# Pay Guide - Aluminium Industry Award [MA000060]

Published 15 November 2022

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

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](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

The rates below include work conditions and disability allowance.

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

### Adult

### Full-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $883.24 | $23.24 | $34.86 | $46.48 | $58.10 | $26.95 | $26.95 | $30.67 |
| Aluminium worker grade 2 | $922.84 | $24.28 | $36.42 | $48.56 | $60.70 | $27.99 | $27.99 | $31.71 |
| Aluminium worker grade 3 | $955.44 | $25.14 | $37.71 | $50.28 | $62.85 | $28.85 | $28.85 | $32.57 |
| Aluminium worker grade 4 | $983.24 | $25.87 | $38.81 | $51.74 | $64.68 | $29.58 | $29.58 | $33.30 |
| Aluminium worker grade 5 | $1,046.14 | $27.53 | $41.30 | $55.06 | $68.83 | $31.24 | $31.24 | $34.96 |
| Aluminium worker grade 6 | $1,111.44 | $29.24 | $43.86 | $58.48 | $73.10 | $32.95 | $32.95 | $36.67 |
| Aluminium worker grade 7 | $1,163.84 | $30.62 | $45.93 | $61.24 | $76.55 | $34.33 | $34.33 | $38.05 |
| Aluminium worker grade 8 | $1,209.34 | $31.82 | $47.73 | $63.64 | $79.55 | $35.53 | $35.53 | $39.25 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 | $46.48 | $46.48 |
| Aluminium worker grade 2 | $36.42 | $48.56 | $48.56 | $60.70 | $48.56 | $48.56 | $48.56 |
| Aluminium worker grade 3 | $37.71 | $50.28 | $50.28 | $62.85 | $50.28 | $50.28 | $50.28 |
| Aluminium worker grade 4 | $38.81 | $51.74 | $51.74 | $64.68 | $51.74 | $51.74 | $51.74 |
| Aluminium worker grade 5 | $41.30 | $55.06 | $55.06 | $68.83 | $55.06 | $55.06 | $55.06 |
| Aluminium worker grade 6 | $43.86 | $58.48 | $58.48 | $73.10 | $58.48 | $58.48 | $58.48 |
| Aluminium worker grade 7 | $45.93 | $61.24 | $61.24 | $76.55 | $61.24 | $61.24 | $61.24 |
| Aluminium worker grade 8 | $47.73 | $63.64 | $63.64 | $79.55 | $63.64 | $63.64 | $63.64 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $29.05 | $40.67 | $52.29 | $63.91 | $32.76 | $32.76 | $36.48 |
| Aluminium worker grade 2 | $30.35 | $42.49 | $54.63 | $66.77 | $34.06 | $34.06 | $37.78 |
| Aluminium worker grade 3 | $31.43 | $44.00 | $56.57 | $69.14 | $35.14 | $35.14 | $38.86 |
| Aluminium worker grade 4 | $32.34 | $45.27 | $58.21 | $71.14 | $36.05 | $36.05 | $39.77 |
| Aluminium worker grade 5 | $34.41 | $48.18 | $61.94 | $75.71 | $38.12 | $38.12 | $41.84 |
| Aluminium worker grade 6 | $36.55 | $51.17 | $65.79 | $80.41 | $40.26 | $40.26 | $43.98 |
| Aluminium worker grade 7 | $38.28 | $53.59 | $68.90 | $84.21 | $41.99 | $41.99 | $45.71 |
| Aluminium worker grade 8 | $39.78 | $55.69 | $71.60 | $87.51 | $43.49 | $43.49 | $47.21 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 | $52.29 | $52.29 |
| Aluminium worker grade 2 | $36.42 | $48.56 | $48.56 | $60.70 | $48.56 | $54.63 | $54.63 |
| Aluminium worker grade 3 | $37.71 | $50.28 | $50.28 | $62.85 | $50.28 | $56.57 | $56.57 |
| Aluminium worker grade 4 | $38.81 | $51.74 | $51.74 | $64.68 | $51.74 | $58.21 | $58.21 |
| Aluminium worker grade 5 | $41.30 | $55.06 | $55.06 | $68.83 | $55.06 | $61.94 | $61.94 |
| Aluminium worker grade 6 | $43.86 | $58.48 | $58.48 | $73.10 | $58.48 | $65.79 | $65.79 |
| Aluminium worker grade 7 | $45.93 | $61.24 | $61.24 | $76.55 | $61.24 | $68.90 | $68.90 |
| Aluminium worker grade 8 | $47.73 | $63.64 | $63.64 | $79.55 | $63.64 | $71.60 | $71.60 |

### Junior - Full-time - 16 years or under

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $673.02 | $17.71 | $26.57 | $35.42 | $44.28 | $21.42 | $21.42 | $25.14 |
| Aluminium worker grade 2 | $702.72 | $18.49 | $27.74 | $36.98 | $46.23 | $22.20 | $22.20 | $25.92 |
| Aluminium worker grade 3 | $727.17 | $19.13 | $28.70 | $38.26 | $47.83 | $22.84 | $22.84 | $26.56 |
| Aluminium worker grade 4 | $748.02 | $19.68 | $29.52 | $39.36 | $49.20 | $23.39 | $23.39 | $27.11 |
| Aluminium worker grade 5 | $795.19 | $20.92 | $31.38 | $41.84 | $52.30 | $24.63 | $24.63 | $28.35 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $26.57 | $35.42 | $35.42 | $44.28 | $35.42 | $35.42 | $35.42 |
| Aluminium worker grade 2 | $27.74 | $36.98 | $36.98 | $46.23 | $36.98 | $36.98 | $36.98 |
| Aluminium worker grade 3 | $28.70 | $38.26 | $38.26 | $47.83 | $38.26 | $38.26 | $38.26 |
| Aluminium worker grade 4 | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $39.36 | $39.36 |
| Aluminium worker grade 5 | $31.38 | $41.84 | $41.84 | $52.30 | $41.84 | $41.84 | $41.84 |

### Junior - Full-time - 17 years

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $757.11 | $19.92 | $29.88 | $39.84 | $49.80 | $23.63 | $23.63 | $27.35 |
| Aluminium worker grade 2 | $790.77 | $20.81 | $31.22 | $41.62 | $52.03 | $24.52 | $24.52 | $28.24 |
| Aluminium worker grade 3 | $818.48 | $21.53 | $32.30 | $43.06 | $53.83 | $25.24 | $25.24 | $28.96 |
| Aluminium worker grade 4 | $842.11 | $22.16 | $33.24 | $44.32 | $55.40 | $25.87 | $25.87 | $29.59 |
| Aluminium worker grade 5 | $895.57 | $23.56 | $35.34 | $47.12 | $58.90 | $27.27 | $27.27 | $30.99 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $29.88 | $39.84 | $39.84 | $49.80 | $39.84 | $39.84 | $39.84 |
| Aluminium worker grade 2 | $31.22 | $41.62 | $41.62 | $52.03 | $41.62 | $41.62 | $41.62 |
| Aluminium worker grade 3 | $32.30 | $43.06 | $43.06 | $53.83 | $43.06 | $43.06 | $43.06 |
| Aluminium worker grade 4 | $33.24 | $44.32 | $44.32 | $55.40 | $44.32 | $44.32 | $44.32 |
| Aluminium worker grade 5 | $35.34 | $47.12 | $47.12 | $58.90 | $47.12 | $47.12 | $47.12 |

### Junior - Part-time - 16 years or under

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $17.71 | $26.57 | $35.42 | $44.28 | $21.42 | $21.42 | $25.14 |
| Aluminium worker grade 2 | $18.49 | $27.74 | $36.98 | $46.23 | $22.20 | $22.20 | $25.92 |
| Aluminium worker grade 3 | $19.13 | $28.70 | $38.26 | $47.83 | $22.84 | $22.84 | $26.56 |
| Aluminium worker grade 4 | $19.68 | $29.52 | $39.36 | $49.20 | $23.39 | $23.39 | $27.11 |
| Aluminium worker grade 5 | $20.93 | $31.40 | $41.86 | $52.33 | $24.64 | $24.64 | $28.36 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $26.57 | $35.42 | $35.42 | $44.28 | $35.42 | $35.42 | $35.42 |
| Aluminium worker grade 2 | $27.74 | $36.98 | $36.98 | $46.23 | $36.98 | $36.98 | $36.98 |
| Aluminium worker grade 3 | $28.70 | $38.26 | $38.26 | $47.83 | $38.26 | $38.26 | $38.26 |
| Aluminium worker grade 4 | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $39.36 | $39.36 |
| Aluminium worker grade 5 | $31.40 | $41.86 | $41.86 | $52.33 | $41.86 | $41.86 | $41.86 |

### Junior - Part-time - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $19.92 | $29.88 | $39.84 | $49.80 | $23.63 | $23.63 | $27.35 |
| Aluminium worker grade 2 | $20.80 | $31.20 | $41.60 | $52.00 | $24.51 | $24.51 | $28.23 |
| Aluminium worker grade 3 | $21.54 | $32.31 | $43.08 | $53.85 | $25.25 | $25.25 | $28.97 |
| Aluminium worker grade 4 | $22.16 | $33.24 | $44.32 | $55.40 | $25.87 | $25.87 | $29.59 |
| Aluminium worker grade 5 | $23.57 | $35.36 | $47.14 | $58.93 | $27.28 | $27.28 | $31.00 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $29.88 | $39.84 | $39.84 | $49.80 | $39.84 | $39.84 | $39.84 |
| Aluminium worker grade 2 | $31.20 | $41.60 | $41.60 | $52.00 | $41.60 | $41.60 | $41.60 |
| Aluminium worker grade 3 | $32.31 | $43.08 | $43.08 | $53.85 | $43.08 | $43.08 | $43.08 |
| Aluminium worker grade 4 | $33.24 | $44.32 | $44.32 | $55.40 | $44.32 | $44.32 | $44.32 |
| Aluminium worker grade 5 | $35.36 | $47.14 | $47.14 | $58.93 | $47.14 | $47.14 | $47.14 |

### Junior - Casual - 16 years or under

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $22.14 | $30.99 | $39.85 | $48.70 | $25.85 | $25.85 | $29.57 |
| Aluminium worker grade 2 | $23.11 | $32.36 | $41.60 | $50.85 | $26.82 | $26.82 | $30.54 |
| Aluminium worker grade 3 | $23.91 | $33.48 | $43.04 | $52.61 | $27.62 | $27.62 | $31.34 |
| Aluminium worker grade 4 | $24.60 | $34.44 | $44.28 | $54.12 | $28.31 | $28.31 | $32.03 |
| Aluminium worker grade 5 | $26.16 | $36.63 | $47.09 | $57.56 | $29.87 | $29.87 | $33.59 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $26.57 | $35.42 | $35.42 | $44.28 | $35.42 | $39.85 | $39.85 |
| Aluminium worker grade 2 | $27.74 | $36.98 | $36.98 | $46.23 | $36.98 | $41.60 | $41.60 |
| Aluminium worker grade 3 | $28.70 | $38.26 | $38.26 | $47.83 | $38.26 | $43.04 | $43.04 |
| Aluminium worker grade 4 | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $44.28 | $44.28 |
| Aluminium worker grade 5 | $31.40 | $41.86 | $41.86 | $52.33 | $41.86 | $47.09 | $47.09 |

### Junior - Casual - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $24.90 | $34.86 | $44.82 | $54.78 | $28.61 | $28.61 | $32.33 |
| Aluminium worker grade 2 | $26.00 | $36.40 | $46.80 | $57.20 | $29.71 | $29.71 | $33.43 |
| Aluminium worker grade 3 | $26.93 | $37.70 | $48.47 | $59.24 | $30.64 | $30.64 | $34.36 |
| Aluminium worker grade 4 | $27.70 | $38.78 | $49.86 | $60.94 | $31.41 | $31.41 | $35.13 |
| Aluminium worker grade 5 | $29.46 | $41.25 | $53.03 | $64.82 | $33.17 | $33.17 | $36.89 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Aluminium worker grade 1 | $29.88 | $39.84 | $39.84 | $49.80 | $39.84 | $44.82 | $44.82 |
| Aluminium worker grade 2 | $31.20 | $41.60 | $41.60 | $52.00 | $41.60 | $46.80 | $46.80 |
| Aluminium worker grade 3 | $32.31 | $43.08 | $43.08 | $53.85 | $43.08 | $48.47 | $48.47 |
| Aluminium worker grade 4 | $33.24 | $44.32 | $44.32 | $55.40 | $44.32 | $49.86 | $49.86 |
| Aluminium worker grade 5 | $35.36 | $47.14 | $47.14 | $58.93 | $47.14 | $53.03 | $53.03 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $512.79 | $13.49 | $20.24 | $26.98 | $33.73 | $17.20 | $17.20 | $20.92 |
| Apprentice - 2nd year | $606.88 | $15.97 | $23.96 | $31.94 | $39.93 | $19.68 | $19.68 | $23.40 |
| Apprentice - 3rd year | $748.02 | $19.68 | $29.52 | $39.36 | $49.20 | $23.39 | $23.39 | $27.11 |
| Apprentice - 4th year | $870.33 | $22.90 | $34.35 | $45.80 | $57.25 | $26.61 | $26.61 | $30.33 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.24 | $26.98 | $26.98 | $33.73 | $26.98 | $26.98 | $26.98 |
| Apprentice - 2nd year | $23.96 | $31.94 | $31.94 | $39.93 | $31.94 | $31.94 | $31.94 |
| Apprentice - 3rd year | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $39.36 | $39.36 |
| Apprentice - 4th year | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 | $45.80 | $45.80 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $512.79 | $13.49 | $20.24 | $26.98 | $33.73 | $17.20 | $17.20 | $20.92 |
| Apprentice - 2nd year | $606.88 | $15.97 | $23.96 | $31.94 | $39.93 | $19.68 | $19.68 | $23.40 |
| Apprentice - 3rd year | $748.02 | $19.68 | $29.52 | $39.36 | $49.20 | $23.39 | $23.39 | $27.11 |
| Apprentice - 4th year | $870.33 | $22.90 | $34.35 | $45.80 | $57.25 | $26.61 | $26.61 | $30.33 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.24 | $26.98 | $26.98 | $33.73 | $26.98 | $26.98 | $26.98 |
| Apprentice - 2nd year | $23.96 | $31.94 | $31.94 | $39.93 | $31.94 | $31.94 | $31.94 |
| Apprentice - 3rd year | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $39.36 | $39.36 |
| Apprentice - 4th year | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 | $45.80 | $45.80 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $559.84 | $14.73 | $22.10 | $29.46 | $36.83 | $18.44 | $18.44 | $22.16 |
| Apprentice - 2nd year | $653.93 | $17.20 | $25.80 | $34.40 | $43.00 | $20.91 | $20.91 | $24.63 |
| Apprentice - 3rd year | $748.02 | $19.68 | $29.52 | $39.36 | $49.20 | $23.39 | $23.39 | $27.11 |
| Apprentice - 4th year | $870.33 | $22.90 | $34.35 | $45.80 | $57.25 | $26.61 | $26.61 | $30.33 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.10 | $29.46 | $29.46 | $36.83 | $29.46 | $29.46 | $29.46 |
| Apprentice - 2nd year | $25.80 | $34.40 | $34.40 | $43.00 | $34.40 | $34.40 | $34.40 |
| Apprentice - 3rd year | $29.52 | $39.36 | $39.36 | $49.20 | $39.36 | $39.36 | $39.36 |
| Apprentice - 4th year | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 | $45.80 | $45.80 |

### Adult Apprentice - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 2nd year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 3rd year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 4th year | $936.20 | $24.63 | $36.95 | $49.26 | $61.58 | $28.34 | $28.34 | $32.06 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 2nd year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 3rd year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 4th year | $36.95 | $49.26 | $49.26 | $61.58 | $49.26 | $49.26 | $49.26 |

### Adult Apprentice - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift - Monday to Friday** | **Night shift (rotating) - Monday to Friday** | **Permanent night shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 2nd year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 3rd year | $889.15 | $23.39 | $35.09 | $46.78 | $58.48 | $27.10 | $27.10 | $30.82 |
| Apprentice - 4th year | $936.20 | $24.63 | $36.95 | $49.26 | $61.58 | $28.34 | $28.34 | $32.06 |

**Table 2 of 2**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork** | **Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork** | **Overtime - Sunday - day work and non-continuous shiftwork** | **Overtime - public holiday - day work and non-continuous shiftwork** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 2nd year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 3rd year | $35.09 | $46.78 | $46.78 | $58.48 | $46.78 | $46.78 | $46.78 |
| Apprentice - 4th year | $36.95 | $49.26 | $49.26 | $61.58 | $49.26 | $49.26 | $49.26 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance | $0.50 per hour up to a maximum of $18.82 per week |
| Leading hand allowance - Grade 4 and above - in charge of 3-10 employees | $1.09 per hour up to a maximum of $41.40 per week |
| Leading hand allowance - Grade 4 and above - in charge of 11-20 employees | $1.39 per hour up to a maximum of $52.69 per week |
| Leading hand allowance - Grade 4 and above - in charge of more than 20 employees | $1.86 per hour up to a maximum of $70.57 per week |
| Meal allowance | $17.96 with an additional $17.96 after each 4 hours of overtime worked, except where the overtime finishes at the completion of that 4 hours |
| Tool allowance | $0.44 per hour up to a maximum of $16.72 per week |
| Transport after overtime - reasonable means of transport not available | payment at the minimum hourly rate for the time reasonably occupied in reaching home |
| \* Work conditions and disability allowance (already included in the rate tables above) | $1.11 per hour |