26.14 |
| Administrative services officer level 4 | $21.64 | $43.28 | $54.10 | $24.89 | $28.13 |
| Administrative services officer level 5 | $23.59 | $47.18 | $58.98 | $27.13 | $30.67 |
| Administrative services officer level 6 | $26.16 | $52.32 | $65.40 | $30.08 | $34.01 |
| Administrative services officer level 7 | $28.20 | $56.40 | $70.50 | $32.43 | $36.66 |
| Ground services officer level 1 | $15.51 | $31.02 | $38.78 | $17.84 | $20.16 |
| Ground services officer level 2 | $15.86 | $31.72 | $39.65 | $18.24 | $20.62 |
| Ground services officer level 3 | $16.21 | $32.42 | $40.53 | $18.64 | $21.07 |
| Ground services officer level 4 | $16.67 | $33.34 | $41.68 | $19.17 | $21.67 |
| Ground services officer level 5 | $17.33 | $34.66 | $43.33 | $19.93 | $22.53 |
| Ground services officer level 6 | $17.94 | $35.88 | $44.85 | $20.63 | $23.32 |
| Ground services officer level 7 | $18.49 | $36.98 | $46.23 | $21.26 | $24.04 |
| Ground services officer level 8 | $18.86 | $37.72 | $47.15 | $21.69 | $24.52 |
| Ground services officer level 9 | $19.10 | $38.20 | $47.75 | $21.97 | $24.83 |
| Ground services officer level 10 | $19.34 | $38.68 | $48.35 | $22.24 | $25.14 |
| Ground services officer level 11 | $19.71 | $39.42 | $49.28 | $22.67 | $25.62 |
| Professional engineer level 1 - pay point 1 | $21.49 | $42.98 | $53.73 | $24.71 | $27.94 |
| Professional engineer level 1 - pay point 2 | $22.33 | $44.66 | $55.83 | $25.68 | $29.03 |
| Professional engineer level 1 - pay point 3 | $23.14 | $46.28 | $57.85 | $26.61 | $30.08 |
| Professional engineer level 2 | $24.30 | $48.60 | $60.75 | $27.95 | $31.59 |
| Professional engineer level 3 | $26.73 | $53.46 | $66.83 | $30.74 | $34.75 |
| Professional engineer level 4 | $29.16 | $58.32 | $72.90 | $33.53 | $37.91 |
| Professional engineer level 5 | $32.60 | $65.20 | $81.50 | $37.49 | $42.38 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $25.01 | $33.34 | $33.34 | $41.68 | $41.68 |
| Administrative services officer level 1 | $24.50 | $32.66 | $32.66 | $40.83 | $40.83 |
| Administrative services officer level 2 | $27.65 | $36.86 | $36.86 | $46.08 | $46.08 |
| Administrative services officer level 3 | $30.17 | $40.22 | $40.22 | $50.28 | $50.28 |
| Administrative services officer level 4 | $32.46 | $43.28 | $43.28 | $54.10 | $54.10 |
| Administrative services officer level 5 | $35.39 | $47.18 | $47.18 | $58.98 | $58.98 |
| Administrative services officer level 6 | $39.24 | $52.32 | $52.32 | $65.40 | $65.40 |
| Administrative services officer level 7 | $42.30 | $56.40 | $56.40 | $70.50 | $70.50 |
| Ground services officer level 1 | $23.27 | $31.02 | $31.02 | $38.78 | $38.78 |
| Ground services officer level 2 | $23.79 | $31.72 | $31.72 | $39.65 | $39.65 |
| Ground services officer level 3 | $24.32 | $32.42 | $32.42 | $40.53 | $40.53 |
| Ground services officer level 4 | $25.01 | $33.34 | $33.34 | $41.68 | $41.68 |
| Ground services officer level 5 | $26.00 | $34.66 | $34.66 | $43.33 | $43.33 |
| Ground services officer level 6 | $26.91 | $35.88 | $35.88 | $44.85 | $44.85 |
| Ground services officer level 7 | $27.74 | $36.98 | $36.98 | $46.23 | $46.23 |
| Ground services officer level 8 | $28.29 | $37.72 | $37.72 | $47.15 | $47.15 |
| Ground services officer level 9 | $28.65 | $38.20 | $38.20 | $47.75 | $47.75 |
| Ground services officer level 10 | $29.01 | $38.68 | $38.68 | $48.35 | $48.35 |
| Ground services officer level 11 | $29.57 | $39.42 | $39.42 | $49.28 | $49.28 |
| Professional engineer level 1 - pay point 1 | $32.24 | $42.98 | $42.98 | $53.73 | $53.73 |
| Professional engineer level 1 - pay point 2 | $33.50 | $44.66 | $44.66 | $55.83 | $55.83 |
| Professional engineer level 1 - pay point 3 | $34.71 | $46.28 | $46.28 | $57.85 | $57.85 |
| Professional engineer level 2 | $36.45 | $48.60 | $48.60 | $60.75 | $60.75 |
| Professional engineer level 3 | $40.10 | $53.46 | $53.46 | $66.83 | $66.83 |
| Professional engineer level 4 | $43.74 | $58.32 | $58.32 | $72.90 | $72.90 |
| Professional engineer level 5 | $48.90 | $65.20 | $65.20 | $81.50 | $81.50 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $25.01 | $33.34 | $33.34 | $25.01 | $33.34 |
| Administrative services officer level 1 | $24.50 | $32.66 | $32.66 | $24.50 | $32.66 |
| Administrative services officer level 2 | $27.65 | $36.86 | $36.86 | $27.65 | $36.86 |
| Administrative services officer level 3 | $30.17 | $40.22 | $40.22 | $30.17 | $40.22 |
| Administrative services officer level 4 | $32.46 | $43.28 | $43.28 | $32.46 | $43.28 |
| Administrative services officer level 5 | $35.39 | $47.18 | $47.18 | $35.39 | $47.18 |
| Administrative services officer level 6 | $39.24 | $52.32 | $52.32 | $39.24 | $52.32 |
| Administrative services officer level 7 | $42.30 | $56.40 | $56.40 | $42.30 | $56.40 |
| Ground services officer level 1 | $23.27 | $31.02 | $31.02 | $23.27 | $31.02 |
| Ground services officer level 2 | $23.79 | $31.72 | $31.72 | $23.79 | $31.72 |
| Ground services officer level 3 | $24.32 | $32.42 | $32.42 | $24.32 | $32.42 |
| Ground services officer level 4 | $25.01 | $33.34 | $33.34 | $25.01 | $33.34 |
| Ground services officer level 5 | $26.00 | $34.66 | $34.66 | $26.00 | $34.66 |
| Ground services officer level 6 | $26.91 | $35.88 | $35.88 | $26.91 | $35.88 |
| Ground services officer level 7 | $27.74 | $36.98 | $36.98 | $27.74 | $36.98 |
| Ground services officer level 8 | $28.29 | $37.72 | $37.72 | $28.29 | $37.72 |
| Ground services officer level 9 | $28.65 | $38.20 | $38.20 | $28.65 | $38.20 |
| Ground services officer level 10 | $29.01 | $38.68 | $38.68 | $29.01 | $38.68 |
| Ground services officer level 11 | $29.57 | $39.42 | $39.42 | $29.57 | $39.42 |
| Professional engineer level 1 - pay point 1 | $32.24 | $42.98 | $42.98 | $32.24 | $42.98 |
| Professional engineer level 1 - pay point 2 | $33.50 | $44.66 | $44.66 | $33.50 | $44.66 |
| Professional engineer level 1 - pay point 3 | $34.71 | $46.28 | $46.28 | $34.71 | $46.28 |
| Professional engineer level 2 | $36.45 | $48.60 | $48.60 | $36.45 | $48.60 |
| Professional engineer level 3 | $40.10 | $53.46 | $53.46 | $40.10 | $53.46 |
| Professional engineer level 4 | $43.74 | $58.32 | $58.32 | $43.74 | $58.32 |
| Professional engineer level 5 | $48.90 | $65.20 | $65.20 | $48.90 | $65.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $33.34 | $33.34 | $33.34 | $41.68 | $25.01 |
| Administrative services officer level 1 | $32.66 | $32.66 | $32.66 | $40.83 | $24.50 |
| Administrative services officer level 2 | $36.86 | $36.86 | $36.86 | $46.08 | $27.65 |
| Administrative services officer level 3 | $40.22 | $40.22 | $40.22 | $50.28 | $30.17 |
| Administrative services officer level 4 | $43.28 | $43.28 | $43.28 | $54.10 | $32.46 |
| Administrative services officer level 5 | $47.18 | $47.18 | $47.18 | $58.98 | $35.39 |
| Administrative services officer level 6 | $52.32 | $52.32 | $52.32 | $65.40 | $39.24 |
| Administrative services officer level 7 | $56.40 | $56.40 | $56.40 | $70.50 | $42.30 |
| Ground services officer level 1 | $31.02 | $31.02 | $31.02 | $38.78 | $23.27 |
| Ground services officer level 2 | $31.72 | $31.72 | $31.72 | $39.65 | $23.79 |
| Ground services officer level 3 | $32.42 | $32.42 | $32.42 | $40.53 | $24.32 |
| Ground services officer level 4 | $33.34 | $33.34 | $33.34 | $41.68 | $25.01 |
| Ground services officer level 5 | $34.66 | $34.66 | $34.66 | $43.33 | $26.00 |
| Ground services officer level 6 | $35.88 | $35.88 | $35.88 | $44.85 | $26.91 |
| Ground services officer level 7 | $36.98 | $36.98 | $36.98 | $46.23 | $27.74 |
| Ground services officer level 8 | $37.72 | $37.72 | $37.72 | $47.15 | $28.29 |
| Ground services officer level 9 | $38.20 | $38.20 | $38.20 | $47.75 | $28.65 |
| Ground services officer level 10 | $38.68 | $38.68 | $38.68 | $48.35 | $29.01 |
| Ground services officer level 11 | $39.42 | $39.42 | $39.42 | $49.28 | $29.57 |
| Professional engineer level 1 - pay point 1 | $42.98 | $42.98 | $42.98 | $53.73 | $32.24 |
| Professional engineer level 1 - pay point 2 | $44.66 | $44.66 | $44.66 | $55.83 | $33.50 |
| Professional engineer level 1 - pay point 3 | $46.28 | $46.28 | $46.28 | $57.85 | $34.71 |
| Professional engineer level 2 | $48.60 | $48.60 | $48.60 | $60.75 | $36.45 |
| Professional engineer level 3 | $53.46 | $53.46 | $53.46 | $66.83 | $40.10 |
| Professional engineer level 4 | $58.32 | $58.32 | $58.32 | $72.90 | $43.74 |
| Professional engineer level 5 | $65.20 | $65.20 | $65.20 | $81.50 | $48.90 |

### Junior - Full-time & part-time - 19 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $19.30 | $38.60 | $48.25 | $22.20 | $25.09 |
| Administrative services officer level 1 | $18.89 | $37.78 | $47.23 | $21.72 | $24.56 |
| Administrative services officer level 2 | $21.33 | $42.66 | $53.33 | $24.53 | $27.73 |
| Administrative services officer level 3 | $23.27 | $46.54 | $58.18 | $26.76 | $30.25 |
| Administrative services officer level 4 | $25.04 | $50.08 | $62.60 | $28.80 | $32.55 |
| Administrative services officer level 5 | $27.30 | $54.60 | $68.25 | $31.40 | $35.49 |
| Administrative services officer level 6 | $30.27 | $60.54 | $75.68 | $34.81 | $39.35 |
| Administrative services officer level 7 | $32.63 | $65.26 | $81.58 | $37.52 | $42.42 |
| Ground services officer level 1 | $17.95 | $35.90 | $44.88 | $20.64 | $23.34 |
| Ground services officer level 2 | $18.35 | $36.70 | $45.88 | $21.10 | $23.86 |
| Ground services officer level 3 | $18.76 | $37.52 | $46.90 | $21.57 | $24.39 |
| Ground services officer level 4 | $19.30 | $38.60 | $48.25 | $22.20 | $25.09 |
| Ground services officer level 5 | $20.05 | $40.10 | $50.13 | $23.06 | $26.07 |
| Ground services officer level 6 | $20.76 | $41.52 | $51.90 | $23.87 | $26.99 |
| Ground services officer level 7 | $21.40 | $42.80 | $53.50 | $24.61 | $27.82 |
| Ground services officer level 8 | $21.82 | $43.64 | $54.55 | $25.09 | $28.37 |
| Ground services officer level 9 | $22.10 | $44.20 | $55.25 | $25.42 | $28.73 |
| Ground services officer level 10 | $22.38 | $44.76 | $55.95 | $25.74 | $29.09 |
| Ground services officer level 11 | $22.81 | $45.62 | $57.03 | $26.23 | $29.65 |
| Professional engineer level 1 - pay point 1 | $24.87 | $49.74 | $62.18 | $28.60 | $32.33 |
| Professional engineer level 1 - pay point 2 | $25.84 | $51.68 | $64.60 | $29.72 | $33.59 |
| Professional engineer level 1 - pay point 3 | $26.78 | $53.56 | $66.95 | $30.80 | $34.81 |
| Professional engineer level 2 | $28.11 | $56.22 | $70.28 | $32.33 | $36.54 |
| Professional engineer level 3 | $30.93 | $61.86 | $77.33 | $35.57 | $40.21 |
| Professional engineer level 4 | $33.74 | $67.48 | $84.35 | $38.80 | $43.86 |
| Professional engineer level 5 | $37.73 | $75.46 | $94.33 | $43.39 | $49.05 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $28.95 | $38.60 | $38.60 | $48.25 | $48.25 |
| Administrative services officer level 1 | $28.34 | $37.78 | $37.78 | $47.23 | $47.23 |
| Administrative services officer level 2 | $32.00 | $42.66 | $42.66 | $53.33 | $53.33 |
| Administrative services officer level 3 | $34.91 | $46.54 | $46.54 | $58.18 | $58.18 |
| Administrative services officer level 4 | $37.56 | $50.08 | $50.08 | $62.60 | $62.60 |
| Administrative services officer level 5 | $40.95 | $54.60 | $54.60 | $68.25 | $68.25 |
| Administrative services officer level 6 | $45.41 | $60.54 | $60.54 | $75.68 | $75.68 |
| Administrative services officer level 7 | $48.95 | $65.26 | $65.26 | $81.58 | $81.58 |
| Ground services officer level 1 | $26.93 | $35.90 | $35.90 | $44.88 | $44.88 |
| Ground services officer level 2 | $27.53 | $36.70 | $36.70 | $45.88 | $45.88 |
| Ground services officer level 3 | $28.14 | $37.52 | $37.52 | $46.90 | $46.90 |
| Ground services officer level 4 | $28.95 | $38.60 | $38.60 | $48.25 | $48.25 |
| Ground services officer level 5 | $30.08 | $40.10 | $40.10 | $50.13 | $50.13 |
| Ground services officer level 6 | $31.14 | $41.52 | $41.52 | $51.90 | $51.90 |
| Ground services officer level 7 | $32.10 | $42.80 | $42.80 | $53.50 | $53.50 |
| Ground services officer level 8 | $32.73 | $43.64 | $43.64 | $54.55 | $54.55 |
| Ground services officer level 9 | $33.15 | $44.20 | $44.20 | $55.25 | $55.25 |
| Ground services officer level 10 | $33.57 | $44.76 | $44.76 | $55.95 | $55.95 |
| Ground services officer level 11 | $34.22 | $45.62 | $45.62 | $57.03 | $57.03 |
| Professional engineer level 1 - pay point 1 | $37.31 | $49.74 | $49.74 | $62.18 | $62.18 |
| Professional engineer level 1 - pay point 2 | $38.76 | $51.68 | $51.68 | $64.60 | $64.60 |
| Professional engineer level 1 - pay point 3 | $40.17 | $53.56 | $53.56 | $66.95 | $66.95 |
| Professional engineer level 2 | $42.17 | $56.22 | $56.22 | $70.28 | $70.28 |
| Professional engineer level 3 | $46.40 | $61.86 | $61.86 | $77.33 | $77.33 |
| Professional engineer level 4 | $50.61 | $67.48 | $67.48 | $84.35 | $84.35 |
| Professional engineer level 5 | $56.60 | $75.46 | $75.46 | $94.33 | $94.33 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $28.95 | $38.60 | $38.60 | $28.95 | $38.60 |
| Administrative services officer level 1 | $28.34 | $37.78 | $37.78 | $28.34 | $37.78 |
| Administrative services officer level 2 | $32.00 | $42.66 | $42.66 | $32.00 | $42.66 |
| Administrative services officer level 3 | $34.91 | $46.54 | $46.54 | $34.91 | $46.54 |
| Administrative services officer level 4 | $37.56 | $50.08 | $50.08 | $37.56 | $50.08 |
| Administrative services officer level 5 | $40.95 | $54.60 | $54.60 | $40.95 | $54.60 |
| Administrative services officer level 6 | $45.41 | $60.54 | $60.54 | $45.41 | $60.54 |
| Administrative services officer level 7 | $48.95 | $65.26 | $65.26 | $48.95 | $65.26 |
| Ground services officer level 1 | $26.93 | $35.90 | $35.90 | $26.93 | $35.90 |
| Ground services officer level 2 | $27.53 | $36.70 | $36.70 | $27.53 | $36.70 |
| Ground services officer level 3 | $28.14 | $37.52 | $37.52 | $28.14 | $37.52 |
| Ground services officer level 4 | $28.95 | $38.60 | $38.60 | $28.95 | $38.60 |
| Ground services officer level 5 | $30.08 | $40.10 | $40.10 | $30.08 | $40.10 |
| Ground services officer level 6 | $31.14 | $41.52 | $41.52 | $31.14 | $41.52 |
| Ground services officer level 7 | $32.10 | $42.80 | $42.80 | $32.10 | $42.80 |
| Ground services officer level 8 | $32.73 | $43.64 | $43.64 | $32.73 | $43.64 |
| Ground services officer level 9 | $33.15 | $44.20 | $44.20 | $33.15 | $44.20 |
| Ground services officer level 10 | $33.57 | $44.76 | $44.76 | $33.57 | $44.76 |
| Ground services officer level 11 | $34.22 | $45.62 | $45.62 | $34.22 | $45.62 |
| Professional engineer level 1 - pay point 1 | $37.31 | $49.74 | $49.74 | $37.31 | $49.74 |
| Professional engineer level 1 - pay point 2 | $38.76 | $51.68 | $51.68 | $38.76 | $51.68 |
| Professional engineer level 1 - pay point 3 | $40.17 | $53.56 | $53.56 | $40.17 | $53.56 |
| Professional engineer level 2 | $42.17 | $56.22 | $56.22 | $42.17 | $56.22 |
| Professional engineer level 3 | $46.40 | $61.86 | $61.86 | $46.40 | $61.86 |
| Professional engineer level 4 | $50.61 | $67.48 | $67.48 | $50.61 | $67.48 |
| Professional engineer level 5 | $56.60 | $75.46 | $75.46 | $56.60 | $75.46 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $38.60 | $38.60 | $38.60 | $48.25 | $28.95 |
| Administrative services officer level 1 | $37.78 | $37.78 | $37.78 | $47.23 | $28.34 |
| Administrative services officer level 2 | $42.66 | $42.66 | $42.66 | $53.33 | $32.00 |
| Administrative services officer level 3 | $46.54 | $46.54 | $46.54 | $58.18 | $34.91 |
| Administrative services officer level 4 | $50.08 | $50.08 | $50.08 | $62.60 | $37.56 |
| Administrative services officer level 5 | $54.60 | $54.60 | $54.60 | $68.25 | $40.95 |
| Administrative services officer level 6 | $60.54 | $60.54 | $60.54 | $75.68 | $45.41 |
| Administrative services officer level 7 | $65.26 | $65.26 | $65.26 | $81.58 | $48.95 |
| Ground services officer level 1 | $35.90 | $35.90 | $35.90 | $44.88 | $26.93 |
| Ground services officer level 2 | $36.70 | $36.70 | $36.70 | $45.88 | $27.53 |
| Ground services officer level 3 | $37.52 | $37.52 | $37.52 | $46.90 | $28.14 |
| Ground services officer level 4 | $38.60 | $38.60 | $38.60 | $48.25 | $28.95 |
| Ground services officer level 5 | $40.10 | $40.10 | $40.10 | $50.13 | $30.08 |
| Ground services officer level 6 | $41.52 | $41.52 | $41.52 | $51.90 | $31.14 |
| Ground services officer level 7 | $42.80 | $42.80 | $42.80 | $53.50 | $32.10 |
| Ground services officer level 8 | $43.64 | $43.64 | $43.64 | $54.55 | $32.73 |
| Ground services officer level 9 | $44.20 | $44.20 | $44.20 | $55.25 | $33.15 |
| Ground services officer level 10 | $44.76 | $44.76 | $44.76 | $55.95 | $33.57 |
| Ground services officer level 11 | $45.62 | $45.62 | $45.62 | $57.03 | $34.22 |
| Professional engineer level 1 - pay point 1 | $49.74 | $49.74 | $49.74 | $62.18 | $37.31 |
| Professional engineer level 1 - pay point 2 | $51.68 | $51.68 | $51.68 | $64.60 | $38.76 |
| Professional engineer level 1 - pay point 3 | $53.56 | $53.56 | $53.56 | $66.95 | $40.17 |
| Professional engineer level 2 | $56.22 | $56.22 | $56.22 | $70.28 | $42.17 |
| Professional engineer level 3 | $61.86 | $61.86 | $61.86 | $77.33 | $46.40 |
| Professional engineer level 4 | $67.48 | $67.48 | $67.48 | $84.35 | $50.61 |
| Professional engineer level 5 | $75.46 | $75.46 | $75.46 | $94.33 | $56.60 |

### Junior - Full-time & part-time - 20 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $21.68 | $43.36 | $54.20 | $24.93 | $28.18 |
| Administrative services officer level 1 | $21.22 | $42.44 | $53.05 | $24.40 | $27.59 |
| Administrative services officer level 2 | $23.96 | $47.92 | $59.90 | $27.55 | $31.15 |
| Administrative services officer level 3 | $26.14 | $52.28 | $65.35 | $30.06 | $33.98 |
| Administrative services officer level 4 | $28.13 | $56.26 | $70.33 | $32.35 | $36.57 |
| Administrative services officer level 5 | $30.67 | $61.34 | $76.68 | $35.27 | $39.87 |
| Administrative services officer level 6 | $34.01 | $68.02 | $85.03 | $39.11 | $44.21 |
| Administrative services officer level 7 | $36.66 | $73.32 | $91.65 | $42.16 | $47.66 |
| Ground services officer level 1 | $20.17 | $40.34 | $50.43 | $23.20 | $26.22 |
| Ground services officer level 2 | $20.62 | $41.24 | $51.55 | $23.71 | $26.81 |
| Ground services officer level 3 | $21.07 | $42.14 | $52.68 | $24.23 | $27.39 |
| Ground services officer level 4 | $21.68 | $43.36 | $54.20 | $24.93 | $28.18 |
| Ground services officer level 5 | $22.53 | $45.06 | $56.33 | $25.91 | $29.29 |
| Ground services officer level 6 | $23.32 | $46.64 | $58.30 | $26.82 | $30.32 |
| Ground services officer level 7 | $24.04 | $48.08 | $60.10 | $27.65 | $31.25 |
| Ground services officer level 8 | $24.51 | $49.02 | $61.28 | $28.19 | $31.86 |
| Ground services officer level 9 | $24.83 | $49.66 | $62.08 | $28.55 | $32.28 |
| Ground services officer level 10 | $25.15 | $50.30 | $62.88 | $28.92 | $32.70 |
| Ground services officer level 11 | $25.62 | $51.24 | $64.05 | $29.46 | $33.31 |
| Professional engineer level 1 - pay point 1 | $27.94 | $55.88 | $69.85 | $32.13 | $36.32 |
| Professional engineer level 1 - pay point 2 | $29.03 | $58.06 | $72.58 | $33.38 | $37.74 |
| Professional engineer level 1 - pay point 3 | $30.08 | $60.16 | $75.20 | $34.59 | $39.10 |
| Professional engineer level 2 | $31.58 | $63.16 | $78.95 | $36.32 | $41.05 |
| Professional engineer level 3 | $34.74 | $69.48 | $86.85 | $39.95 | $45.16 |
| Professional engineer level 4 | $37.90 | $75.80 | $94.75 | $43.59 | $49.27 |
| Professional engineer level 5 | $42.39 | $84.78 | $105.98 | $48.75 | $55.11 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $32.52 | $43.36 | $43.36 | $54.20 | $54.20 |
| Administrative services officer level 1 | $31.83 | $42.44 | $42.44 | $53.05 | $53.05 |
| Administrative services officer level 2 | $35.94 | $47.92 | $47.92 | $59.90 | $59.90 |
| Administrative services officer level 3 | $39.21 | $52.28 | $52.28 | $65.35 | $65.35 |
| Administrative services officer level 4 | $42.20 | $56.26 | $56.26 | $70.33 | $70.33 |
| Administrative services officer level 5 | $46.01 | $61.34 | $61.34 | $76.68 | $76.68 |
| Administrative services officer level 6 | $51.02 | $68.02 | $68.02 | $85.03 | $85.03 |
| Administrative services officer level 7 | $54.99 | $73.32 | $73.32 | $91.65 | $91.65 |
| Ground services officer level 1 | $30.26 | $40.34 | $40.34 | $50.43 | $50.43 |
| Ground services officer level 2 | $30.93 | $41.24 | $41.24 | $51.55 | $51.55 |
| Ground services officer level 3 | $31.61 | $42.14 | $42.14 | $52.68 | $52.68 |
| Ground services officer level 4 | $32.52 | $43.36 | $43.36 | $54.20 | $54.20 |
| Ground services officer level 5 | $33.80 | $45.06 | $45.06 | $56.33 | $56.33 |
| Ground services officer level 6 | $34.98 | $46.64 | $46.64 | $58.30 | $58.30 |
| Ground services officer level 7 | $36.06 | $48.08 | $48.08 | $60.10 | $60.10 |
| Ground services officer level 8 | $36.77 | $49.02 | $49.02 | $61.28 | $61.28 |
| Ground services officer level 9 | $37.25 | $49.66 | $49.66 | $62.08 | $62.08 |
| Ground services officer level 10 | $37.73 | $50.30 | $50.30 | $62.88 | $62.88 |
| Ground services officer level 11 | $38.43 | $51.24 | $51.24 | $64.05 | $64.05 |
| Professional engineer level 1 - pay point 1 | $41.91 | $55.88 | $55.88 | $69.85 | $69.85 |
| Professional engineer level 1 - pay point 2 | $43.55 | $58.06 | $58.06 | $72.58 | $72.58 |
| Professional engineer level 1 - pay point 3 | $45.12 | $60.16 | $60.16 | $75.20 | $75.20 |
| Professional engineer level 2 | $47.37 | $63.16 | $63.16 | $78.95 | $78.95 |
| Professional engineer level 3 | $52.11 | $69.48 | $69.48 | $86.85 | $86.85 |
| Professional engineer level 4 | $56.85 | $75.80 | $75.80 | $94.75 | $94.75 |
| Professional engineer level 5 | $63.59 | $84.78 | $84.78 | $105.98 | $105.98 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $32.52 | $43.36 | $43.36 | $32.52 | $43.36 |
| Administrative services officer level 1 | $31.83 | $42.44 | $42.44 | $31.83 | $42.44 |
| Administrative services officer level 2 | $35.94 | $47.92 | $47.92 | $35.94 | $47.92 |
| Administrative services officer level 3 | $39.21 | $52.28 | $52.28 | $39.21 | $52.28 |
| Administrative services officer level 4 | $42.20 | $56.26 | $56.26 | $42.20 | $56.26 |
| Administrative services officer level 5 | $46.01 | $61.34 | $61.34 | $46.01 | $61.34 |
| Administrative services officer level 6 | $51.02 | $68.02 | $68.02 | $51.02 | $68.02 |
| Administrative services officer level 7 | $54.99 | $73.32 | $73.32 | $54.99 | $73.32 |
| Ground services officer level 1 | $30.26 | $40.34 | $40.34 | $30.26 | $40.34 |
| Ground services officer level 2 | $30.93 | $41.24 | $41.24 | $30.93 | $41.24 |
| Ground services officer level 3 | $31.61 | $42.14 | $42.14 | $31.61 | $42.14 |
| Ground services officer level 4 | $32.52 | $43.36 | $43.36 | $32.52 | $43.36 |
| Ground services officer level 5 | $33.80 | $45.06 | $45.06 | $33.80 | $45.06 |
| Ground services officer level 6 | $34.98 | $46.64 | $46.64 | $34.98 | $46.64 |
| Ground services officer level 7 | $36.06 | $48.08 | $48.08 | $36.06 | $48.08 |
| Ground services officer level 8 | $36.77 | $49.02 | $49.02 | $36.77 | $49.02 |
| Ground services officer level 9 | $37.25 | $49.66 | $49.66 | $37.25 | $49.66 |
| Ground services officer level 10 | $37.73 | $50.30 | $50.30 | $37.73 | $50.30 |
| Ground services officer level 11 | $38.43 | $51.24 | $51.24 | $38.43 | $51.24 |
| Professional engineer level 1 - pay point 1 | $41.91 | $55.88 | $55.88 | $41.91 | $55.88 |
| Professional engineer level 1 - pay point 2 | $43.55 | $58.06 | $58.06 | $43.55 | $58.06 |
| Professional engineer level 1 - pay point 3 | $45.12 | $60.16 | $60.16 | $45.12 | $60.16 |
| Professional engineer level 2 | $47.37 | $63.16 | $63.16 | $47.37 | $63.16 |
| Professional engineer level 3 | $52.11 | $69.48 | $69.48 | $52.11 | $69.48 |
| Professional engineer level 4 | $56.85 | $75.80 | $75.80 | $56.85 | $75.80 |
| Professional engineer level 5 | $63.59 | $84.78 | $84.78 | $63.59 | $84.78 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $43.36 | $43.36 | $43.36 | $54.20 | $32.52 |
| Administrative services officer level 1 | $42.44 | $42.44 | $42.44 | $53.05 | $31.83 |
| Administrative services officer level 2 | $47.92 | $47.92 | $47.92 | $59.90 | $35.94 |
| Administrative services officer level 3 | $52.28 | $52.28 | $52.28 | $65.35 | $39.21 |
| Administrative services officer level 4 | $56.26 | $56.26 | $56.26 | $70.33 | $42.20 |
| Administrative services officer level 5 | $61.34 | $61.34 | $61.34 | $76.68 | $46.01 |
| Administrative services officer level 6 | $68.02 | $68.02 | $68.02 | $85.03 | $51.02 |
| Administrative services officer level 7 | $73.32 | $73.32 | $73.32 | $91.65 | $54.99 |
| Ground services officer level 1 | $40.34 | $40.34 | $40.34 | $50.43 | $30.26 |
| Ground services officer level 2 | $41.24 | $41.24 | $41.24 | $51.55 | $30.93 |
| Ground services officer level 3 | $42.14 | $42.14 | $42.14 | $52.68 | $31.61 |
| Ground services officer level 4 | $43.36 | $43.36 | $43.36 | $54.20 | $32.52 |
| Ground services officer level 5 | $45.06 | $45.06 | $45.06 | $56.33 | $33.80 |
| Ground services officer level 6 | $46.64 | $46.64 | $46.64 | $58.30 | $34.98 |
| Ground services officer level 7 | $48.08 | $48.08 | $48.08 | $60.10 | $36.06 |
| Ground services officer level 8 | $49.02 | $49.02 | $49.02 | $61.28 | $36.77 |
| Ground services officer level 9 | $49.66 | $49.66 | $49.66 | $62.08 | $37.25 |
| Ground services officer level 10 | $50.30 | $50.30 | $50.30 | $62.88 | $37.73 |
| Ground services officer level 11 | $51.24 | $51.24 | $51.24 | $64.05 | $38.43 |
| Professional engineer level 1 - pay point 1 | $55.88 | $55.88 | $55.88 | $69.85 | $41.91 |
| Professional engineer level 1 - pay point 2 | $58.06 | $58.06 | $58.06 | $72.58 | $43.55 |
| Professional engineer level 1 - pay point 3 | $60.16 | $60.16 | $60.16 | $75.20 | $45.12 |
| Professional engineer level 2 | $63.16 | $63.16 | $63.16 | $78.95 | $47.37 |
| Professional engineer level 3 | $69.48 | $69.48 | $69.48 | $86.85 | $52.11 |
| Professional engineer level 4 | $75.80 | $75.80 | $75.80 | $94.75 | $56.85 |
| Professional engineer level 5 | $84.78 | $84.78 | $84.78 | $105.98 | $63.59 |

### Junior - Casual - Under 18 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday (ordinary hours) - day worker** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $17.86 | $32.15 | $39.30 | $20.01 | $22.15 |
| Administrative services officer level 1 | $17.49 | $31.48 | $38.47 | $19.59 | $21.68 |
| Administrative services officer level 2 | $19.75 | $35.55 | $43.45 | $22.12 | $24.49 |
| Administrative services officer level 3 | $21.55 | $38.79 | $47.41 | $24.14 | $26.72 |
| Administrative services officer level 4 | $23.19 | $41.74 | $51.01 | $25.97 | $28.75 |
| Administrative services officer level 5 | $25.28 | $45.50 | $55.61 | $28.31 | $31.34 |
| Administrative services officer level 6 | $28.03 | $50.45 | $61.66 | $31.39 | $34.75 |
| Administrative services officer level 7 | $30.21 | $54.38 | $66.47 | $33.84 | $37.46 |
| Ground services officer level 1 | $16.63 | $29.93 | $36.58 | $18.62 | $20.62 |
| Ground services officer level 2 | $17.00 | $30.60 | $37.40 | $19.04 | $21.08 |
| Ground services officer level 3 | $17.36 | $31.25 | $38.20 | $19.45 | $21.53 |
| Ground services officer level 4 | $17.86 | $32.15 | $39.30 | $20.01 | $22.15 |
| Ground services officer level 5 | $18.56 | $33.41 | $40.84 | $20.79 | $23.02 |
| Ground services officer level 6 | $19.21 | $34.58 | $42.27 | $21.52 | $23.82 |
| Ground services officer level 7 | $19.81 | $35.66 | $43.59 | $22.19 | $24.57 |
| Ground services officer level 8 | $20.20 | $36.36 | $44.44 | $22.62 | $25.05 |
| Ground services officer level 9 | $20.46 | $36.83 | $45.02 | $22.92 | $25.37 |
| Ground services officer level 10 | $20.73 | $37.31 | $45.60 | $23.21 | $25.70 |
| Ground services officer level 11 | $21.11 | $38.00 | $46.45 | $23.65 | $26.18 |
| Professional engineer level 1 - pay point 1 | $23.03 | $41.45 | $50.66 | $25.79 | $28.55 |
| Professional engineer level 1 - pay point 2 | $23.93 | $43.07 | $52.64 | $26.80 | $29.67 |
| Professional engineer level 1 - pay point 3 | $24.79 | $44.62 | $54.53 | $27.76 | $30.74 |
| Professional engineer level 2 | $26.04 | $46.87 | $57.28 | $29.16 | $32.29 |
| Professional engineer level 3 | $28.64 | $51.55 | $63.00 | $32.07 | $35.51 |
| Professional engineer level 4 | $31.24 | $56.23 | $68.72 | $34.99 | $38.73 |
| Professional engineer level 5 | $34.94 | $62.89 | $76.86 | $39.13 | $43.32 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - ordinary hours - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $25.01 | $32.15 | $32.15 | $39.30 | $39.30 |
| Administrative services officer level 1 | $24.48 | $31.48 | $31.48 | $38.47 | $38.47 |
| Administrative services officer level 2 | $27.65 | $35.55 | $35.55 | $43.45 | $43.45 |
| Administrative services officer level 3 | $30.17 | $38.79 | $38.79 | $47.41 | $47.41 |
| Administrative services officer level 4 | $32.46 | $41.74 | $41.74 | $51.01 | $51.01 |
| Administrative services officer level 5 | $35.39 | $45.50 | $45.50 | $55.61 | $55.61 |
| Administrative services officer level 6 | $39.24 | $50.45 | $50.45 | $61.66 | $61.66 |
| Administrative services officer level 7 | $42.30 | $54.38 | $54.38 | $66.47 | $66.47 |
| Ground services officer level 1 | $23.28 | $29.93 | $29.93 | $36.58 | $36.58 |
| Ground services officer level 2 | $23.80 | $30.60 | $30.60 | $37.40 | $37.40 |
| Ground services officer level 3 | $24.31 | $31.25 | $31.25 | $38.20 | $38.20 |
| Ground services officer level 4 | $25.01 | $32.15 | $32.15 | $39.30 | $39.30 |
| Ground services officer level 5 | $25.99 | $33.41 | $33.41 | $40.84 | $40.84 |
| Ground services officer level 6 | $26.90 | $34.58 | $34.58 | $42.27 | $42.27 |
| Ground services officer level 7 | $27.74 | $35.66 | $35.66 | $43.59 | $43.59 |
| Ground services officer level 8 | $28.28 | $36.36 | $36.36 | $44.44 | $44.44 |
| Ground services officer level 9 | $28.65 | $36.83 | $36.83 | $45.02 | $45.02 |
| Ground services officer level 10 | $29.02 | $37.31 | $37.31 | $45.60 | $45.60 |
| Ground services officer level 11 | $29.56 | $38.00 | $38.00 | $46.45 | $46.45 |
| Professional engineer level 1 - pay point 1 | $32.24 | $41.45 | $41.45 | $50.66 | $50.66 |
| Professional engineer level 1 - pay point 2 | $33.50 | $43.07 | $43.07 | $52.64 | $52.64 |
| Professional engineer level 1 - pay point 3 | $34.70 | $44.62 | $44.62 | $54.53 | $54.53 |
| Professional engineer level 2 | $36.45 | $46.87 | $46.87 | $57.28 | $57.28 |
| Professional engineer level 3 | $40.09 | $51.55 | $51.55 | $63.00 | $63.00 |
| Professional engineer level 4 | $43.73 | $56.23 | $56.23 | $68.72 | $68.72 |
| Professional engineer level 5 | $48.91 | $62.89 | $62.89 | $76.86 | $76.86 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - public holiday - day workers** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $21.44 | $28.58 | $28.58 | $35.73 | $21.44 | $28.58 |
| Administrative services officer level 1 | $20.99 | $27.98 | $27.98 | $34.98 | $20.99 | $27.98 |
| Administrative services officer level 2 | $23.70 | $31.60 | $31.60 | $39.50 | $23.70 | $31.60 |
| Administrative services officer level 3 | $25.86 | $34.48 | $34.48 | $43.10 | $25.86 | $34.48 |
| Administrative services officer level 4 | $27.83 | $37.10 | $37.10 | $46.38 | $27.83 | $37.10 |
| Administrative services officer level 5 | $30.33 | $40.44 | $40.44 | $50.55 | $30.33 | $40.44 |
| Administrative services officer level 6 | $33.63 | $44.84 | $44.84 | $56.05 | $33.63 | $44.84 |
| Administrative services officer level 7 | $36.26 | $48.34 | $48.34 | $60.43 | $36.26 | $48.34 |
| Ground services officer level 1 | $19.95 | $26.60 | $26.60 | $33.25 | $19.95 | $26.60 |
| Ground services officer level 2 | $20.40 | $27.20 | $27.20 | $34.00 | $20.40 | $27.20 |
| Ground services officer level 3 | $20.84 | $27.78 | $27.78 | $34.73 | $20.84 | $27.78 |
| Ground services officer level 4 | $21.44 | $28.58 | $28.58 | $35.73 | $21.44 | $28.58 |
| Ground services officer level 5 | $22.28 | $29.70 | $29.70 | $37.13 | $22.28 | $29.70 |
| Ground services officer level 6 | $23.06 | $30.74 | $30.74 | $38.43 | $23.06 | $30.74 |
| Ground services officer level 7 | $23.78 | $31.70 | $31.70 | $39.63 | $23.78 | $31.70 |
| Ground services officer level 8 | $24.24 | $32.32 | $32.32 | $40.40 | $24.24 | $32.32 |
| Ground services officer level 9 | $24.56 | $32.74 | $32.74 | $40.93 | $24.56 | $32.74 |
| Ground services officer level 10 | $24.87 | $33.16 | $33.16 | $41.45 | $24.87 | $33.16 |
| Ground services officer level 11 | $25.34 | $33.78 | $33.78 | $42.23 | $25.34 | $33.78 |
| Professional engineer level 1 - pay point 1 | $27.63 | $36.84 | $36.84 | $46.05 | $27.63 | $36.84 |
| Professional engineer level 1 - pay point 2 | $28.71 | $38.28 | $38.28 | $47.85 | $28.71 | $38.28 |
| Professional engineer level 1 - pay point 3 | $29.75 | $39.66 | $39.66 | $49.58 | $29.75 | $39.66 |
| Professional engineer level 2 | $31.25 | $41.66 | $41.66 | $52.08 | $31.25 | $41.66 |
| Professional engineer level 3 | $34.37 | $45.82 | $45.82 | $57.28 | $34.37 | $45.82 |
| Professional engineer level 4 | $37.49 | $49.98 | $49.98 | $62.48 | $37.49 | $49.98 |
| Professional engineer level 5 | $41.93 | $55.90 | $55.90 | $69.88 | $41.93 | $55.90 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Overtime - public holiday - shiftworker** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $28.58 | $35.73 | $28.58 | $35.73 | $25.01 |
| Administrative services officer level 1 | $27.98 | $34.98 | $27.98 | $34.98 | $24.48 |
| Administrative services officer level 2 | $31.60 | $39.50 | $31.60 | $39.50 | $27.65 |
| Administrative services officer level 3 | $34.48 | $43.10 | $34.48 | $43.10 | $30.17 |
| Administrative services officer level 4 | $37.10 | $46.38 | $37.10 | $46.38 | $32.46 |
| Administrative services officer level 5 | $40.44 | $50.55 | $40.44 | $50.55 | $35.39 |
| Administrative services officer level 6 | $44.84 | $56.05 | $44.84 | $56.05 | $39.24 |
| Administrative services officer level 7 | $48.34 | $60.43 | $48.34 | $60.43 | $42.30 |
| Ground services officer level 1 | $26.60 | $33.25 | $26.60 | $33.25 | $23.28 |
| Ground services officer level 2 | $27.20 | $34.00 | $27.20 | $34.00 | $23.80 |
| Ground services officer level 3 | $27.78 | $34.73 | $27.78 | $34.73 | $24.31 |
| Ground services officer level 4 | $28.58 | $35.73 | $28.58 | $35.73 | $25.01 |
| Ground services officer level 5 | $29.70 | $37.13 | $29.70 | $37.13 | $25.99 |
| Ground services officer level 6 | $30.74 | $38.43 | $30.74 | $38.43 | $26.90 |
| Ground services officer level 7 | $31.70 | $39.63 | $31.70 | $39.63 | $27.74 |
| Ground services officer level 8 | $32.32 | $40.40 | $32.32 | $40.40 | $28.28 |
| Ground services officer level 9 | $32.74 | $40.93 | $32.74 | $40.93 | $28.65 |
| Ground services officer level 10 | $33.16 | $41.45 | $33.16 | $41.45 | $29.02 |
| Ground services officer level 11 | $33.78 | $42.23 | $33.78 | $42.23 | $29.56 |
| Professional engineer level 1 - pay point 1 | $36.84 | $46.05 | $36.84 | $46.05 | $32.24 |
| Professional engineer level 1 - pay point 2 | $38.28 | $47.85 | $38.28 | $47.85 | $33.50 |
| Professional engineer level 1 - pay point 3 | $39.66 | $49.58 | $39.66 | $49.58 | $34.70 |
| Professional engineer level 2 | $41.66 | $52.08 | $41.66 | $52.08 | $36.45 |
| Professional engineer level 3 | $45.82 | $57.28 | $45.82 | $57.28 | $40.09 |
| Professional engineer level 4 | $49.98 | $62.48 | $49.98 | $62.48 | $43.73 |
| Professional engineer level 5 | $55.90 | $69.88 | $55.90 | $69.88 | $48.91 |

### Junior - Casual - 18 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday (ordinary hours) - day worker** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $20.84 | $37.51 | $45.84 | $23.34 | $25.84 |
| Administrative services officer level 1 | $20.41 | $36.74 | $44.91 | $22.86 | $25.31 |
| Administrative services officer level 2 | $23.04 | $41.47 | $50.68 | $25.80 | $28.57 |
| Administrative services officer level 3 | $25.14 | $45.25 | $55.30 | $28.15 | $31.17 |
| Administrative services officer level 4 | $27.05 | $48.69 | $59.51 | $30.30 | $33.54 |
| Administrative services officer level 5 | $29.49 | $53.08 | $64.87 | $33.03 | $36.56 |
| Administrative services officer level 6 | $32.70 | $58.86 | $71.94 | $36.62 | $40.55 |
| Administrative services officer level 7 | $35.25 | $63.45 | $77.55 | $39.48 | $43.71 |
| Ground services officer level 1 | $19.39 | $34.90 | $42.65 | $21.71 | $24.04 |
| Ground services officer level 2 | $19.83 | $35.69 | $43.62 | $22.20 | $24.58 |
| Ground services officer level 3 | $20.26 | $36.47 | $44.58 | $22.69 | $25.13 |
| Ground services officer level 4 | $20.84 | $37.51 | $45.84 | $23.34 | $25.84 |
| Ground services officer level 5 | $21.66 | $38.99 | $47.66 | $24.26 | $26.86 |
| Ground services officer level 6 | $22.43 | $40.37 | $49.34 | $25.12 | $27.81 |
| Ground services officer level 7 | $23.11 | $41.60 | $50.85 | $25.89 | $28.66 |
| Ground services officer level 8 | $23.58 | $42.44 | $51.87 | $26.40 | $29.23 |
| Ground services officer level 9 | $23.88 | $42.98 | $52.53 | $26.74 | $29.61 |
| Ground services officer level 10 | $24.18 | $43.52 | $53.19 | $27.08 | $29.98 |
| Ground services officer level 11 | $24.64 | $44.35 | $54.20 | $27.59 | $30.55 |
| Professional engineer level 1 - pay point 1 | $26.86 | $48.35 | $59.10 | $30.09 | $33.31 |
| Professional engineer level 1 - pay point 2 | $27.91 | $50.24 | $61.41 | $31.26 | $34.61 |
| Professional engineer level 1 - pay point 3 | $28.93 | $52.07 | $63.64 | $32.40 | $35.87 |
| Professional engineer level 2 | $30.38 | $54.68 | $66.83 | $34.02 | $37.67 |
| Professional engineer level 3 | $33.41 | $60.14 | $73.51 | $37.42 | $41.43 |
| Professional engineer level 4 | $36.45 | $65.61 | $80.19 | $40.82 | $45.20 |
| Professional engineer level 5 | $40.75 | $73.35 | $89.65 | $45.64 | $50.53 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday (ordinary hours) - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $29.17 | $37.51 | $37.51 | $45.84 | $45.84 |
| Administrative services officer level 1 | $28.58 | $36.74 | $36.74 | $44.91 | $44.91 |
| Administrative services officer level 2 | $32.25 | $41.47 | $41.47 | $50.68 | $50.68 |
| Administrative services officer level 3 | $35.19 | $45.25 | $45.25 | $55.30 | $55.30 |
| Administrative services officer level 4 | $37.87 | $48.69 | $48.69 | $59.51 | $59.51 |
| Administrative services officer level 5 | $41.28 | $53.08 | $53.08 | $64.87 | $64.87 |
| Administrative services officer level 6 | $45.78 | $58.86 | $58.86 | $71.94 | $71.94 |
| Administrative services officer level 7 | $49.35 | $63.45 | $63.45 | $77.55 | $77.55 |
| Ground services officer level 1 | $27.14 | $34.90 | $34.90 | $42.65 | $42.65 |
| Ground services officer level 2 | $27.76 | $35.69 | $35.69 | $43.62 | $43.62 |
| Ground services officer level 3 | $28.37 | $36.47 | $36.47 | $44.58 | $44.58 |
| Ground services officer level 4 | $29.17 | $37.51 | $37.51 | $45.84 | $45.84 |
| Ground services officer level 5 | $30.33 | $38.99 | $38.99 | $47.66 | $47.66 |
| Ground services officer level 6 | $31.40 | $40.37 | $40.37 | $49.34 | $49.34 |
| Ground services officer level 7 | $32.36 | $41.60 | $41.60 | $50.85 | $50.85 |
| Ground services officer level 8 | $33.01 | $42.44 | $42.44 | $51.87 | $51.87 |
| Ground services officer level 9 | $33.43 | $42.98 | $42.98 | $52.53 | $52.53 |
| Ground services officer level 10 | $33.85 | $43.52 | $43.52 | $53.19 | $53.19 |
| Ground services officer level 11 | $34.49 | $44.35 | $44.35 | $54.20 | $54.20 |
| Professional engineer level 1 - pay point 1 | $37.61 | $48.35 | $48.35 | $59.10 | $59.10 |
| Professional engineer level 1 - pay point 2 | $39.08 | $50.24 | $50.24 | $61.41 | $61.41 |
| Professional engineer level 1 - pay point 3 | $40.50 | $52.07 | $52.07 | $63.64 | $63.64 |
| Professional engineer level 2 | $42.53 | $54.68 | $54.68 | $66.83 | $66.83 |
| Professional engineer level 3 | $46.78 | $60.14 | $60.14 | $73.51 | $73.51 |
| Professional engineer level 4 | $51.03 | $65.61 | $65.61 | $80.19 | $80.19 |
| Professional engineer level 5 | $57.05 | $73.35 | $73.35 | $89.65 | $89.65 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - public holiday - day workers** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $25.01 | $33.34 | $33.34 | $41.68 | $25.01 | $33.34 |
| Administrative services officer level 1 | $24.50 | $32.66 | $32.66 | $40.83 | $24.50 | $32.66 |
| Administrative services officer level 2 | $27.65 | $36.86 | $36.86 | $46.08 | $27.65 | $36.86 |
| Administrative services officer level 3 | $30.17 | $40.22 | $40.22 | $50.28 | $30.17 | $40.22 |
| Administrative services officer level 4 | $32.46 | $43.28 | $43.28 | $54.10 | $32.46 | $43.28 |
| Administrative services officer level 5 | $35.39 | $47.18 | $47.18 | $58.98 | $35.39 | $47.18 |
| Administrative services officer level 6 | $39.24 | $52.32 | $52.32 | $65.40 | $39.24 | $52.32 |
| Administrative services officer level 7 | $42.30 | $56.40 | $56.40 | $70.50 | $42.30 | $56.40 |
| Ground services officer level 1 | $23.27 | $31.02 | $31.02 | $38.78 | $23.27 | $31.02 |
| Ground services officer level 2 | $23.79 | $31.72 | $31.72 | $39.65 | $23.79 | $31.72 |
| Ground services officer level 3 | $24.32 | $32.42 | $32.42 | $40.53 | $24.32 | $32.42 |
| Ground services officer level 4 | $25.01 | $33.34 | $33.34 | $41.68 | $25.01 | $33.34 |
| Ground services officer level 5 | $26.00 | $34.66 | $34.66 | $43.33 | $26.00 | $34.66 |
| Ground services officer level 6 | $26.91 | $35.88 | $35.88 | $44.85 | $26.91 | $35.88 |
| Ground services officer level 7 | $27.74 | $36.98 | $36.98 | $46.23 | $27.74 | $36.98 |
| Ground services officer level 8 | $28.29 | $37.72 | $37.72 | $47.15 | $28.29 | $37.72 |
| Ground services officer level 9 | $28.65 | $38.20 | $38.20 | $47.75 | $28.65 | $38.20 |
| Ground services officer level 10 | $29.01 | $38.68 | $38.68 | $48.35 | $29.01 | $38.68 |
| Ground services officer level 11 | $29.57 | $39.42 | $39.42 | $49.28 | $29.57 | $39.42 |
| Professional engineer level 1 - pay point 1 | $32.24 | $42.98 | $42.98 | $53.73 | $32.24 | $42.98 |
| Professional engineer level 1 - pay point 2 | $33.50 | $44.66 | $44.66 | $55.83 | $33.50 | $44.66 |
| Professional engineer level 1 - pay point 3 | $34.71 | $46.28 | $46.28 | $57.85 | $34.71 | $46.28 |
| Professional engineer level 2 | $36.45 | $48.60 | $48.60 | $60.75 | $36.45 | $48.60 |
| Professional engineer level 3 | $40.10 | $53.46 | $53.46 | $66.83 | $40.10 | $53.46 |
| Professional engineer level 4 | $43.74 | $58.32 | $58.32 | $72.90 | $43.74 | $58.32 |
| Professional engineer level 5 | $48.90 | $65.20 | $65.20 | $81.50 | $48.90 | $65.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Overtime - public holiday - shiftworker** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $33.34 | $41.68 | $33.34 | $41.68 | $29.17 |
| Administrative services officer level 1 | $32.66 | $40.83 | $32.66 | $40.83 | $28.58 |
| Administrative services officer level 2 | $36.86 | $46.08 | $36.86 | $46.08 | $32.25 |
| Administrative services officer level 3 | $40.22 | $50.28 | $40.22 | $50.28 | $35.19 |
| Administrative services officer level 4 | $43.28 | $54.10 | $43.28 | $54.10 | $37.87 |
| Administrative services officer level 5 | $47.18 | $58.98 | $47.18 | $58.98 | $41.28 |
| Administrative services officer level 6 | $52.32 | $65.40 | $52.32 | $65.40 | $45.78 |
| Administrative services officer level 7 | $56.40 | $70.50 | $56.40 | $70.50 | $49.35 |
| Ground services officer level 1 | $31.02 | $38.78 | $31.02 | $38.78 | $27.14 |
| Ground services officer level 2 | $31.72 | $39.65 | $31.72 | $39.65 | $27.76 |
| Ground services officer level 3 | $32.42 | $40.53 | $32.42 | $40.53 | $28.37 |
| Ground services officer level 4 | $33.34 | $41.68 | $33.34 | $41.68 | $29.17 |
| Ground services officer level 5 | $34.66 | $43.33 | $34.66 | $43.33 | $30.33 |
| Ground services officer level 6 | $35.88 | $44.85 | $35.88 | $44.85 | $31.40 |
| Ground services officer level 7 | $36.98 | $46.23 | $36.98 | $46.23 | $32.36 |
| Ground services officer level 8 | $37.72 | $47.15 | $37.72 | $47.15 | $33.01 |
| Ground services officer level 9 | $38.20 | $47.75 | $38.20 | $47.75 | $33.43 |
| Ground services officer level 10 | $38.68 | $48.35 | $38.68 | $48.35 | $33.85 |
| Ground services officer level 11 | $39.42 | $49.28 | $39.42 | $49.28 | $34.49 |
| Professional engineer level 1 - pay point 1 | $42.98 | $53.73 | $42.98 | $53.73 | $37.61 |
| Professional engineer level 1 - pay point 2 | $44.66 | $55.83 | $44.66 | $55.83 | $39.08 |
| Professional engineer level 1 - pay point 3 | $46.28 | $57.85 | $46.28 | $57.85 | $40.50 |
| Professional engineer level 2 | $48.60 | $60.75 | $48.60 | $60.75 | $42.53 |
| Professional engineer level 3 | $53.46 | $66.83 | $53.46 | $66.83 | $46.78 |
| Professional engineer level 4 | $58.32 | $72.90 | $58.32 | $72.90 | $51.03 |
| Professional engineer level 5 | $65.20 | $81.50 | $65.20 | $81.50 | $57.05 |

### Junior - Casual - 19 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday (ordinary hours) - day worker** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $24.13 | $43.43 | $53.08 | $27.02 | $29.92 |
| Administrative services officer level 1 | $23.61 | $42.50 | $51.95 | $26.45 | $29.28 |
| Administrative services officer level 2 | $26.66 | $47.99 | $58.66 | $29.86 | $33.06 |
| Administrative services officer level 3 | $29.09 | $52.36 | $63.99 | $32.58 | $36.07 |
| Administrative services officer level 4 | $31.30 | $56.34 | $68.86 | $35.06 | $38.81 |
| Administrative services officer level 5 | $34.13 | $61.43 | $75.08 | $38.22 | $42.32 |
| Administrative services officer level 6 | $37.84 | $68.11 | $83.24 | $42.38 | $46.92 |
| Administrative services officer level 7 | $40.79 | $73.42 | $89.73 | $45.68 | $50.58 |
| Ground services officer level 1 | $22.44 | $40.39 | $49.36 | $25.13 | $27.82 |
| Ground services officer level 2 | $22.94 | $41.29 | $50.46 | $25.69 | $28.44 |
| Ground services officer level 3 | $23.45 | $42.21 | $51.59 | $26.26 | $29.08 |
| Ground services officer level 4 | $24.13 | $43.43 | $53.08 | $27.02 | $29.92 |
| Ground services officer level 5 | $25.06 | $45.11 | $55.14 | $28.07 | $31.08 |
| Ground services officer level 6 | $25.95 | $46.71 | $57.09 | $29.06 | $32.18 |
| Ground services officer level 7 | $26.75 | $48.15 | $58.85 | $29.96 | $33.17 |
| Ground services officer level 8 | $27.28 | $49.10 | $60.01 | $30.55 | $33.82 |
| Ground services officer level 9 | $27.63 | $49.73 | $60.78 | $30.94 | $34.26 |
| Ground services officer level 10 | $27.98 | $50.36 | $61.55 | $31.33 | $34.69 |
| Ground services officer level 11 | $28.51 | $51.32 | $62.73 | $31.93 | $35.36 |
| Professional engineer level 1 - pay point 1 | $31.09 | $55.96 | $68.39 | $34.82 | $38.55 |
| Professional engineer level 1 - pay point 2 | $32.30 | $58.14 | $71.06 | $36.18 | $40.05 |
| Professional engineer level 1 - pay point 3 | $33.48 | $60.26 | $73.65 | $37.49 | $41.51 |
| Professional engineer level 2 | $35.14 | $63.25 | $77.30 | $39.35 | $43.57 |
| Professional engineer level 3 | $38.66 | $69.59 | $85.06 | $43.30 | $47.94 |
| Professional engineer level 4 | $42.18 | $75.92 | $92.79 | $47.24 | $52.30 |
| Professional engineer level 5 | $47.16 | $84.89 | $103.76 | $52.82 | $58.48 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday (ordinary hours) - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $33.78 | $43.43 | $43.43 | $53.08 | $53.08 |
| Administrative services officer level 1 | $33.06 | $42.50 | $42.50 | $51.95 | $51.95 |
| Administrative services officer level 2 | $37.33 | $47.99 | $47.99 | $58.66 | $58.66 |
| Administrative services officer level 3 | $40.72 | $52.36 | $52.36 | $63.99 | $63.99 |
| Administrative services officer level 4 | $43.82 | $56.34 | $56.34 | $68.86 | $68.86 |
| Administrative services officer level 5 | $47.78 | $61.43 | $61.43 | $75.08 | $75.08 |
| Administrative services officer level 6 | $52.97 | $68.11 | $68.11 | $83.24 | $83.24 |
| Administrative services officer level 7 | $57.10 | $73.42 | $73.42 | $89.73 | $89.73 |
| Ground services officer level 1 | $31.41 | $40.39 | $40.39 | $49.36 | $49.36 |
| Ground services officer level 2 | $32.11 | $41.29 | $41.29 | $50.46 | $50.46 |
| Ground services officer level 3 | $32.83 | $42.21 | $42.21 | $51.59 | $51.59 |
| Ground services officer level 4 | $33.78 | $43.43 | $43.43 | $53.08 | $53.08 |
| Ground services officer level 5 | $35.09 | $45.11 | $45.11 | $55.14 | $55.14 |
| Ground services officer level 6 | $36.33 | $46.71 | $46.71 | $57.09 | $57.09 |
| Ground services officer level 7 | $37.45 | $48.15 | $48.15 | $58.85 | $58.85 |
| Ground services officer level 8 | $38.19 | $49.10 | $49.10 | $60.01 | $60.01 |
| Ground services officer level 9 | $38.68 | $49.73 | $49.73 | $60.78 | $60.78 |
| Ground services officer level 10 | $39.17 | $50.36 | $50.36 | $61.55 | $61.55 |
| Ground services officer level 11 | $39.92 | $51.32 | $51.32 | $62.73 | $62.73 |
| Professional engineer level 1 - pay point 1 | $43.52 | $55.96 | $55.96 | $68.39 | $68.39 |
| Professional engineer level 1 - pay point 2 | $45.22 | $58.14 | $58.14 | $71.06 | $71.06 |
| Professional engineer level 1 - pay point 3 | $46.87 | $60.26 | $60.26 | $73.65 | $73.65 |
| Professional engineer level 2 | $49.19 | $63.25 | $63.25 | $77.30 | $77.30 |
| Professional engineer level 3 | $54.13 | $69.59 | $69.59 | $85.06 | $85.06 |
| Professional engineer level 4 | $59.05 | $75.92 | $75.92 | $92.79 | $92.79 |
| Professional engineer level 5 | $66.03 | $84.89 | $84.89 | $103.76 | $103.76 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - public holiday - day workers** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $28.95 | $38.60 | $38.60 | $48.25 | $28.95 | $38.60 |
| Administrative services officer level 1 | $28.34 | $37.78 | $37.78 | $47.23 | $28.34 | $37.78 |
| Administrative services officer level 2 | $32.00 | $42.66 | $42.66 | $53.33 | $32.00 | $42.66 |
| Administrative services officer level 3 | $34.91 | $46.54 | $46.54 | $58.18 | $34.91 | $46.54 |
| Administrative services officer level 4 | $37.56 | $50.08 | $50.08 | $62.60 | $37.56 | $50.08 |
| Administrative services officer level 5 | $40.95 | $54.60 | $54.60 | $68.25 | $40.95 | $54.60 |
| Administrative services officer level 6 | $45.41 | $60.54 | $60.54 | $75.68 | $45.41 | $60.54 |
| Administrative services officer level 7 | $48.95 | $65.26 | $65.26 | $81.58 | $48.95 | $65.26 |
| Ground services officer level 1 | $26.93 | $35.90 | $35.90 | $44.88 | $26.93 | $35.90 |
| Ground services officer level 2 | $27.53 | $36.70 | $36.70 | $45.88 | $27.53 | $36.70 |
| Ground services officer level 3 | $28.14 | $37.52 | $37.52 | $46.90 | $28.14 | $37.52 |
| Ground services officer level 4 | $28.95 | $38.60 | $38.60 | $48.25 | $28.95 | $38.60 |
| Ground services officer level 5 | $30.08 | $40.10 | $40.10 | $50.13 | $30.08 | $40.10 |
| Ground services officer level 6 | $31.14 | $41.52 | $41.52 | $51.90 | $31.14 | $41.52 |
| Ground services officer level 7 | $32.10 | $42.80 | $42.80 | $53.50 | $32.10 | $42.80 |
| Ground services officer level 8 | $32.73 | $43.64 | $43.64 | $54.55 | $32.73 | $43.64 |
| Ground services officer level 9 | $33.15 | $44.20 | $44.20 | $55.25 | $33.15 | $44.20 |
| Ground services officer level 10 | $33.57 | $44.76 | $44.76 | $55.95 | $33.57 | $44.76 |
| Ground services officer level 11 | $34.22 | $45.62 | $45.62 | $57.03 | $34.22 | $45.62 |
| Professional engineer level 1 - pay point 1 | $37.31 | $49.74 | $49.74 | $62.18 | $37.31 | $49.74 |
| Professional engineer level 1 - pay point 2 | $38.76 | $51.68 | $51.68 | $64.60 | $38.76 | $51.68 |
| Professional engineer level 1 - pay point 3 | $40.17 | $53.56 | $53.56 | $66.95 | $40.17 | $53.56 |
| Professional engineer level 2 | $42.17 | $56.22 | $56.22 | $70.28 | $42.17 | $56.22 |
| Professional engineer level 3 | $46.40 | $61.86 | $61.86 | $77.33 | $46.40 | $61.86 |
| Professional engineer level 4 | $50.61 | $67.48 | $67.48 | $84.35 | $50.61 | $67.48 |
| Professional engineer level 5 | $56.60 | $75.46 | $75.46 | $94.33 | $56.60 | $75.46 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Overtime - public holiday - shiftworker** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $38.60 | $48.25 | $38.60 | $48.25 | $33.78 |
| Administrative services officer level 1 | $37.78 | $47.23 | $37.78 | $47.23 | $33.06 |
| Administrative services officer level 2 | $42.66 | $53.33 | $42.66 | $53.33 | $37.33 |
| Administrative services officer level 3 | $46.54 | $58.18 | $46.54 | $58.18 | $40.72 |
| Administrative services officer level 4 | $50.08 | $62.60 | $50.08 | $62.60 | $43.82 |
| Administrative services officer level 5 | $54.60 | $68.25 | $54.60 | $68.25 | $47.78 |
| Administrative services officer level 6 | $60.54 | $75.68 | $60.54 | $75.68 | $52.97 |
| Administrative services officer level 7 | $65.26 | $81.58 | $65.26 | $81.58 | $57.10 |
| Ground services officer level 1 | $35.90 | $44.88 | $35.90 | $44.88 | $31.41 |
| Ground services officer level 2 | $36.70 | $45.88 | $36.70 | $45.88 | $32.11 |
| Ground services officer level 3 | $37.52 | $46.90 | $37.52 | $46.90 | $32.83 |
| Ground services officer level 4 | $38.60 | $48.25 | $38.60 | $48.25 | $33.78 |
| Ground services officer level 5 | $40.10 | $50.13 | $40.10 | $50.13 | $35.09 |
| Ground services officer level 6 | $41.52 | $51.90 | $41.52 | $51.90 | $36.33 |
| Ground services officer level 7 | $42.80 | $53.50 | $42.80 | $53.50 | $37.45 |
| Ground services officer level 8 | $43.64 | $54.55 | $43.64 | $54.55 | $38.19 |
| Ground services officer level 9 | $44.20 | $55.25 | $44.20 | $55.25 | $38.68 |
| Ground services officer level 10 | $44.76 | $55.95 | $44.76 | $55.95 | $39.17 |
| Ground services officer level 11 | $45.62 | $57.03 | $45.62 | $57.03 | $39.92 |
| Professional engineer level 1 - pay point 1 | $49.74 | $62.18 | $49.74 | $62.18 | $43.52 |
| Professional engineer level 1 - pay point 2 | $51.68 | $64.60 | $51.68 | $64.60 | $45.22 |
| Professional engineer level 1 - pay point 3 | $53.56 | $66.95 | $53.56 | $66.95 | $46.87 |
| Professional engineer level 2 | $56.22 | $70.28 | $56.22 | $70.28 | $49.19 |
| Professional engineer level 3 | $61.86 | $77.33 | $61.86 | $77.33 | $54.13 |
| Professional engineer level 4 | $67.48 | $84.35 | $67.48 | $84.35 | $59.05 |
| Professional engineer level 5 | $75.46 | $94.33 | $75.46 | $94.33 | $66.03 |

### Junior - Casual - 20 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday (ordinary hours) - day worker** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $27.10 | $48.78 | $59.62 | $30.35 | $33.60 |
| Administrative services officer level 1 | $26.53 | $47.75 | $58.36 | $29.71 | $32.89 |
| Administrative services officer level 2 | $29.95 | $53.91 | $65.89 | $33.54 | $37.14 |
| Administrative services officer level 3 | $32.68 | $58.82 | $71.89 | $36.60 | $40.52 |
| Administrative services officer level 4 | $35.16 | $63.29 | $77.36 | $39.38 | $43.60 |
| Administrative services officer level 5 | $38.34 | $69.01 | $84.34 | $42.94 | $47.54 |
| Administrative services officer level 6 | $42.51 | $76.52 | $93.53 | $47.61 | $52.72 |
| Administrative services officer level 7 | $45.83 | $82.49 | $100.82 | $51.32 | $56.82 |
| Ground services officer level 1 | $25.21 | $45.38 | $55.47 | $28.24 | $31.26 |
| Ground services officer level 2 | $25.78 | $46.40 | $56.71 | $28.87 | $31.96 |
| Ground services officer level 3 | $26.34 | $47.41 | $57.94 | $29.50 | $32.66 |
| Ground services officer level 4 | $27.10 | $48.78 | $59.62 | $30.35 | $33.60 |
| Ground services officer level 5 | $28.16 | $50.69 | $61.96 | $31.54 | $34.92 |
| Ground services officer level 6 | $29.15 | $52.47 | $64.13 | $32.65 | $36.15 |
| Ground services officer level 7 | $30.05 | $54.09 | $66.11 | $33.66 | $37.26 |
| Ground services officer level 8 | $30.64 | $55.15 | $67.40 | $34.31 | $37.99 |
| Ground services officer level 9 | $31.04 | $55.87 | $68.28 | $34.76 | $38.49 |
| Ground services officer level 10 | $31.44 | $56.59 | $69.16 | $35.21 | $38.98 |
| Ground services officer level 11 | $32.03 | $57.65 | $70.46 | $35.87 | $39.71 |
| Professional engineer level 1 - pay point 1 | $34.93 | $62.87 | $76.84 | $39.12 | $43.31 |
| Professional engineer level 1 - pay point 2 | $36.29 | $65.32 | $79.83 | $40.64 | $45.00 |
| Professional engineer level 1 - pay point 3 | $37.60 | $67.68 | $82.72 | $42.11 | $46.62 |
| Professional engineer level 2 | $39.48 | $71.06 | $86.85 | $44.21 | $48.95 |
| Professional engineer level 3 | $43.43 | $78.17 | $95.54 | $48.64 | $53.85 |
| Professional engineer level 4 | $47.38 | $85.28 | $104.23 | $53.06 | $58.75 |
| Professional engineer level 5 | $52.99 | $95.38 | $116.57 | $59.35 | $65.70 |

**Table 2 of 4**

| **Classification** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday (ordinary hours) - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $37.94 | $48.78 | $48.78 | $59.62 | $59.62 |
| Administrative services officer level 1 | $37.14 | $47.75 | $47.75 | $58.36 | $58.36 |
| Administrative services officer level 2 | $41.93 | $53.91 | $53.91 | $65.89 | $65.89 |
| Administrative services officer level 3 | $45.75 | $58.82 | $58.82 | $71.89 | $71.89 |
| Administrative services officer level 4 | $49.23 | $63.29 | $63.29 | $77.36 | $77.36 |
| Administrative services officer level 5 | $53.67 | $69.01 | $69.01 | $84.34 | $84.34 |
| Administrative services officer level 6 | $59.52 | $76.52 | $76.52 | $93.53 | $93.53 |
| Administrative services officer level 7 | $64.16 | $82.49 | $82.49 | $100.82 | $100.82 |
| Ground services officer level 1 | $35.30 | $45.38 | $45.38 | $55.47 | $55.47 |
| Ground services officer level 2 | $36.09 | $46.40 | $46.40 | $56.71 | $56.71 |
| Ground services officer level 3 | $36.87 | $47.41 | $47.41 | $57.94 | $57.94 |
| Ground services officer level 4 | $37.94 | $48.78 | $48.78 | $59.62 | $59.62 |
| Ground services officer level 5 | $39.43 | $50.69 | $50.69 | $61.96 | $61.96 |
| Ground services officer level 6 | $40.81 | $52.47 | $52.47 | $64.13 | $64.13 |
| Ground services officer level 7 | $42.07 | $54.09 | $54.09 | $66.11 | $66.11 |
| Ground services officer level 8 | $42.89 | $55.15 | $55.15 | $67.40 | $67.40 |
| Ground services officer level 9 | $43.45 | $55.87 | $55.87 | $68.28 | $68.28 |
| Ground services officer level 10 | $44.01 | $56.59 | $56.59 | $69.16 | $69.16 |
| Ground services officer level 11 | $44.84 | $57.65 | $57.65 | $70.46 | $70.46 |
| Professional engineer level 1 - pay point 1 | $48.90 | $62.87 | $62.87 | $76.84 | $76.84 |
| Professional engineer level 1 - pay point 2 | $50.80 | $65.32 | $65.32 | $79.83 | $79.83 |
| Professional engineer level 1 - pay point 3 | $52.64 | $67.68 | $67.68 | $82.72 | $82.72 |
| Professional engineer level 2 | $55.27 | $71.06 | $71.06 | $86.85 | $86.85 |
| Professional engineer level 3 | $60.80 | $78.17 | $78.17 | $95.54 | $95.54 |
| Professional engineer level 4 | $66.33 | $85.28 | $85.28 | $104.23 | $104.23 |
| Professional engineer level 5 | $74.18 | $95.38 | $95.38 | $116.57 | $116.57 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - public holiday - day workers** | **Overtime - Monday to Friday - first 3 hours - shiftworker** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| Technical services assistant | $32.52 | $43.36 | $43.36 | $54.20 | $32.52 | $43.36 |
| Administrative services officer level 1 | $31.83 | $42.44 | $42.44 | $53.05 | $31.83 | $42.44 |
| Administrative services officer level 2 | $35.94 | $47.92 | $47.92 | $59.90 | $35.94 | $47.92 |
| Administrative services officer level 3 | $39.21 | $52.28 | $52.28 | $65.35 | $39.21 | $52.28 |
| Administrative services officer level 4 | $42.20 | $56.26 | $56.26 | $70.33 | $42.20 | $56.26 |
| Administrative services officer level 5 | $46.01 | $61.34 | $61.34 | $76.68 | $46.01 | $61.34 |
| Administrative services officer level 6 | $51.02 | $68.02 | $68.02 | $85.03 | $51.02 | $68.02 |
| Administrative services officer level 7 | $54.99 | $73.32 | $73.32 | $91.65 | $54.99 | $73.32 |
| Ground services officer level 1 | $30.26 | $40.34 | $40.34 | $50.43 | $30.26 | $40.34 |
| Ground services officer level 2 | $30.93 | $41.24 | $41.24 | $51.55 | $30.93 | $41.24 |
| Ground services officer level 3 | $31.61 | $42.14 | $42.14 | $52.68 | $31.61 | $42.14 |
| Ground services officer level 4 | $32.52 | $43.36 | $43.36 | $54.20 | $32.52 | $43.36 |
| Ground services officer level 5 | $33.80 | $45.06 | $45.06 | $56.33 | $33.80 | $45.06 |
| Ground services officer level 6 | $34.98 | $46.64 | $46.64 | $58.30 | $34.98 | $46.64 |
| Ground services officer level 7 | $36.06 | $48.08 | $48.08 | $60.10 | $36.06 | $48.08 |
| Ground services officer level 8 | $36.77 | $49.02 | $49.02 | $61.28 | $36.77 | $49.02 |
| Ground services officer level 9 | $37.25 | $49.66 | $49.66 | $62.08 | $37.25 | $49.66 |
| Ground services officer level 10 | $37.73 | $50.30 | $50.30 | $62.88 | $37.73 | $50.30 |
| Ground services officer level 11 | $38.43 | $51.24 | $51.24 | $64.05 | $38.43 | $51.24 |
| Professional engineer level 1 - pay point 1 | $41.91 | $55.88 | $55.88 | $69.85 | $41.91 | $55.88 |
| Professional engineer level 1 - pay point 2 | $43.55 | $58.06 | $58.06 | $72.58 | $43.55 | $58.06 |
| Professional engineer level 1 - pay point 3 | $45.12 | $60.16 | $60.16 | $75.20 | $45.12 | $60.16 |
| Professional engineer level 2 | $47.37 | $63.16 | $63.16 | $78.95 | $47.37 | $63.16 |
| Professional engineer level 3 | $52.11 | $69.48 | $69.48 | $86.85 | $52.11 | $69.48 |
| Professional engineer level 4 | $56.85 | $75.80 | $75.80 | $94.75 | $56.85 | $75.80 |
| Professional engineer level 5 | $63.59 | $84.78 | $84.78 | $105.98 | $63.59 | $84.78 |

**Table 4 of 4**

| **Classification** | **Overtime - Saturday and Sunday - shiftworker** | **Overtime - public holiday - shiftworker** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- |
| Technical services assistant | $43.36 | $54.20 | $43.36 | $54.20 | $37.94 |
| Administrative services officer level 1 | $42.44 | $53.05 | $42.44 | $53.05 | $37.14 |
| Administrative services officer level 2 | $47.92 | $59.90 | $47.92 | $59.90 | $41.93 |
| Administrative services officer level 3 | $52.28 | $65.35 | $52.28 | $65.35 | $45.75 |
| Administrative services officer level 4 | $56.26 | $70.33 | $56.26 | $70.33 | $49.23 |
| Administrative services officer level 5 | $61.34 | $76.68 | $61.34 | $76.68 | $53.67 |
| Administrative services officer level 6 | $68.02 | $85.03 | $68.02 | $85.03 | $59.52 |
| Administrative services officer level 7 | $73.32 | $91.65 | $73.32 | $91.65 | $64.16 |
| Ground services officer level 1 | $40.34 | $50.43 | $40.34 | $50.43 | $35.30 |
| Ground services officer level 2 | $41.24 | $51.55 | $41.24 | $51.55 | $36.09 |
| Ground services officer level 3 | $42.14 | $52.68 | $42.14 | $52.68 | $36.87 |
| Ground services officer level 4 | $43.36 | $54.20 | $43.36 | $54.20 | $37.94 |
| Ground services officer level 5 | $45.06 | $56.33 | $45.06 | $56.33 | $39.43 |
| Ground services officer level 6 | $46.64 | $58.30 | $46.64 | $58.30 | $40.81 |
| Ground services officer level 7 | $48.08 | $60.10 | $48.08 | $60.10 | $42.07 |
| Ground services officer level 8 | $49.02 | $61.28 | $49.02 | $61.28 | $42.89 |
| Ground services officer level 9 | $49.66 | $62.08 | $49.66 | $62.08 | $43.45 |
| Ground services officer level 10 | $50.30 | $62.88 | $50.30 | $62.88 | $44.01 |
| Ground services officer level 11 | $51.24 | $64.05 | $51.24 | $64.05 | $44.84 |
| Professional engineer level 1 - pay point 1 | $55.88 | $69.85 | $55.88 | $69.85 | $48.90 |
| Professional engineer level 1 - pay point 2 | $58.06 | $72.58 | $58.06 | $72.58 | $50.80 |
| Professional engineer level 1 - pay point 3 | $60.16 | $75.20 | $60.16 | $75.20 | $52.64 |
| Professional engineer level 2 | $63.16 | $78.95 | $63.16 | $78.95 | $55.27 |
| Professional engineer level 3 | $69.48 | $86.85 | $69.48 | $86.85 | $60.80 |
| Professional engineer level 4 | $75.80 | $94.75 | $75.80 | $94.75 | $66.33 |
| Professional engineer level 5 | $84.78 | $105.98 | $84.78 | $105.98 | $74.18 |

### Junior - Apprentice - Started before 1 Jan 2014 - Under 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $10.40 | $20.80 | $26.00 | $11.96 | $13.52 | $15.60 | $20.80 |
| Apprentice 2nd year | $13.62 | $27.24 | $34.05 | $15.66 | $17.71 | $20.43 | $27.24 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.80 | $26.00 | $26.00 | $15.60 | $20.80 | $20.80 | $15.60 |
| Apprentice 2nd year | $27.24 | $34.05 | $34.05 | $20.43 | $27.24 | $27.24 | $20.43 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.80 | $20.80 | $20.80 | $20.80 | $26.00 | $15.60 |
| Apprentice 2nd year | $27.24 | $27.24 | $27.24 | $27.24 | $34.05 | $20.43 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started before 1 Jan 2014 - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $13.62 | $27.24 | $34.05 | $15.66 | $17.71 | $20.43 | $27.24 |
| Apprentice 2nd year | $13.62 | $27.24 | $34.05 | $15.66 | $17.71 | $20.43 | $27.24 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $27.24 | $34.05 | $34.05 | $20.43 | $27.24 | $27.24 | $20.43 |
| Apprentice 2nd year | $27.24 | $34.05 | $34.05 | $20.43 | $27.24 | $27.24 | $20.43 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $27.24 | $27.24 | $27.24 | $27.24 | $34.05 | $20.43 |
| Apprentice 2nd year | $27.24 | $27.24 | $27.24 | $27.24 | $34.05 | $20.43 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started before 1 Jan 2014 - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 2nd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 2nd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 2nd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started before 1 Jan 2014 - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 2nd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 3rd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 2nd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 3rd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 2nd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 3rd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Under 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $12.38 | $24.76 | $30.95 | $14.24 | $16.09 | $18.57 | $24.76 |
| Apprentice 2nd year | $14.86 | $29.72 | $37.15 | $17.09 | $19.32 | $22.29 | $29.72 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $24.76 | $30.95 | $30.95 | $18.57 | $24.76 | $24.76 | $18.57 |
| Apprentice 2nd year | $29.72 | $37.15 | $37.15 | $22.29 | $29.72 | $29.72 | $22.29 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $24.76 | $24.76 | $24.76 | $24.76 | $30.95 | $18.57 |
| Apprentice 2nd year | $29.72 | $29.72 | $29.72 | $29.72 | $37.15 | $22.29 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $14.86 | $29.72 | $37.15 | $17.09 | $19.32 | $22.29 | $29.72 |
| Apprentice 2nd year | $14.86 | $29.72 | $37.15 | $17.09 | $19.32 | $22.29 | $29.72 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $29.72 | $37.15 | $37.15 | $22.29 | $29.72 | $29.72 | $22.29 |
| Apprentice 2nd year | $29.72 | $37.15 | $37.15 | $22.29 | $29.72 | $29.72 | $22.29 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $29.72 | $29.72 | $29.72 | $29.72 | $37.15 | $22.29 |
| Apprentice 2nd year | $29.72 | $29.72 | $29.72 | $29.72 | $37.15 | $22.29 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 2nd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 2nd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 2nd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 2nd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 3rd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 2nd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 3rd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 2nd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 3rd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - Under 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $13.62 | $27.24 | $34.05 | $15.66 | $17.71 | $20.43 | $27.24 |
| Apprentice 2nd year | $16.10 | $32.20 | $40.25 | $18.52 | $20.93 | $24.15 | $32.20 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $27.24 | $34.05 | $34.05 | $20.43 | $27.24 | $27.24 | $20.43 |
| Apprentice 2nd year | $32.20 | $40.25 | $40.25 | $24.15 | $32.20 | $32.20 | $24.15 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $27.24 | $27.24 | $27.24 | $27.24 | $34.05 | $20.43 |
| Apprentice 2nd year | $32.20 | $32.20 | $32.20 | $32.20 | $40.25 | $24.15 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.10 | $32.20 | $40.25 | $18.52 | $20.93 | $24.15 | $32.20 |
| Apprentice 2nd year | $16.10 | $32.20 | $40.25 | $18.52 | $20.93 | $24.15 | $32.20 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $32.20 | $40.25 | $40.25 | $24.15 | $32.20 | $32.20 | $24.15 |
| Apprentice 2nd year | $32.20 | $40.25 | $40.25 | $24.15 | $32.20 | $32.20 | $24.15 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $32.20 | $32.20 | $32.20 | $32.20 | $40.25 | $24.15 |
| Apprentice 2nd year | $32.20 | $32.20 | $32.20 | $32.20 | $40.25 | $24.15 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 2nd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 3rd year | $18.57 | $37.14 | $46.43 | $21.36 | $24.14 | $27.86 | $37.14 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 2nd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 3rd year | $37.14 | $46.43 | $46.43 | $27.86 | $37.14 | $37.14 | $27.86 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 2nd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 3rd year | $37.14 | $37.14 | $37.14 | $37.14 | $46.43 | $27.86 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Junior - Apprentice - Started after 1 Jan 2014 - Completed year 12 - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 2nd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 3rd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 2nd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 3rd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 2nd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 3rd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 2nd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 3rd year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 4th year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 2nd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 3rd year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 4th year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 2nd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 3rd year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 4th year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Sunday - day workers** | **Public holiday - day workers** | **Shiftwork - work between 6pm to 6.30am** | **Permanent shiftwork - work between 6pm to 8am** | **Saturday - shiftworker** | **Saturday (25th December) - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.79 | $43.58 | $54.48 | $25.06 | $28.33 | $32.69 | $43.58 |
| Apprentice 2nd year | $22.16 | $44.32 | $55.40 | $25.48 | $28.81 | $33.24 | $44.32 |
| Apprentice 3rd year | $22.16 | $44.32 | $55.40 | $25.48 | $28.81 | $33.24 | $44.32 |
| Apprentice 4th year | $22.16 | $44.32 | $55.40 | $25.48 | $28.81 | $33.24 | $44.32 |

**Table 2 of 3**

| **Classification** | **Sunday - shiftworker** | **Sunday (25th December) - shiftworker** | **Public holiday - shiftworker** | **Overtime - Monday to Saturday - first 3 hours - day worker** | **Overtime - Monday to Saturday - after the first 3 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - Monday to Friday - first 3 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $54.48 | $54.48 | $32.69 | $43.58 | $43.58 | $32.69 |
| Apprentice 2nd year | $44.32 | $55.40 | $55.40 | $33.24 | $44.32 | $44.32 | $33.24 |
| Apprentice 3rd year | $44.32 | $55.40 | $55.40 | $33.24 | $44.32 | $44.32 | $33.24 |
| Apprentice 4th year | $44.32 | $55.40 | $55.40 | $33.24 | $44.32 | $44.32 | $33.24 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Friday - after the first 3 hours - shiftworker** | **Overtime - Saturday and Sunday - shiftworker** | **Less than 8 hour break after overtime** | **Immediate callback** | **Public holiday callback** | **Working through a meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $43.58 | $43.58 | $43.58 | $43.58 | $54.48 | $32.69 |
| Apprentice 2nd year | $44.32 | $44.32 | $44.32 | $44.32 | $55.40 | $33.24 |
| Apprentice 3rd year | $44.32 | $44.32 | $44.32 | $44.32 | $55.40 | $33.24 |
| Apprentice 4th year | $44.32 | $44.32 | $44.32 | $44.32 | $55.40 | $33.24 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Air conditioning expenses reimbursement - Tennant Creek Airport - separate metre recording the electricity consumption of the air conditioning system | reimbursement of 85% of the total charges made from 1 November to 31 March inclusive |
| Air conditioning expenses reimbursement - Tennant Creek Airport - 1 room air conditioner | reimbursement of 50% of the total charges made from 1 November to 31 March inclusive |
| Air conditioning expenses reimbursement - Tennant Creek Airport - 2 room air conditioners | reimbursement of 65% of the total charges made from 1 November to 31 March inclusive |
| Air conditioning expenses reimbursement - Tennant Creek Airport - 3 room air conditioners | reimbursement of 70% of the total charges made from 1 November to 31 March inclusive |
| Airfare reimbursement | reimbursement of the cost of one return airfare reasonably incurred by the employee and/or an eligible dependant |
| 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 |
| Confined space allowance | $2.17 per hour |
| Disability allowance - Technical service officers & Ground service officers - non chokage | $0.95 per hour for each unpleasant condition experienced up to a maximum of $1.42 per hour |
| Disability allowance - Technical service officers & Ground service officers - chokage | $0.95 per hour for each unpleasant condition experienced up to a maximum of $1.42 per hour for the remainder of the day |
| District airport allowance - without dependants - Alice Springs, Darwin, Mt Isa & Yulara | $35.57 per week and a maximum of $1,849.74 per annum |
| District airport allowance - with dependants - Alice Springs, Darwin, Mt Isa & Yulara | $65.15 per week and a maximum of $3,388.03 per annum |
| District airport allowance - without dependants - Tennant Creek | $80.22 per week and a maximum of $4,171.34 per annum |
| District airport allowance - with dependants - Tennant Creek | $129.76 per week and a maximum of $6,747.76 per annum |
| District airport allowance - without dependants - Townsville | $13.61 per week and a maximum of $707.81 per annum |
| District airport allowance - with dependants - Townsville | $27.04 per week and a maximum of $1,406.18 per annum |
| First aid allowance | $0.50 per hour and a maximum of $18.87 per week |
| Meal allowance - overtime | $16.45 for the first meal and $16.45 for an extra meal after every 5 hours |
| Medical, specialist medical or emergency dental treatment fare reimbursement | reimbursement for the reasonable cost of fares |
| On call allowance - Monday to Friday | 7.5% of the minimum hourly rate of pay |
| On call allowance - Saturday and Sunday | 10% of the minimum hourly rate of pay |
| On call allowance - public holiday and RDO | 15% of the minimum hourly rate of pay |
| Plumbers registration allowance | $36.81 per week |
| Tool allowance - Carpenter/Plumber | $23.34 per week |
| Tool allowance - Electrician/Mechanic | $16.89 per week |
| Tool allowance - Painter | $5.76 per week |
| Travel allowance | $6.64 per event |
| Uniform and protective clothing reimbursement | reimbursement for the cost of purchasing such special clothing |