# Pay Guide - Aquaculture Industry Award

# [MA000114]

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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 July 2022.

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## Disclaimer

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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

### Adult

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $812.60 | $21.38 | $26.73 | $32.07 | $32.07 |
| Aquaculture attendant level 2 | $823.80 | $21.68 | $27.10 | $32.52 | $32.52 |
| Aquaculture attendant level 3 | $897.30 | $23.61 | $29.51 | $35.42 | $35.42 |
| Aquaculture attendant level 4 | $940.90 | $24.76 | $30.95 | $37.14 | $37.14 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.76 | $42.76 | $53.45 | $53.45 | $42.76 |
| Aquaculture attendant level 2 | $43.36 | $43.36 | $54.20 | $54.20 | $43.36 |
| Aquaculture attendant level 3 | $47.22 | $47.22 | $59.03 | $59.03 | $47.22 |
| Aquaculture attendant level 4 | $49.52 | $49.52 | $61.90 | $61.90 | $49.52 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $24.59 | $27.79 | $32.07 | $42.76 | $32.07 |
| Aquaculture attendant level 2 | $24.93 | $28.18 | $32.52 | $43.36 | $32.52 |
| Aquaculture attendant level 3 | $27.15 | $30.69 | $35.42 | $47.22 | $35.42 |
| Aquaculture attendant level 4 | $28.47 | $32.19 | $37.14 | $49.52 | $37.14 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.76 | $32.07 | $42.76 | $42.76 | $42.76 |
| Aquaculture attendant level 2 | $43.36 | $32.52 | $43.36 | $43.36 | $43.36 |
| Aquaculture attendant level 3 | $47.22 | $35.42 | $47.22 | $47.22 | $47.22 |
| Aquaculture attendant level 4 | $49.52 | $37.14 | $49.52 | $49.52 | $49.52 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.76 | $42.76 | $42.76 | $32.07 | $42.76 | $42.76 |
| Aquaculture attendant level 2 | $43.36 | $43.36 | $43.36 | $32.52 | $43.36 | $43.36 |
| Aquaculture attendant level 3 | $47.22 | $47.22 | $47.22 | $35.42 | $47.22 | $47.22 |
| Aquaculture attendant level 4 | $49.52 | $49.52 | $49.52 | $37.14 | $49.52 | $49.52 |

### Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $26.73 | $26.73 | $37.42 | $32.07 | $48.11 |
| Aquaculture attendant level 2 | $27.10 | $27.10 | $37.94 | $32.52 | $48.78 |
| Aquaculture attendant level 3 | $29.51 | $29.51 | $41.32 | $35.42 | $53.12 |
| Aquaculture attendant level 4 | $30.95 | $30.95 | $43.33 | $37.14 | $55.71 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $48.11 | $53.45 | $58.80 | $48.11 | $29.93 |
| Aquaculture attendant level 2 | $48.78 | $54.20 | $59.62 | $48.78 | $30.35 |
| Aquaculture attendant level 3 | $53.12 | $59.03 | $64.93 | $53.12 | $33.05 |
| Aquaculture attendant level 4 | $55.71 | $61.90 | $68.09 | $55.71 | $34.66 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $33.14 | $37.42 | $48.11 | $32.07 | $42.76 |
| Aquaculture attendant level 2 | $33.60 | $37.94 | $48.78 | $32.52 | $43.36 |
| Aquaculture attendant level 3 | $36.60 | $41.32 | $53.12 | $35.42 | $47.22 |
| Aquaculture attendant level 4 | $38.38 | $43.33 | $55.71 | $37.14 | $49.52 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $32.07 | $42.76 | $42.76 | $42.76 | $42.76 |
| Aquaculture attendant level 2 | $32.52 | $43.36 | $43.36 | $43.36 | $43.36 |
| Aquaculture attendant level 3 | $35.42 | $47.22 | $47.22 | $47.22 | $47.22 |
| Aquaculture attendant level 4 | $37.14 | $49.52 | $49.52 | $49.52 | $49.52 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $42.76 | $42.76 | $32.07 | $42.76 | $42.76 |
| Aquaculture attendant level 2 | $43.36 | $43.36 | $32.52 | $43.36 | $43.36 |
| Aquaculture attendant level 3 | $47.22 | $47.22 | $35.42 | $47.22 | $47.22 |
| Aquaculture attendant level 4 | $49.52 | $49.52 | $37.14 | $49.52 | $49.52 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $487.56 | $12.83 | $16.04 | $19.25 | $19.25 |
| Aquaculture attendant level 2 | $494.28 | $13.01 | $16.26 | $19.52 | $19.52 |
| Aquaculture attendant level 3 | $538.38 | $14.17 | $17.71 | $21.26 | $21.26 |
| Aquaculture attendant level 4 | $564.54 | $14.86 | $18.58 | $22.29 | $22.29 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.66 | $25.66 | $32.08 | $32.08 | $25.66 |
| Aquaculture attendant level 2 | $26.02 | $26.02 | $32.53 | $32.53 | $26.02 |
| Aquaculture attendant level 3 | $28.34 | $28.34 | $35.43 | $35.43 | $28.34 |
| Aquaculture attendant level 4 | $29.72 | $29.72 | $37.15 | $37.15 | $29.72 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $14.75 | $16.68 | $19.25 | $25.66 | $19.25 |
| Aquaculture attendant level 2 | $14.96 | $16.91 | $19.52 | $26.02 | $19.52 |
| Aquaculture attendant level 3 | $16.30 | $18.42 | $21.26 | $28.34 | $21.26 |
| Aquaculture attendant level 4 | $17.09 | $19.32 | $22.29 | $29.72 | $22.29 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.66 | $19.25 | $25.66 | $25.66 | $25.66 |
| Aquaculture attendant level 2 | $26.02 | $19.52 | $26.02 | $26.02 | $26.02 |
| Aquaculture attendant level 3 | $28.34 | $21.26 | $28.34 | $28.34 | $28.34 |
| Aquaculture attendant level 4 | $29.72 | $22.29 | $29.72 | $29.72 | $29.72 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.66 | $25.66 | $25.66 | $19.25 | $25.66 | $25.66 |
| Aquaculture attendant level 2 | $26.02 | $26.02 | $26.02 | $19.52 | $26.02 | $26.02 |
| Aquaculture attendant level 3 | $28.34 | $28.34 | $28.34 | $21.26 | $28.34 | $28.34 |
| Aquaculture attendant level 4 | $29.72 | $29.72 | $29.72 | $22.29 | $29.72 | $29.72 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $568.82 | $14.97 | $18.71 | $22.46 | $22.46 |
| Aquaculture attendant level 2 | $576.66 | $15.18 | $18.98 | $22.77 | $22.77 |
| Aquaculture attendant level 3 | $628.11 | $16.53 | $20.66 | $24.80 | $24.80 |
| Aquaculture attendant level 4 | $658.63 | $17.33 | $21.66 | $26.00 | $26.00 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.94 | $29.94 | $37.43 | $37.43 | $29.94 |
| Aquaculture attendant level 2 | $30.36 | $30.36 | $37.95 | $37.95 | $30.36 |
| Aquaculture attendant level 3 | $33.06 | $33.06 | $41.33 | $41.33 | $33.06 |
| Aquaculture attendant level 4 | $34.66 | $34.66 | $43.33 | $43.33 | $34.66 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $17.22 | $19.46 | $22.46 | $29.94 | $22.46 |
| Aquaculture attendant level 2 | $17.46 | $19.73 | $22.77 | $30.36 | $22.77 |
| Aquaculture attendant level 3 | $19.01 | $21.49 | $24.80 | $33.06 | $24.80 |
| Aquaculture attendant level 4 | $19.93 | $22.53 | $26.00 | $34.66 | $26.00 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.94 | $22.46 | $29.94 | $29.94 | $29.94 |
| Aquaculture attendant level 2 | $30.36 | $22.77 | $30.36 | $30.36 | $30.36 |
| Aquaculture attendant level 3 | $33.06 | $24.80 | $33.06 | $33.06 | $33.06 |
| Aquaculture attendant level 4 | $34.66 | $26.00 | $34.66 | $34.66 | $34.66 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.94 | $29.94 | $29.94 | $22.46 | $29.94 | $29.94 |
| Aquaculture attendant level 2 | $30.36 | $30.36 | $30.36 | $22.77 | $30.36 | $30.36 |
| Aquaculture attendant level 3 | $33.06 | $33.06 | $33.06 | $24.80 | $33.06 | $33.06 |
| Aquaculture attendant level 4 | $34.66 | $34.66 | $34.66 | $26.00 | $34.66 | $34.66 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $650.08 | $17.11 | $21.39 | $25.67 | $25.67 |
| Aquaculture attendant level 2 | $659.04 | $17.34 | $21.68 | $26.01 | $26.01 |
| Aquaculture attendant level 3 | $717.84 | $18.89 | $23.61 | $28.34 | $28.34 |
| Aquaculture attendant level 4 | $752.72 | $19.81 | $24.76 | $29.72 | $29.72 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $34.22 | $34.22 | $42.78 | $42.78 | $34.22 |
| Aquaculture attendant level 2 | $34.68 | $34.68 | $43.35 | $43.35 | $34.68 |
| Aquaculture attendant level 3 | $37.78 | $37.78 | $47.23 | $47.23 | $37.78 |
| Aquaculture attendant level 4 | $39.62 | $39.62 | $49.53 | $49.53 | $39.62 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $19.68 | $22.24 | $25.67 | $34.22 | $25.67 |
| Aquaculture attendant level 2 | $19.94 | $22.54 | $26.01 | $34.68 | $26.01 |
| Aquaculture attendant level 3 | $21.72 | $24.56 | $28.34 | $37.78 | $28.34 |
| Aquaculture attendant level 4 | $22.78 | $25.75 | $29.72 | $39.62 | $29.72 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $34.22 | $25.67 | $34.22 | $34.22 | $34.22 |
| Aquaculture attendant level 2 | $34.68 | $26.01 | $34.68 | $34.68 | $34.68 |
| Aquaculture attendant level 3 | $37.78 | $28.34 | $37.78 | $37.78 | $37.78 |
| Aquaculture attendant level 4 | $39.62 | $29.72 | $39.62 | $39.62 | $39.62 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $34.22 | $34.22 | $34.22 | $25.67 | $34.22 | $34.22 |
| Aquaculture attendant level 2 | $34.68 | $34.68 | $34.68 | $26.01 | $34.68 | $34.68 |
| Aquaculture attendant level 3 | $37.78 | $37.78 | $37.78 | $28.34 | $37.78 | $37.78 |
| Aquaculture attendant level 4 | $39.62 | $39.62 | $39.62 | $29.72 | $39.62 | $39.62 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $731.34 | $19.25 | $24.06 | $28.88 | $28.88 |
| Aquaculture attendant level 2 | $741.42 | $19.51 | $24.39 | $29.27 | $29.27 |
| Aquaculture attendant level 3 | $807.57 | $21.25 | $26.56 | $31.88 | $31.88 |
| Aquaculture attendant level 4 | $846.81 | $22.28 | $27.85 | $33.42 | $33.42 |

**Table 2 of 5**

| **Classification** | **Sunday - non-continuous shiftworkers** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $38.50 | $38.50 | $48.13 | $48.13 | $38.50 |
| Aquaculture attendant level 2 | $39.02 | $39.02 | $48.78 | $48.78 | $39.02 |
| Aquaculture attendant level 3 | $42.50 | $42.50 | $53.13 | $53.13 | $42.50 |
| Aquaculture attendant level 4 | $44.56 | $44.56 | $55.70 | $55.70 | $44.56 |

**Table 3 of 5**

| **Classification** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $22.14 | $25.03 | $28.88 | $38.50 | $28.88 |
| Aquaculture attendant level 2 | $22.44 | $25.36 | $29.27 | $39.02 | $29.27 |
| Aquaculture attendant level 3 | $24.44 | $27.63 | $31.88 | $42.50 | $31.88 |
| Aquaculture attendant level 4 | $25.62 | $28.96 | $33.42 | $44.56 | $33.42 |

**Table 4 of 5**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $38.50 | $28.88 | $38.50 | $38.50 | $38.50 |
| Aquaculture attendant level 2 | $39.02 | $29.27 | $39.02 | $39.02 | $39.02 |
| Aquaculture attendant level 3 | $42.50 | $31.88 | $42.50 | $42.50 | $42.50 |
| Aquaculture attendant level 4 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 |

**Table 5 of 5**

| **Classification** | **Overtime - public holiday - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $38.50 | $38.50 | $38.50 | $28.88 | $38.50 | $38.50 |
| Aquaculture attendant level 2 | $39.02 | $39.02 | $39.02 | $29.27 | $39.02 | $39.02 |
| Aquaculture attendant level 3 | $42.50 | $42.50 | $42.50 | $31.88 | $42.50 | $42.50 |
| Aquaculture attendant level 4 | $44.56 | $44.56 | $44.56 | $33.42 | $44.56 | $44.56 |

### Junior - Casual - Under 17 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $16.04 | $16.04 | $22.45 | $19.25 | $28.87 |
| Aquaculture attendant level 2 | $16.26 | $16.26 | $22.77 | $19.52 | $29.27 |
| Aquaculture attendant level 3 | $17.71 | $17.71 | $24.80 | $21.26 | $31.88 |
| Aquaculture attendant level 4 | $18.58 | $18.58 | $26.01 | $22.29 | $33.44 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.87 | $32.08 | $35.28 | $28.87 | $17.96 |
| Aquaculture attendant level 2 | $29.27 | $32.53 | $35.78 | $29.27 | $18.21 |
| Aquaculture attendant level 3 | $31.88 | $35.43 | $38.97 | $31.88 | $19.84 |
| Aquaculture attendant level 4 | $33.44 | $37.15 | $40.87 | $33.44 | $20.80 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $19.89 | $22.45 | $28.87 | $19.25 | $25.66 |
| Aquaculture attendant level 2 | $20.17 | $22.77 | $29.27 | $19.52 | $26.02 |
| Aquaculture attendant level 3 | $21.96 | $24.80 | $31.88 | $21.26 | $28.34 |
| Aquaculture attendant level 4 | $23.03 | $26.01 | $33.44 | $22.29 | $29.72 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $19.25 | $25.66 | $25.66 | $25.66 | $25.66 |
| Aquaculture attendant level 2 | $19.52 | $26.02 | $26.02 | $26.02 | $26.02 |
| Aquaculture attendant level 3 | $21.26 | $28.34 | $28.34 | $28.34 | $28.34 |
| Aquaculture attendant level 4 | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.66 | $25.66 | $19.25 | $25.66 | $25.66 |
| Aquaculture attendant level 2 | $26.02 | $26.02 | $19.52 | $26.02 | $26.02 |
| Aquaculture attendant level 3 | $28.34 | $28.34 | $21.26 | $28.34 | $28.34 |
| Aquaculture attendant level 4 | $29.72 | $29.72 | $22.29 | $29.72 | $29.72 |

### Junior - Casual - 17 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $18.71 | $18.71 | $26.20 | $22.46 | $33.68 |
| Aquaculture attendant level 2 | $18.98 | $18.98 | $26.57 | $22.77 | $34.16 |
| Aquaculture attendant level 3 | $20.66 | $20.66 | $28.93 | $24.80 | $37.19 |
| Aquaculture attendant level 4 | $21.66 | $21.66 | $30.33 | $26.00 | $38.99 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $33.68 | $37.43 | $41.17 | $33.68 | $20.96 |
| Aquaculture attendant level 2 | $34.16 | $37.95 | $41.75 | $34.16 | $21.25 |
| Aquaculture attendant level 3 | $37.19 | $41.33 | $45.46 | $37.19 | $23.14 |
| Aquaculture attendant level 4 | $38.99 | $43.33 | $47.66 | $38.99 | $24.26 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $23.20 | $26.20 | $33.68 | $22.46 | $29.94 |
| Aquaculture attendant level 2 | $23.53 | $26.57 | $34.16 | $22.77 | $30.36 |
| Aquaculture attendant level 3 | $25.62 | $28.93 | $37.19 | $24.80 | $33.06 |
| Aquaculture attendant level 4 | $26.86 | $30.33 | $38.99 | $26.00 | $34.66 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $22.46 | $29.94 | $29.94 | $29.94 | $29.94 |
| Aquaculture attendant level 2 | $22.77 | $30.36 | $30.36 | $30.36 | $30.36 |
| Aquaculture attendant level 3 | $24.80 | $33.06 | $33.06 | $33.06 | $33.06 |
| Aquaculture attendant level 4 | $26.00 | $34.66 | $34.66 | $34.66 | $34.66 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.94 | $29.94 | $22.46 | $29.94 | $29.94 |
| Aquaculture attendant level 2 | $30.36 | $30.36 | $22.77 | $30.36 | $30.36 |
| Aquaculture attendant level 3 | $33.06 | $33.06 | $24.80 | $33.06 | $33.06 |
| Aquaculture attendant level 4 | $34.66 | $34.66 | $26.00 | $34.66 | $34.66 |

### Junior - Casual - 18 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $21.39 | $21.39 | $29.94 | $25.67 | $38.50 |
| Aquaculture attendant level 2 | $21.68 | $21.68 | $30.35 | $26.01 | $39.02 |
| Aquaculture attendant level 3 | $23.61 | $23.61 | $33.06 | $28.34 | $42.50 |
| Aquaculture attendant level 4 | $24.76 | $24.76 | $34.67 | $29.72 | $44.57 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $38.50 | $42.78 | $47.05 | $38.50 | $23.95 |
| Aquaculture attendant level 2 | $39.02 | $43.35 | $47.69 | $39.02 | $24.28 |
| Aquaculture attendant level 3 | $42.50 | $47.23 | $51.95 | $42.50 | $26.45 |
| Aquaculture attendant level 4 | $44.57 | $49.53 | $54.48 | $44.57 | $27.73 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $26.52 | $29.94 | $38.50 | $25.67 | $34.22 |
| Aquaculture attendant level 2 | $26.88 | $30.35 | $39.02 | $26.01 | $34.68 |
| Aquaculture attendant level 3 | $29.28 | $33.06 | $42.50 | $28.34 | $37.78 |
| Aquaculture attendant level 4 | $30.71 | $34.67 | $44.57 | $29.72 | $39.62 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $25.67 | $34.22 | $34.22 | $34.22 | $34.22 |
| Aquaculture attendant level 2 | $26.01 | $34.68 | $34.68 | $34.68 | $34.68 |
| Aquaculture attendant level 3 | $28.34 | $37.78 | $37.78 | $37.78 | $37.78 |
| Aquaculture attendant level 4 | $29.72 | $39.62 | $39.62 | $39.62 | $39.62 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $34.22 | $34.22 | $25.67 | $34.22 | $34.22 |
| Aquaculture attendant level 2 | $34.68 | $34.68 | $26.01 | $34.68 | $34.68 |
| Aquaculture attendant level 3 | $37.78 | $37.78 | $28.34 | $37.78 | $37.78 |
| Aquaculture attendant level 4 | $39.62 | $39.62 | $29.72 | $39.62 | $39.62 |

### Junior - Casual - 19 years

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Saturday - day workers** | **Saturday - all shiftworkers** | **Sunday - day workers** | **Sunday - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $24.06 | $24.06 | $33.69 | $28.88 | $43.31 |
| Aquaculture attendant level 2 | $24.39 | $24.39 | $34.14 | $29.27 | $43.90 |
| Aquaculture attendant level 3 | $26.56 | $26.56 | $37.19 | $31.88 | $47.81 |
| Aquaculture attendant level 4 | $27.85 | $27.85 | $38.99 | $33.42 | $50.13 |

**Table 2 of 5**

| **Classification** | **Sunday - continuous shiftworkers** | **Public holiday - day workers and public holiday (overtime) - non-continuous shiftworkers** | **Public holiday - ordinary hours - non-continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Afternoon shift - 5 or more successive shifts (6 in six day enterprise)** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $43.31 | $48.13 | $52.94 | $43.31 | $26.95 |
| Aquaculture attendant level 2 | $43.90 | $48.78 | $53.65 | $43.90 | $27.31 |
| Aquaculture attendant level 3 | $47.81 | $53.13 | $58.44 | $47.81 | $29.75 |
| Aquaculture attendant level 4 | $50.13 | $55.70 | $61.27 | $50.13 | $31.19 |

**Table 3 of 5**

| **Classification** | **Night shift - 5 or more successive shifts (6 in six day enterprise)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day enterprise) - after 3 hours** | **Overtime - Monday to Friday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $29.84 | $33.69 | $43.31 | $28.88 | $38.50 |
| Aquaculture attendant level 2 | $30.24 | $34.14 | $43.90 | $29.27 | $39.02 |
| Aquaculture attendant level 3 | $32.94 | $37.19 | $47.81 | $31.88 | $42.50 |
| Aquaculture attendant level 4 | $34.53 | $38.99 | $50.13 | $33.42 | $44.56 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $28.88 | $38.50 | $38.50 | $38.50 | $38.50 |
| Aquaculture attendant level 2 | $29.27 | $39.02 | $39.02 | $39.02 | $39.02 |
| Aquaculture attendant level 3 | $31.88 | $42.50 | $42.50 | $42.50 | $42.50 |
| Aquaculture attendant level 4 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

**Table 5 of 5**

| **Classification** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Work on an unrostered shift - non-continuous shiftworkers - first 3 hours** | **Work on an unrostered shift - non-continuous shiftworkers - after 3 hours** | **Work on an unrostered shift - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Aquaculture attendant level 1 | $38.50 | $38.50 | $28.88 | $38.50 | $38.50 |
| Aquaculture attendant level 2 | $39.02 | $39.02 | $29.27 | $39.02 | $39.02 |
| Aquaculture attendant level 3 | $42.50 | $42.50 | $31.88 | $42.50 | $42.50 |
| Aquaculture attendant level 4 | $44.56 | $44.56 | $33.42 | $44.56 | $44.56 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Diving allowance - finfish attendants - diving equipment supplied by employer | $4.42 per hour |
| Diving allowance - finfish attendants - diving equipment supplied by employee | $10.80 per hour |
| First aid allowance | $3.20 per day |
| Meal allowance | $18.50 for a meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of the protective clothing and equipment |
| Tool allowance | $0.28 per hour up to a maximum of $10.78 per week |
| Travel time to offshore tuna farm allowance | payment at the ordinary rate for all time in excess of 30 minutes spent travelling or waiting for transport to the tuna farm |
| Working away from usual workplace - excess travel time allowance | payment at the minimum hourly rate for all time spent travelling in excess of normal travel time |
| Vehicle allowance | $0.91 per km |