# Pay Guide - Educational Services (Post-Secondary Education) Award

# [MA000075]

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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.

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/).

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## Disclaimer

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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.

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## Rates of pay

### Adult

### Full-time & part-time

### Academic teachers

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Less than 10 hour break after overtime** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- |
| Academic teacher - level A.1 | $1,111.80 | $29.26 | $58.52 | $58.52 |
| Academic teacher - level A.2 | $1,156.40 | $30.43 | $60.86 | $60.86 |
| Academic teacher - level A.3 | $1,200.90 | $31.60 | $63.20 | $63.20 |
| Academic teacher - level A.4 | $1,242.70 | $32.70 | $65.40 | $65.40 |
| Academic teacher - level A.5 | $1,276.10 | $33.58 | $67.16 | $67.16 |
| Academic teacher - level A.6 | $1,312.30 | $34.53 | $69.06 | $69.06 |
| Academic teacher - level A.7 | $1,348.50 | $35.49 | $70.98 | $70.98 |
| Academic teacher - level A.8 | $1,384.70 | $36.44 | $72.88 | $72.88 |
| Academic teacher - level B.1 | $1,440.40 | $37.91 | $75.82 | $75.82 |
| Academic teacher - level B.2 | $1,482.20 | $39.01 | $78.02 | $78.02 |
| Academic teacher - level B.3 | $1,524.00 | $40.11 | $80.22 | $80.22 |
| Academic teacher - level B.4 | $1,565.80 | $41.21 | $82.42 | $82.42 |
| Academic teacher - level B.5 | $1,607.60 | $42.31 | $84.62 | $84.62 |
| Academic teacher - level B.6 | $1,649.40 | $43.41 | $86.82 | $86.82 |
| Academic teacher - level C.1 | $1,691.10 | $44.50 | $89.00 | $89.00 |
| Academic teacher - level C.2 | $1,733.00 | $45.61 | $91.22 | $91.22 |
| Academic teacher - level C.3 | $1,774.70 | $46.70 | $93.40 | $93.40 |
| Academic teacher - level C.4 | $1,816.50 | $47.80 | $95.60 | $95.60 |
| Academic teacher - level C.5 | $1,858.30 | $48.90 | $97.80 | $97.80 |
| Academic teacher - level C.6 | $1,900.10 | $50.00 | $100.00 | $100.00 |

### Teachers and tutor/instructors

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Less than 10 hour break after overtime** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- |
| Teachers and tutor/instructors - level 1 | $1,057.96 | $27.84 | $55.68 | $55.68 |
| Teachers and tutor/instructors - level 2 | $1,072.06 | $28.21 | $56.42 | $56.42 |
| Teachers and tutor/instructors - level 3 | $1,093.26 | $28.77 | $57.54 | $57.54 |
| Teachers and tutor/instructors - level 4 | $1,114.67 | $29.33 | $58.66 | $58.66 |
| Teachers and tutor/instructors - level 5 | $1,159.75 | $30.52 | $61.04 | $61.04 |
| Teachers and tutor/instructors - level 6 | $1,189.81 | $31.31 | $62.62 | $62.62 |
| Teachers and tutor/instructors - level 7 | $1,217.17 | $32.03 | $64.06 | $64.06 |
| Teachers and tutor/instructors - level 8 | $1,247.23 | $32.82 | $65.64 | $65.64 |
| Teachers and tutor/instructors - level 9 | $1,277.43 | $33.62 | $67.24 | $67.24 |
| Teachers and tutor/instructors - level 10 | $1,316.42 | $34.64 | $69.28 | $69.28 |
| Teachers and tutor/instructors - level 11 | $1,352.71 | $35.60 | $71.20 | $71.20 |
| Teachers and tutor/instructors - level 12 | $1,384.76 | $36.44 | $72.88 | $72.88 |

### General staff

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $861.40 | $22.67 | $28.34 | $45.34 | $56.68 | $34.01 | $45.34 |
| General staff - level 1.2 | $902.10 | $23.74 | $29.68 | $47.48 | $59.35 | $35.61 | $47.48 |
| General staff - level 1.3 | $929.90 | $24.47 | $30.59 | $48.94 | $61.18 | $36.71 | $48.94 |
| General staff - level 2.1 | $941.50 | $24.78 | $30.98 | $49.56 | $61.95 | $37.17 | $49.56 |
| General staff - level 2.2 | $958.30 | $25.22 | $31.53 | $50.44 | $63.05 | $37.83 | $50.44 |
| General staff - level 3.1 | $993.80 | $26.15 | $32.69 | $52.30 | $65.38 | $39.23 | $52.30 |
| General staff - level 3.2 | $1,043.60 | $27.46 | $34.33 | $54.92 | $68.65 | $41.19 | $54.92 |
| General staff - level 4.1 | $1,071.90 | $28.21 | $35.26 | $56.42 | $70.53 | $42.32 | $56.42 |
| General staff - level 4.2 | $1,114.20 | $29.32 | $36.65 | $58.64 | $73.30 | $43.98 | $58.64 |
| General staff - level 5.1 | $1,189.60 | $31.31 | $39.14 | $62.62 | $78.28 | $46.97 | $62.62 |
| General staff - level 5.2 | $1,246.30 | $32.80 | $41.00 | $65.60 | $82.00 | $49.20 | $65.60 |
| General staff - level 6.1 | $1,277.30 | $33.61 | $42.01 | $67.22 | $84.03 | $50.42 | $67.22 |
| General staff - level 6.2 | $1,352.50 | $35.59 | $44.49 | $71.18 | $88.98 | $53.39 | $71.18 |
| General staff - level 7.1 | $1,383.80 | $36.42 | $45.53 | $72.84 | $91.05 | $54.63 | $72.84 |
| General staff - level 7.2 | $1,466.10 | $38.58 | $48.23 | $77.16 | $96.45 | $57.87 | $77.16 |
| General staff - level 8 | $1,558.20 | $41.01 | $51.26 | N/A | $102.53 | N/A | N/A |
| General staff - level 9 | $1,647.50 | $43.36 | $54.20 | N/A | $108.40 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $56.68 | $45.34 | $45.34 | $26.07 | $26.07 | $29.47 |
| General staff - level 1.2 | $59.35 | $47.48 | $47.48 | $27.30 | $27.30 | $30.86 |
| General staff - level 1.3 | $61.18 | $48.94 | $48.94 | $28.14 | $28.14 | $31.81 |
| General staff - level 2.1 | $61.95 | $49.56 | $49.56 | $28.50 | $28.50 | $32.21 |
| General staff - level 2.2 | $63.05 | $50.44 | $50.44 | $29.00 | $29.00 | $32.79 |
| General staff - level 3.1 | $65.38 | $52.30 | $52.30 | $30.07 | $30.07 | $34.00 |
| General staff - level 3.2 | $68.65 | $54.92 | $54.92 | $31.58 | $31.58 | $35.70 |
| General staff - level 4.1 | $70.53 | $56.42 | $56.42 | $32.44 | $32.44 | $36.67 |
| General staff - level 4.2 | $73.30 | $58.64 | $58.64 | $33.72 | $33.72 | $38.12 |
| General staff - level 5.1 | $78.28 | $62.62 | $62.62 | $36.01 | $36.01 | $40.70 |
| General staff - level 5.2 | $82.00 | $65.60 | $65.60 | $37.72 | $37.72 | $42.64 |
| General staff - level 6.1 | $84.03 | $67.22 | $67.22 | $38.65 | $38.65 | $43.69 |
| General staff - level 6.2 | $88.98 | $71.18 | $71.18 | $40.93 | $40.93 | $46.27 |
| General staff - level 7.1 | $91.05 | $72.84 | $72.84 | $41.88 | $41.88 | $47.35 |
| General staff - level 7.2 | $96.45 | $77.16 | $77.16 | $44.37 | $44.37 | $50.15 |
| General staff - level 8 | N/A | N/A | N/A | $47.16 | $47.16 | $53.31 |
| General staff - level 9 | N/A | N/A | N/A | $49.86 | $49.86 | $56.37 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $34.01 | $45.34 | $34.01 | $45.34 | $34.01 | $45.34 | $45.34 |
| General staff - level 1.2 | $35.61 | $47.48 | $35.61 | $47.48 | $35.61 | $47.48 | $47.48 |
| General staff - level 1.3 | $36.71 | $48.94 | $36.71 | $48.94 | $36.71 | $48.94 | $48.94 |
| General staff - level 2.1 | $37.17 | $49.56 | $37.17 | $49.56 | $37.17 | $49.56 | $49.56 |
| General staff - level 2.2 | $37.83 | $50.44 | $37.83 | $50.44 | $37.83 | $50.44 | $50.44 |
| General staff - level 3.1 | $39.23 | $52.30 | $39.23 | $52.30 | $39.23 | $52.30 | $52.30 |
| General staff - level 3.2 | $41.19 | $54.92 | $41.19 | $54.92 | $41.19 | $54.92 | $54.92 |
| General staff - level 4.1 | $42.32 | $56.42 | $42.32 | $56.42 | $42.32 | $56.42 | $56.42 |
| General staff - level 4.2 | $43.98 | $58.64 | $43.98 | $58.64 | $43.98 | $58.64 | $58.64 |
| General staff - level 5.1 | $46.97 | $62.62 | $46.97 | $62.62 | $46.97 | $62.62 | $62.62 |
| General staff - level 5.2 | $49.20 | $65.60 | $49.20 | $65.60 | $49.20 | $65.60 | $65.60 |
| General staff - level 6.1 | $50.42 | $67.22 | $50.42 | $67.22 | $50.42 | $67.22 | $67.22 |
| General staff - level 6.2 | $53.39 | $71.18 | $53.39 | $71.18 | $53.39 | $71.18 | $71.18 |
| General staff - level 7.1 | $54.63 | $72.84 | $54.63 | $72.84 | $54.63 | $72.84 | $72.84 |
| General staff - level 7.2 | $57.87 | $77.16 | $57.87 | $77.16 | $57.87 | $77.16 | $77.16 |
| General staff - level 8 | $61.52 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $65.04 | N/A | N/A | N/A | N/A | N/A | N/A |

### Casual

### Academic teachers

| **Classification** | **Hourly pay rate** |
| --- | --- |
| Academic teacher - Lecture | $146.27 |
| Academic teacher - Repeat lecture | $97.49 |
| Academic teacher - Tutorial | $114.13 |
| Academic teacher - Repeat tutorial | $76.08 |
| Academic teacher - Tutorial (where academic holds a Doctorate) | $129.54 |
| Academic teacher - Repeat tutorial (where academic holds a Doctorate) | $86.32 |
| Academic teacher - Standard marking | $38.01 |
| Academic teacher - Marking as a supervising examiner, or marking requiring a significant exercise of judgement | $48.76 |
| Academic teacher - Standard marking (where academic holds a Doctorate) | $43.18 |
| Academic teacher - Marking as a supervising examiner, or marking requiring a significant exercise of judgement (where academic holds a Doctorate) | $48.76 |
| Academic teacher - Technical demonstration | $76.08 |
| Academic teacher - Other required staff activity (where academic does not hold Doctorate qualifications or perform full subject co-ordination duties) | $38.01 |
| Academic teacher - Other required staff activity (where academic holds Doctorate qualifications or perform full subject co-ordination duties) | $43.18 |

### Teachers and tutor/instructors

| **Classification** | **Hourly pay rate** | **Daily rate** |
| --- | --- | --- |
| Teachers and tutor/instructors - level 1 | $52.86 | $264.32 |
| Teachers and tutor/instructors - level 2 | $53.57 | $267.84 |
| Teachers and tutor/instructors - level 3 | $54.63 | $273.14 |
| Teachers and tutor/instructors - level 4 | $55.70 | $278.49 |
| Teachers and tutor/instructors - level 5 | $57.95 | $289.75 |
| Teachers and tutor/instructors - level 6 | $59.45 | $297.26 |
| Teachers and tutor/instructors - level 7 | $60.82 | $304.10 |
| Teachers and tutor/instructors - level 8 | $62.32 | $311.61 |
| Teachers and tutor/instructors - level 9 | $63.83 | $319.15 |
| Teachers and tutor/instructors - level 10 | $65.78 | $328.89 |
| Teachers and tutor/instructors - level 11 | $67.59 | $337.96 |
| Teachers and tutor/instructors - level 12 | $69.19 | $345.97 |

### General staff

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** | **Overtime - public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $28.34 | $34.01 | $51.01 | $62.34 | $39.67 | $51.01 | $62.34 |
| General staff - level 1.2 | $29.68 | $35.61 | $53.42 | $65.29 | $41.55 | $53.42 | $65.29 |
| General staff - level 1.3 | $30.59 | $36.71 | $55.06 | $67.29 | $42.82 | $55.06 | $67.29 |
| General staff - level 2.1 | $30.98 | $37.17 | $55.76 | $68.15 | $43.37 | $55.76 | $68.15 |
| General staff - level 2.2 | $31.53 | $37.83 | $56.75 | $69.36 | $44.14 | $56.75 | $69.36 |
| General staff - level 3.1 | $32.69 | $39.23 | $58.84 | $71.91 | $45.76 | $58.84 | $71.91 |
| General staff - level 3.2 | $34.33 | $41.19 | $61.79 | $75.52 | $48.06 | $61.79 | $75.52 |
| General staff - level 4.1 | $35.26 | $42.32 | $63.47 | $77.58 | $49.37 | $63.47 | $77.58 |
| General staff - level 4.2 | $36.65 | $43.98 | $65.97 | $80.63 | $51.31 | $65.97 | $80.63 |
| General staff - level 5.1 | $39.14 | $46.97 | $70.45 | $86.10 | $54.79 | $70.45 | $86.10 |
| General staff - level 5.2 | $41.00 | $49.20 | $73.80 | $90.20 | $57.40 | $73.80 | $90.20 |
| General staff - level 6.1 | $42.01 | $50.42 | $75.62 | $92.43 | $58.82 | $75.62 | $92.43 |
| General staff - level 6.2 | $44.49 | $53.39 | $80.08 | $97.87 | $62.28 | $80.08 | $97.87 |
| General staff - level 7.1 | $45.53 | $54.63 | $81.95 | $100.16 | $63.74 | $81.95 | $100.16 |
| General staff - level 7.2 | $48.23 | $57.87 | $86.81 | $106.10 | $67.52 | $86.81 | $106.10 |
| General staff - level 8 | $51.26 | $61.52 | N/A | $112.78 | N/A | N/A | N/A |
| General staff - level 9 | $54.20 | $65.04 | N/A | $119.24 | N/A | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Saturday, Sunday, public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $51.01 | $51.01 | $31.74 | $31.74 | $35.14 | $39.67 |
| General staff - level 1.2 | $53.42 | $53.42 | $33.24 | $33.24 | $36.80 | $41.55 |
| General staff - level 1.3 | $55.06 | $55.06 | $34.26 | $34.26 | $37.93 | $42.82 |
| General staff - level 2.1 | $55.76 | $55.76 | $34.69 | $34.69 | $38.41 | $43.37 |
| General staff - level 2.2 | $56.75 | $56.75 | $35.31 | $35.31 | $39.09 | $44.14 |
| General staff - level 3.1 | $58.84 | $58.84 | $36.61 | $36.61 | $40.53 | $45.76 |
| General staff - level 3.2 | $61.79 | $61.79 | $38.44 | $38.44 | $42.56 | $48.06 |
| General staff - level 4.1 | $63.47 | $63.47 | $39.49 | $39.49 | $43.73 | $49.37 |
| General staff - level 4.2 | $65.97 | $65.97 | $41.05 | $41.05 | $45.45 | $51.31 |
| General staff - level 5.1 | $70.45 | $70.45 | $43.83 | $43.83 | $48.53 | $54.79 |
| General staff - level 5.2 | $73.80 | $73.80 | $45.92 | $45.92 | $50.84 | $57.40 |
| General staff - level 6.1 | $75.62 | $75.62 | $47.05 | $47.05 | $52.10 | $58.82 |
| General staff - level 6.2 | $80.08 | $80.08 | $49.83 | $49.83 | $55.16 | $62.28 |
| General staff - level 7.1 | $81.95 | $81.95 | $50.99 | $50.99 | $56.45 | $63.74 |
| General staff - level 7.2 | $86.81 | $86.81 | $54.01 | $54.01 | $59.80 | $67.52 |
| General staff - level 8 | N/A | N/A | $57.41 | $57.41 | $63.57 | $71.77 |
| General staff - level 9 | N/A | N/A | $60.70 | $60.70 | $67.21 | $75.88 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $51.01 | $39.67 | $51.01 | $39.67 | $51.01 | $51.01 |
| General staff - level 1.2 | $53.42 | $41.55 | $53.42 | $41.55 | $53.42 | $53.42 |
| General staff - level 1.3 | $55.06 | $42.82 | $55.06 | $42.82 | $55.06 | $55.06 |
| General staff - level 2.1 | $55.76 | $43.37 | $55.76 | $43.37 | $55.76 | $55.76 |
| General staff - level 2.2 | $56.75 | $44.14 | $56.75 | $44.14 | $56.75 | $56.75 |
| General staff - level 3.1 | $58.84 | $45.76 | $58.84 | $45.76 | $58.84 | $58.84 |
| General staff - level 3.2 | $61.79 | $48.06 | $61.79 | $48.06 | $61.79 | $61.79 |
| General staff - level 4.1 | $63.47 | $49.37 | $63.47 | $49.37 | $63.47 | $63.47 |
| General staff - level 4.2 | $65.97 | $51.31 | $65.97 | $51.31 | $65.97 | $65.97 |
| General staff - level 5.1 | $70.45 | $54.79 | $70.45 | $54.79 | $70.45 | $70.45 |
| General staff - level 5.2 | $73.80 | $57.40 | $73.80 | $57.40 | $73.80 | $73.80 |
| General staff - level 6.1 | $75.62 | $58.82 | $75.62 | $58.82 | $75.62 | $75.62 |
| General staff - level 6.2 | $80.08 | $62.28 | $80.08 | $62.28 | $80.08 | $80.08 |
| General staff - level 7.1 | $81.95 | $63.74 | $81.95 | $63.74 | $81.95 | $81.95 |
| General staff - level 7.2 | $86.81 | $67.52 | $86.81 | $67.52 | $86.81 | $86.81 |
| General staff - level 8 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Full-time & part-time - Under 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $10.20 | $12.75 | $20.40 | $25.50 | $15.30 | $20.40 |
| General staff - level 1.2 | $10.68 | $13.35 | $21.36 | $26.70 | $16.02 | $21.36 |
| General staff - level 1.3 | $11.01 | $13.76 | $22.02 | $27.53 | $16.52 | $22.02 |
| General staff - level 2.1 | $11.15 | $13.94 | $22.30 | $27.88 | $16.73 | $22.30 |
| General staff - level 2.2 | $11.35 | $14.19 | $22.70 | $28.38 | $17.03 | $22.70 |
| General staff - level 3.1 | $11.77 | $14.71 | $23.54 | $29.43 | $17.66 | $23.54 |
| General staff - level 3.2 | $12.36 | $15.45 | $24.72 | $30.90 | $18.54 | $24.72 |
| General staff - level 4.1 | $12.69 | $15.86 | $25.38 | $31.73 | $19.04 | $25.38 |
| General staff - level 4.2 | $13.19 | $16.49 | $26.38 | $32.98 | $19.79 | $26.38 |
| General staff - level 5.1 | $14.09 | $17.61 | $28.18 | $35.23 | $21.14 | $28.18 |
| General staff - level 5.2 | $14.76 | $18.45 | $29.52 | $36.90 | $22.14 | $29.52 |
| General staff - level 6.1 | $15.12 | $18.90 | $30.24 | $37.80 | $22.68 | $30.24 |
| General staff - level 6.2 | $16.02 | $20.03 | $32.04 | $40.05 | $24.03 | $32.04 |
| General staff - level 7.1 | $16.39 | $20.49 | $32.78 | $40.98 | $24.59 | $32.78 |
| General staff - level 7.2 | $17.36 | $21.70 | $34.72 | $43.40 | $26.04 | $34.72 |
| General staff - level 8 | $18.45 | $23.06 | N/A | $46.13 | N/A | N/A |
| General staff - level 9 | $19.51 | $24.39 | N/A | $48.78 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $25.50 | $20.40 | $20.40 | $11.73 | $11.73 | $13.26 |
| General staff - level 1.2 | $26.70 | $21.36 | $21.36 | $12.28 | $12.28 | $13.88 |
| General staff - level 1.3 | $27.53 | $22.02 | $22.02 | $12.66 | $12.66 | $14.31 |
| General staff - level 2.1 | $27.88 | $22.30 | $22.30 | $12.82 | $12.82 | $14.50 |
| General staff - level 2.2 | $28.38 | $22.70 | $22.70 | $13.05 | $13.05 | $14.76 |
| General staff - level 3.1 | $29.43 | $23.54 | $23.54 | $13.54 | $13.54 | $15.30 |
| General staff - level 3.2 | $30.90 | $24.72 | $24.72 | $14.21 | $14.21 | $16.07 |
| General staff - level 4.1 | $31.73 | $25.38 | $25.38 | $14.59 | $14.59 | $16.50 |
| General staff - level 4.2 | $32.98 | $26.38 | $26.38 | $15.17 | $15.17 | $17.15 |
| General staff - level 5.1 | $35.23 | $28.18 | $28.18 | $16.20 | $16.20 | $18.32 |
| General staff - level 5.2 | $36.90 | $29.52 | $29.52 | $16.97 | $16.97 | $19.19 |
| General staff - level 6.1 | $37.80 | $30.24 | $30.24 | $17.39 | $17.39 | $19.66 |
| General staff - level 6.2 | $40.05 | $32.04 | $32.04 | $18.42 | $18.42 | $20.83 |
| General staff - level 7.1 | $40.98 | $32.78 | $32.78 | $18.85 | $18.85 | $21.31 |
| General staff - level 7.2 | $43.40 | $34.72 | $34.72 | $19.96 | $19.96 | $22.57 |
| General staff - level 8 | N/A | N/A | N/A | $21.22 | $21.22 | $23.99 |
| General staff - level 9 | N/A | N/A | N/A | $22.44 | $22.44 | $25.36 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $15.30 | $20.40 | $15.30 | $20.40 | $15.30 | $20.40 | $20.40 |
| General staff - level 1.2 | $16.02 | $21.36 | $16.02 | $21.36 | $16.02 | $21.36 | $21.36 |
| General staff - level 1.3 | $16.52 | $22.02 | $16.52 | $22.02 | $16.52 | $22.02 | $22.02 |
| General staff - level 2.1 | $16.73 | $22.30 | $16.73 | $22.30 | $16.73 | $22.30 | $22.30 |
| General staff - level 2.2 | $17.03 | $22.70 | $17.03 | $22.70 | $17.03 | $22.70 | $22.70 |
| General staff - level 3.1 | $17.66 | $23.54 | $17.66 | $23.54 | $17.66 | $23.54 | $23.54 |
| General staff - level 3.2 | $18.54 | $24.72 | $18.54 | $24.72 | $18.54 | $24.72 | $24.72 |
| General staff - level 4.1 | $19.04 | $25.38 | $19.04 | $25.38 | $19.04 | $25.38 | $25.38 |
| General staff - level 4.2 | $19.79 | $26.38 | $19.79 | $26.38 | $19.79 | $26.38 | $26.38 |
| General staff - level 5.1 | $21.14 | $28.18 | $21.14 | $28.18 | $21.14 | $28.18 | $28.18 |
| General staff - level 5.2 | $22.14 | $29.52 | $22.14 | $29.52 | $22.14 | $29.52 | $29.52 |
| General staff - level 6.1 | $22.68 | $30.24 | $22.68 | $30.24 | $22.68 | $30.24 | $30.24 |
| General staff - level 6.2 | $24.03 | $32.04 | $24.03 | $32.04 | $24.03 | $32.04 | $32.04 |
| General staff - level 7.1 | $24.59 | $32.78 | $24.59 | $32.78 | $24.59 | $32.78 | $32.78 |
| General staff - level 7.2 | $26.04 | $34.72 | $26.04 | $34.72 | $26.04 | $34.72 | $34.72 |
| General staff - level 8 | $27.68 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $29.27 | N/A | N/A | N/A | N/A | N/A | N/A |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $11.34 | $14.18 | $22.68 | $28.35 | $17.01 | $22.68 |
| General staff - level 1.2 | $11.87 | $14.84 | $23.74 | $29.68 | $17.81 | $23.74 |
| General staff - level 1.3 | $12.24 | $15.30 | $24.48 | $30.60 | $18.36 | $24.48 |
| General staff - level 2.1 | $12.39 | $15.49 | $24.78 | $30.98 | $18.59 | $24.78 |
| General staff - level 2.2 | $12.61 | $15.76 | $25.22 | $31.53 | $18.92 | $25.22 |
| General staff - level 3.1 | $13.08 | $16.35 | $26.16 | $32.70 | $19.62 | $26.16 |
| General staff - level 3.2 | $13.73 | $17.16 | $27.46 | $34.33 | $20.60 | $27.46 |
| General staff - level 4.1 | $14.11 | $17.64 | $28.22 | $35.28 | $21.17 | $28.22 |
| General staff - level 4.2 | $14.66 | $18.33 | $29.32 | $36.65 | $21.99 | $29.32 |
| General staff - level 5.1 | $15.66 | $19.58 | $31.32 | $39.15 | $23.49 | $31.32 |
| General staff - level 5.2 | $16.40 | $20.50 | $32.80 | $41.00 | $24.60 | $32.80 |
| General staff - level 6.1 | $16.81 | $21.01 | $33.62 | $42.03 | $25.22 | $33.62 |
| General staff - level 6.2 | $17.80 | $22.25 | $35.60 | $44.50 | $26.70 | $35.60 |
| General staff - level 7.1 | $18.21 | $22.76 | $36.42 | $45.53 | $27.32 | $36.42 |
| General staff - level 7.2 | $19.29 | $24.11 | $38.58 | $48.23 | $28.94 | $38.58 |
| General staff - level 8 | $20.51 | $25.64 | N/A | $51.28 | N/A | N/A |
| General staff - level 9 | $21.68 | $27.10 | N/A | $54.20 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $28.35 | $22.68 | $22.68 | $13.04 | $13.04 | $14.74 |
| General staff - level 1.2 | $29.68 | $23.74 | $23.74 | $13.65 | $13.65 | $15.43 |
| General staff - level 1.3 | $30.60 | $24.48 | $24.48 | $14.08 | $14.08 | $15.91 |
| General staff - level 2.1 | $30.98 | $24.78 | $24.78 | $14.25 | $14.25 | $16.11 |
| General staff - level 2.2 | $31.53 | $25.22 | $25.22 | $14.50 | $14.50 | $16.39 |
| General staff - level 3.1 | $32.70 | $26.16 | $26.16 | $15.04 | $15.04 | $17.00 |
| General staff - level 3.2 | $34.33 | $27.46 | $27.46 | $15.79 | $15.79 | $17.85 |
| General staff - level 4.1 | $35.28 | $28.22 | $28.22 | $16.23 | $16.23 | $18.34 |
| General staff - level 4.2 | $36.65 | $29.32 | $29.32 | $16.86 | $16.86 | $19.06 |
| General staff - level 5.1 | $39.15 | $31.32 | $31.32 | $18.01 | $18.01 | $20.36 |
| General staff - level 5.2 | $41.00 | $32.80 | $32.80 | $18.86 | $18.86 | $21.32 |
| General staff - level 6.1 | $42.03 | $33.62 | $33.62 | $19.33 | $19.33 | $21.85 |
| General staff - level 6.2 | $44.50 | $35.60 | $35.60 | $20.47 | $20.47 | $23.14 |
| General staff - level 7.1 | $45.53 | $36.42 | $36.42 | $20.94 | $20.94 | $23.67 |
| General staff - level 7.2 | $48.23 | $38.58 | $38.58 | $22.18 | $22.18 | $25.08 |
| General staff - level 8 | N/A | N/A | N/A | $23.59 | $23.59 | $26.66 |
| General staff - level 9 | N/A | N/A | N/A | $24.93 | $24.93 | $28.18 |

**Table 3 of 3**

| **Classif`ication** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $17.01 | $22.68 | $17.01 | $22.68 | $17.01 | $22.68 | $22.68 |
| General staff - level 1.2 | $17.81 | $23.74 | $17.81 | $23.74 | $17.81 | $23.74 | $23.74 |
| General staff - level 1.3 | $18.36 | $24.48 | $18.36 | $24.48 | $18.36 | $24.48 | $24.48 |
| General staff - level 2.1 | $18.59 | $24.78 | $18.59 | $24.78 | $18.59 | $24.78 | $24.78 |
| General staff - level 2.2 | $18.92 | $25.22 | $18.92 | $25.22 | $18.92 | $25.22 | $25.22 |
| General staff - level 3.1 | $19.62 | $26.16 | $19.62 | $26.16 | $19.62 | $26.16 | $26.16 |
| General staff - level 3.2 | $20.60 | $27.46 | $20.60 | $27.46 | $20.60 | $27.46 | $27.46 |
| General staff - level 4.1 | $21.17 | $28.22 | $21.17 | $28.22 | $21.17 | $28.22 | $28.22 |
| General staff - level 4.2 | $21.99 | $29.32 | $21.99 | $29.32 | $21.99 | $29.32 | $29.32 |
| General staff - level 5.1 | $23.49 | $31.32 | $23.49 | $31.32 | $23.49 | $31.32 | $31.32 |
| General staff - level 5.2 | $24.60 | $32.80 | $24.60 | $32.80 | $24.60 | $32.80 | $32.80 |
| General staff - level 6.1 | $25.22 | $33.62 | $25.22 | $33.62 | $25.22 | $33.62 | $33.62 |
| General staff - level 6.2 | $26.70 | $35.60 | $26.70 | $35.60 | $26.70 | $35.60 | $35.60 |
| General staff - level 7.1 | $27.32 | $36.42 | $27.32 | $36.42 | $27.32 | $36.42 | $36.42 |
| General staff - level 7.2 | $28.94 | $38.58 | $28.94 | $38.58 | $28.94 | $38.58 | $38.58 |
| General staff - level 8 | $30.77 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $32.52 | N/A | N/A | N/A | N/A | N/A | N/A |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $13.60 | $17.00 | $27.20 | $34.00 | $20.40 | $27.20 |
| General staff - level 1.2 | $14.24 | $17.80 | $28.48 | $35.60 | $21.36 | $28.48 |
| General staff - level 1.3 | $14.68 | $18.35 | $29.36 | $36.70 | $22.02 | $29.36 |
| General staff - level 2.1 | $14.87 | $18.59 | $29.74 | $37.18 | $22.31 | $29.74 |
| General staff - level 2.2 | $15.13 | $18.91 | $30.26 | $37.83 | $22.70 | $30.26 |
| General staff - level 3.1 | $15.69 | $19.61 | $31.38 | $39.23 | $23.54 | $31.38 |
| General staff - level 3.2 | $16.48 | $20.60 | $32.96 | $41.20 | $24.72 | $32.96 |
| General staff - level 4.1 | $16.93 | $21.16 | $33.86 | $42.33 | $25.40 | $33.86 |
| General staff - level 4.2 | $17.59 | $21.99 | $35.18 | $43.98 | $26.39 | $35.18 |
| General staff - level 5.1 | $18.79 | $23.49 | $37.58 | $46.98 | $28.19 | $37.58 |
| General staff - level 5.2 | $19.68 | $24.60 | $39.36 | $49.20 | $29.52 | $39.36 |
| General staff - level 6.1 | $20.17 | $25.21 | $40.34 | $50.43 | $30.26 | $40.34 |
| General staff - level 6.2 | $21.35 | $26.69 | $42.70 | $53.38 | $32.03 | $42.70 |
| General staff - level 7.1 | $21.85 | $27.31 | $43.70 | $54.63 | $32.78 | $43.70 |
| General staff - level 7.2 | $23.15 | $28.94 | $46.30 | $57.88 | $34.73 | $46.30 |
| General staff - level 8 | $24.61 | $30.76 | N/A | $61.53 | N/A | N/A |
| General staff - level 9 | $26.02 | $32.53 | N/A | $65.05 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $34.00 | $27.20 | $27.20 | $15.64 | $15.64 | $17.68 |
| General staff - level 1.2 | $35.60 | $28.48 | $28.48 | $16.38 | $16.38 | $18.51 |
| General staff - level 1.3 | $36.70 | $29.36 | $29.36 | $16.88 | $16.88 | $19.08 |
| General staff - level 2.1 | $37.18 | $29.74 | $29.74 | $17.10 | $17.10 | $19.33 |
| General staff - level 2.2 | $37.83 | $30.26 | $30.26 | $17.40 | $17.40 | $19.67 |
| General staff - level 3.1 | $39.23 | $31.38 | $31.38 | $18.04 | $18.04 | $20.40 |
| General staff - level 3.2 | $41.20 | $32.96 | $32.96 | $18.95 | $18.95 | $21.42 |
| General staff - level 4.1 | $42.33 | $33.86 | $33.86 | $19.47 | $19.47 | $22.01 |
| General staff - level 4.2 | $43.98 | $35.18 | $35.18 | $20.23 | $20.23 | $22.87 |
| General staff - level 5.1 | $46.98 | $37.58 | $37.58 | $21.61 | $21.61 | $24.43 |
| General staff - level 5.2 | $49.20 | $39.36 | $39.36 | $22.63 | $22.63 | $25.58 |
| General staff - level 6.1 | $50.43 | $40.34 | $40.34 | $23.20 | $23.20 | $26.22 |
| General staff - level 6.2 | $53.38 | $42.70 | $42.70 | $24.55 | $24.55 | $27.76 |
| General staff - level 7.1 | $54.63 | $43.70 | $43.70 | $25.13 | $25.13 | $28.41 |
| General staff - level 7.2 | $57.88 | $46.30 | $46.30 | $26.62 | $26.62 | $30.10 |
| General staff - level 8 | N/A | N/A | N/A | $28.30 | $28.30 | $31.99 |
| General staff - level 9 | N/A | N/A | N/A | $29.92 | $29.92 | $33.83 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $20.40 | $27.20 | $20.40 | $27.20 | $20.40 | $27.20 | $27.20 |
| General staff - level 1.2 | $21.36 | $28.48 | $21.36 | $28.48 | $21.36 | $28.48 | $28.48 |
| General staff - level 1.3 | $22.02 | $29.36 | $22.02 | $29.36 | $22.02 | $29.36 | $29.36 |
| General staff - level 2.1 | $22.31 | $29.74 | $22.31 | $29.74 | $22.31 | $29.74 | $29.74 |
| General staff - level 2.2 | $22.70 | $30.26 | $22.70 | $30.26 | $22.70 | $30.26 | $30.26 |
| General staff - level 3.1 | $23.54 | $31.38 | $23.54 | $31.38 | $23.54 | $31.38 | $31.38 |
| General staff - level 3.2 | $24.72 | $32.96 | $24.72 | $32.96 | $24.72 | $32.96 | $32.96 |
| General staff - level 4.1 | $25.40 | $33.86 | $25.40 | $33.86 | $25.40 | $33.86 | $33.86 |
| General staff - level 4.2 | $26.39 | $35.18 | $26.39 | $35.18 | $26.39 | $35.18 | $35.18 |
| General staff - level 5.1 | $28.19 | $37.58 | $28.19 | $37.58 | $28.19 | $37.58 | $37.58 |
| General staff - level 5.2 | $29.52 | $39.36 | $29.52 | $39.36 | $29.52 | $39.36 | $39.36 |
| General staff - level 6.1 | $30.26 | $40.34 | $30.26 | $40.34 | $30.26 | $40.34 | $40.34 |
| General staff - level 6.2 | $32.03 | $42.70 | $32.03 | $42.70 | $32.03 | $42.70 | $42.70 |
| General staff - level 7.1 | $32.78 | $43.70 | $32.78 | $43.70 | $32.78 | $43.70 | $43.70 |
| General staff - level 7.2 | $34.73 | $46.30 | $34.73 | $46.30 | $34.73 | $46.30 | $46.30 |
| General staff - level 8 | $36.92 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $39.03 | N/A | N/A | N/A | N/A | N/A | N/A |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $15.87 | $19.84 | $31.74 | $39.68 | $23.81 | $31.74 |
| General staff - level 1.2 | $16.62 | $20.78 | $33.24 | $41.55 | $24.93 | $33.24 |
| General staff - level 1.3 | $17.13 | $21.41 | $34.26 | $42.83 | $25.70 | $34.26 |
| General staff - level 2.1 | $17.35 | $21.69 | $34.70 | $43.38 | $26.03 | $34.70 |
| General staff - level 2.2 | $17.65 | $22.06 | $35.30 | $44.13 | $26.48 | $35.30 |
| General staff - level 3.1 | $18.31 | $22.89 | $36.62 | $45.78 | $27.47 | $36.62 |
| General staff - level 3.2 | $19.22 | $24.03 | $38.44 | $48.05 | $28.83 | $38.44 |
| General staff - level 4.1 | $19.75 | $24.69 | $39.50 | $49.38 | $29.63 | $39.50 |
| General staff - level 4.2 | $20.52 | $25.65 | $41.04 | $51.30 | $30.78 | $41.04 |
| General staff - level 5.1 | $21.92 | $27.40 | $43.84 | $54.80 | $32.88 | $43.84 |
| General staff - level 5.2 | $22.96 | $28.70 | $45.92 | $57.40 | $34.44 | $45.92 |
| General staff - level 6.1 | $23.53 | $29.41 | $47.06 | $58.83 | $35.30 | $47.06 |
| General staff - level 6.2 | $24.91 | $31.14 | $49.82 | $62.28 | $37.37 | $49.82 |
| General staff - level 7.1 | $25.49 | $31.86 | $50.98 | $63.73 | $38.24 | $50.98 |
| General staff - level 7.2 | $27.01 | $33.76 | $54.02 | $67.53 | $40.52 | $54.02 |
| General staff - level 8 | $28.71 | $35.89 | N/A | $71.78 | N/A | N/A |
| General staff - level 9 | $30.35 | $37.94 | N/A | $75.88 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $39.68 | $31.74 | $31.74 | $18.25 | $18.25 | $20.63 |
| General staff - level 1.2 | $41.55 | $33.24 | $33.24 | $19.11 | $19.11 | $21.61 |
| General staff - level 1.3 | $42.83 | $34.26 | $34.26 | $19.70 | $19.70 | $22.27 |
| General staff - level 2.1 | $43.38 | $34.70 | $34.70 | $19.95 | $19.95 | $22.56 |
| General staff - level 2.2 | $44.13 | $35.30 | $35.30 | $20.30 | $20.30 | $22.95 |
| General staff - level 3.1 | $45.78 | $36.62 | $36.62 | $21.06 | $21.06 | $23.80 |
| General staff - level 3.2 | $48.05 | $38.44 | $38.44 | $22.10 | $22.10 | $24.99 |
| General staff - level 4.1 | $49.38 | $39.50 | $39.50 | $22.71 | $22.71 | $25.68 |
| General staff - level 4.2 | $51.30 | $41.04 | $41.04 | $23.60 | $23.60 | $26.68 |
| General staff - level 5.1 | $54.80 | $43.84 | $43.84 | $25.21 | $25.21 | $28.50 |
| General staff - level 5.2 | $57.40 | $45.92 | $45.92 | $26.40 | $26.40 | $29.85 |
| General staff - level 6.1 | $58.83 | $47.06 | $47.06 | $27.06 | $27.06 | $30.59 |
| General staff - level 6.2 | $62.28 | $49.82 | $49.82 | $28.65 | $28.65 | $32.38 |
| General staff - level 7.1 | $63.73 | $50.98 | $50.98 | $29.31 | $29.31 | $33.14 |
| General staff - level 7.2 | $67.53 | $54.02 | $54.02 | $31.06 | $31.06 | $35.11 |
| General staff - level 8 | N/A | N/A | N/A | $33.02 | $33.02 | $37.32 |
| General staff - level 9 | N/A | N/A | N/A | $34.90 | $34.90 | $39.46 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $23.81 | $31.74 | $23.81 | $31.74 | $23.81 | $31.74 | $31.74 |
| General staff - level 1.2 | $24.93 | $33.24 | $24.93 | $33.24 | $24.93 | $33.24 | $33.24 |
| General staff - level 1.3 | $25.70 | $34.26 | $25.70 | $34.26 | $25.70 | $34.26 | $34.26 |
| General staff - level 2.1 | $26.03 | $34.70 | $26.03 | $34.70 | $26.03 | $34.70 | $34.70 |
| General staff - level 2.2 | $26.48 | $35.30 | $26.48 | $35.30 | $26.48 | $35.30 | $35.30 |
| General staff - level 3.1 | $27.47 | $36.62 | $27.47 | $36.62 | $27.47 | $36.62 | $36.62 |
| General staff - level 3.2 | $28.83 | $38.44 | $28.83 | $38.44 | $28.83 | $38.44 | $38.44 |
| General staff - level 4.1 | $29.63 | $39.50 | $29.63 | $39.50 | $29.63 | $39.50 | $39.50 |
| General staff - level 4.2 | $30.78 | $41.04 | $30.78 | $41.04 | $30.78 | $41.04 | $41.04 |
| General staff - level 5.1 | $32.88 | $43.84 | $32.88 | $43.84 | $32.88 | $43.84 | $43.84 |
| General staff - level 5.2 | $34.44 | $45.92 | $34.44 | $45.92 | $34.44 | $45.92 | $45.92 |
| General staff - level 6.1 | $35.30 | $47.06 | $35.30 | $47.06 | $35.30 | $47.06 | $47.06 |
| General staff - level 6.2 | $37.37 | $49.82 | $37.37 | $49.82 | $37.37 | $49.82 | $49.82 |
| General staff - level 7.1 | $38.24 | $50.98 | $38.24 | $50.98 | $38.24 | $50.98 | $50.98 |
| General staff - level 7.2 | $40.52 | $54.02 | $40.52 | $54.02 | $40.52 | $54.02 | $54.02 |
| General staff - level 8 | $43.07 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $45.53 | N/A | N/A | N/A | N/A | N/A | N/A |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $18.14 | $22.68 | $36.28 | $45.35 | $27.21 | $36.28 |
| General staff - level 1.2 | $18.99 | $23.74 | $37.98 | $47.48 | $28.49 | $37.98 |
| General staff - level 1.3 | $19.58 | $24.48 | $39.16 | $48.95 | $29.37 | $39.16 |
| General staff - level 2.1 | $19.82 | $24.78 | $39.64 | $49.55 | $29.73 | $39.64 |
| General staff - level 2.2 | $20.18 | $25.23 | $40.36 | $50.45 | $30.27 | $40.36 |
| General staff - level 3.1 | $20.92 | $26.15 | $41.84 | $52.30 | $31.38 | $41.84 |
| General staff - level 3.2 | $21.97 | $27.46 | $43.94 | $54.93 | $32.96 | $43.94 |
| General staff - level 4.1 | $22.57 | $28.21 | $45.14 | $56.43 | $33.86 | $45.14 |
| General staff - level 4.2 | $23.46 | $29.33 | $46.92 | $58.65 | $35.19 | $46.92 |
| General staff - level 5.1 | $25.05 | $31.31 | $50.10 | $62.63 | $37.58 | $50.10 |
| General staff - level 5.2 | $26.24 | $32.80 | $52.48 | $65.60 | $39.36 | $52.48 |
| General staff - level 6.1 | $26.89 | $33.61 | $53.78 | $67.23 | $40.34 | $53.78 |
| General staff - level 6.2 | $28.47 | $35.59 | $56.94 | $71.18 | $42.71 | $56.94 |
| General staff - level 7.1 | $29.14 | $36.43 | $58.28 | $72.85 | $43.71 | $58.28 |
| General staff - level 7.2 | $30.86 | $38.58 | $61.72 | $77.15 | $46.29 | $61.72 |
| General staff - level 8 | $32.81 | $41.01 | N/A | $82.03 | N/A | N/A |
| General staff - level 9 | $34.69 | $43.36 | N/A | $86.73 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $45.35 | $36.28 | $36.28 | $20.86 | $20.86 | $23.58 |
| General staff - level 1.2 | $47.48 | $37.98 | $37.98 | $21.84 | $21.84 | $24.69 |
| General staff - level 1.3 | $48.95 | $39.16 | $39.16 | $22.52 | $22.52 | $25.45 |
| General staff - level 2.1 | $49.55 | $39.64 | $39.64 | $22.79 | $22.79 | $25.77 |
| General staff - level 2.2 | $50.45 | $40.36 | $40.36 | $23.21 | $23.21 | $26.23 |
| General staff - level 3.1 | $52.30 | $41.84 | $41.84 | $24.06 | $24.06 | $27.20 |
| General staff - level 3.2 | $54.93 | $43.94 | $43.94 | $25.27 | $25.27 | $28.56 |
| General staff - level 4.1 | $56.43 | $45.14 | $45.14 | $25.96 | $25.96 | $29.34 |
| General staff - level 4.2 | $58.65 | $46.92 | $46.92 | $26.98 | $26.98 | $30.50 |
| General staff - level 5.1 | $62.63 | $50.10 | $50.10 | $28.81 | $28.81 | $32.57 |
| General staff - level 5.2 | $65.60 | $52.48 | $52.48 | $30.18 | $30.18 | $34.11 |
| General staff - level 6.1 | $67.23 | $53.78 | $53.78 | $30.92 | $30.92 | $34.96 |
| General staff - level 6.2 | $71.18 | $56.94 | $56.94 | $32.74 | $32.74 | $37.01 |
| General staff - level 7.1 | $72.85 | $58.28 | $58.28 | $33.51 | $33.51 | $37.88 |
| General staff - level 7.2 | $77.15 | $61.72 | $61.72 | $35.49 | $35.49 | $40.12 |
| General staff - level 8 | N/A | N/A | N/A | $37.73 | $37.73 | $42.65 |
| General staff - level 9 | N/A | N/A | N/A | $39.89 | $39.89 | $45.10 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $27.21 | $36.28 | $27.21 | $36.28 | $27.21 | $36.28 | $36.28 |
| General staff - level 1.2 | $28.49 | $37.98 | $28.49 | $37.98 | $28.49 | $37.98 | $37.98 |
| General staff - level 1.3 | $29.37 | $39.16 | $29.37 | $39.16 | $29.37 | $39.16 | $39.16 |
| General staff - level 2.1 | $29.73 | $39.64 | $29.73 | $39.64 | $29.73 | $39.64 | $39.64 |
| General staff - level 2.2 | $30.27 | $40.36 | $30.27 | $40.36 | $30.27 | $40.36 | $40.36 |
| General staff - level 3.1 | $31.38 | $41.84 | $31.38 | $41.84 | $31.38 | $41.84 | $41.84 |
| General staff - level 3.2 | $32.96 | $43.94 | $32.96 | $43.94 | $32.96 | $43.94 | $43.94 |
| General staff - level 4.1 | $33.86 | $45.14 | $33.86 | $45.14 | $33.86 | $45.14 | $45.14 |
| General staff - level 4.2 | $35.19 | $46.92 | $35.19 | $46.92 | $35.19 | $46.92 | $46.92 |
| General staff - level 5.1 | $37.58 | $50.10 | $37.58 | $50.10 | $37.58 | $50.10 | $50.10 |
| General staff - level 5.2 | $39.36 | $52.48 | $39.36 | $52.48 | $39.36 | $52.48 | $52.48 |
| General staff - level 6.1 | $40.34 | $53.78 | $40.34 | $53.78 | $40.34 | $53.78 | $53.78 |
| General staff - level 6.2 | $42.71 | $56.94 | $42.71 | $56.94 | $42.71 | $56.94 | $56.94 |
| General staff - level 7.1 | $43.71 | $58.28 | $43.71 | $58.28 | $43.71 | $58.28 | $58.28 |
| General staff - level 7.2 | $46.29 | $61.72 | $46.29 | $61.72 | $46.29 | $61.72 | $61.72 |
| General staff - level 8 | $49.22 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $52.04 | N/A | N/A | N/A | N/A | N/A | N/A |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $20.40 | $25.50 | $40.80 | $51.00 | $30.60 | $40.80 |
| General staff - level 1.2 | $21.37 | $26.71 | $42.74 | $53.43 | $32.06 | $42.74 |
| General staff - level 1.3 | $22.02 | $27.53 | $44.04 | $55.05 | $33.03 | $44.04 |
| General staff - level 2.1 | $22.30 | $27.88 | $44.60 | $55.75 | $33.45 | $44.60 |
| General staff - level 2.2 | $22.70 | $28.38 | $45.40 | $56.75 | $34.05 | $45.40 |
| General staff - level 3.1 | $23.54 | $29.43 | $47.08 | $58.85 | $35.31 | $47.08 |
| General staff - level 3.2 | $24.71 | $30.89 | $49.42 | $61.78 | $37.07 | $49.42 |
| General staff - level 4.1 | $25.39 | $31.74 | $50.78 | $63.48 | $38.09 | $50.78 |
| General staff - level 4.2 | $26.39 | $32.99 | $52.78 | $65.98 | $39.59 | $52.78 |
| General staff - level 5.1 | $28.18 | $35.23 | $56.36 | $70.45 | $42.27 | $56.36 |
| General staff - level 5.2 | $29.52 | $36.90 | $59.04 | $73.80 | $44.28 | $59.04 |
| General staff - level 6.1 | $30.25 | $37.81 | $60.50 | $75.63 | $45.38 | $60.50 |
| General staff - level 6.2 | $32.03 | $40.04 | $64.06 | $80.08 | $48.05 | $64.06 |
| General staff - level 7.1 | $32.78 | $40.98 | $65.56 | $81.95 | $49.17 | $65.56 |
| General staff - level 7.2 | $34.72 | $43.40 | $69.44 | $86.80 | $52.08 | $69.44 |
| General staff - level 8 | $36.91 | $46.14 | N/A | $92.28 | N/A | N/A |
| General staff - level 9 | $39.02 | $48.78 | N/A | $97.55 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $51.00 | $40.80 | $40.80 | $23.46 | $23.46 | $26.52 |
| General staff - level 1.2 | $53.43 | $42.74 | $42.74 | $24.58 | $24.58 | $27.78 |
| General staff - level 1.3 | $55.05 | $44.04 | $44.04 | $25.32 | $25.32 | $28.63 |
| General staff - level 2.1 | $55.75 | $44.60 | $44.60 | $25.65 | $25.65 | $28.99 |
| General staff - level 2.2 | $56.75 | $45.40 | $45.40 | $26.11 | $26.11 | $29.51 |
| General staff - level 3.1 | $58.85 | $47.08 | $47.08 | $27.07 | $27.07 | $30.60 |
| General staff - level 3.2 | $61.78 | $49.42 | $49.42 | $28.42 | $28.42 | $32.12 |
| General staff - level 4.1 | $63.48 | $50.78 | $50.78 | $29.20 | $29.20 | $33.01 |
| General staff - level 4.2 | $65.98 | $52.78 | $52.78 | $30.35 | $30.35 | $34.31 |
| General staff - level 5.1 | $70.45 | $56.36 | $56.36 | $32.41 | $32.41 | $36.63 |
| General staff - level 5.2 | $73.80 | $59.04 | $59.04 | $33.95 | $33.95 | $38.38 |
| General staff - level 6.1 | $75.63 | $60.50 | $60.50 | $34.79 | $34.79 | $39.33 |
| General staff - level 6.2 | $80.08 | $64.06 | $64.06 | $36.83 | $36.83 | $41.64 |
| General staff - level 7.1 | $81.95 | $65.56 | $65.56 | $37.70 | $37.70 | $42.61 |
| General staff - level 7.2 | $86.80 | $69.44 | $69.44 | $39.93 | $39.93 | $45.14 |
| General staff - level 8 | N/A | N/A | N/A | $42.45 | $42.45 | $47.98 |
| General staff - level 9 | N/A | N/A | N/A | $44.87 | $44.87 | $50.73 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $30.60 | $40.80 | $30.60 | $40.80 | $30.60 | $40.80 | $40.80 |
| General staff - level 1.2 | $32.06 | $42.74 | $32.06 | $42.74 | $32.06 | $42.74 | $42.74 |
| General staff - level 1.3 | $33.03 | $44.04 | $33.03 | $44.04 | $33.03 | $44.04 | $44.04 |
| General staff - level 2.1 | $33.45 | $44.60 | $33.45 | $44.60 | $33.45 | $44.60 | $44.60 |
| General staff - level 2.2 | $34.05 | $45.40 | $34.05 | $45.40 | $34.05 | $45.40 | $45.40 |
| General staff - level 3.1 | $35.31 | $47.08 | $35.31 | $47.08 | $35.31 | $47.08 | $47.08 |
| General staff - level 3.2 | $37.07 | $49.42 | $37.07 | $49.42 | $37.07 | $49.42 | $49.42 |
| General staff - level 4.1 | $38.09 | $50.78 | $38.09 | $50.78 | $38.09 | $50.78 | $50.78 |
| General staff - level 4.2 | $39.59 | $52.78 | $39.59 | $52.78 | $39.59 | $52.78 | $52.78 |
| General staff - level 5.1 | $42.27 | $56.36 | $42.27 | $56.36 | $42.27 | $56.36 | $56.36 |
| General staff - level 5.2 | $44.28 | $59.04 | $44.28 | $59.04 | $44.28 | $59.04 | $59.04 |
| General staff - level 6.1 | $45.38 | $60.50 | $45.38 | $60.50 | $45.38 | $60.50 | $60.50 |
| General staff - level 6.2 | $48.05 | $64.06 | $48.05 | $64.06 | $48.05 | $64.06 | $64.06 |
| General staff - level 7.1 | $49.17 | $65.56 | $49.17 | $65.56 | $49.17 | $65.56 | $65.56 |
| General staff - level 7.2 | $52.08 | $69.44 | $52.08 | $69.44 | $52.08 | $69.44 | $69.44 |
| General staff - level 8 | $55.37 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $58.53 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - Under 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $12.75 | $15.30 | $22.95 | $28.05 | $17.85 | $22.95 |
| General staff - level 1.2 | $13.35 | $16.02 | $24.03 | $29.37 | $18.69 | $24.03 |
| General staff - level 1.3 | $13.76 | $16.52 | $24.77 | $30.28 | $19.27 | $24.77 |
| General staff - level 2.1 | $13.94 | $16.73 | $25.09 | $30.66 | $19.51 | $25.09 |
| General staff - level 2.2 | $14.19 | $17.03 | $25.54 | $31.21 | $19.86 | $25.54 |
| General staff - level 3.1 | $14.71 | $17.66 | $26.48 | $32.37 | $20.60 | $26.48 |
| General staff - level 3.2 | $15.45 | $18.54 | $27.81 | $33.99 | $21.63 | $27.81 |
| General staff - level 4.1 | $15.86 | $19.04 | $28.55 | $34.90 | $22.21 | $28.55 |
| General staff - level 4.2 | $16.49 | $19.79 | $29.68 | $36.27 | $23.08 | $29.68 |
| General staff - level 5.1 | $17.61 | $21.14 | $31.70 | $38.75 | $24.66 | $31.70 |
| General staff - level 5.2 | $18.45 | $22.14 | $33.21 | $40.59 | $25.83 | $33.21 |
| General staff - level 6.1 | $18.90 | $22.68 | $34.02 | $41.58 | $26.46 | $34.02 |
| General staff - level 6.2 | $20.03 | $24.03 | $36.05 | $44.06 | $28.04 | $36.05 |
| General staff - level 7.1 | $20.49 | $24.59 | $36.88 | $45.07 | $28.68 | $36.88 |
| General staff - level 7.2 | $21.70 | $26.04 | $39.06 | $47.74 | $30.38 | $39.06 |
| General staff - level 8 | $23.06 | $27.68 | N/A | $50.74 | N/A | N/A |
| General staff - level 9 | $24.39 | $29.27 | N/A | $53.65 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $28.05 | $22.95 | $22.95 | $14.28 | $14.28 | $15.81 |
| General staff - level 1.2 | $29.37 | $24.03 | $24.03 | $14.95 | $14.95 | $16.55 |
| General staff - level 1.3 | $30.28 | $24.77 | $24.77 | $15.41 | $15.41 | $17.07 |
| General staff - level 2.1 | $30.66 | $25.09 | $25.09 | $15.61 | $15.61 | $17.28 |
| General staff - level 2.2 | $31.21 | $25.54 | $25.54 | $15.89 | $15.89 | $17.59 |
| General staff - level 3.1 | $32.37 | $26.48 | $26.48 | $16.48 | $16.48 | $18.24 |
| General staff - level 3.2 | $33.99 | $27.81 | $27.81 | $17.30 | $17.30 | $19.16 |
| General staff - level 4.1 | $34.90 | $28.55 | $28.55 | $17.77 | $17.77 | $19.67 |
| General staff - level 4.2 | $36.27 | $29.68 | $29.68 | $18.47 | $18.47 | $20.44 |
| General staff - level 5.1 | $38.75 | $31.70 | $31.70 | $19.73 | $19.73 | $21.84 |
| General staff - level 5.2 | $40.59 | $33.21 | $33.21 | $20.66 | $20.66 | $22.88 |
| General staff - level 6.1 | $41.58 | $34.02 | $34.02 | $21.17 | $21.17 | $23.44 |
| General staff - level 6.2 | $44.06 | $36.05 | $36.05 | $22.43 | $22.43 | $24.83 |
| General staff - level 7.1 | $45.07 | $36.88 | $36.88 | $22.95 | $22.95 | $25.40 |
| General staff - level 7.2 | $47.74 | $39.06 | $39.06 | $24.30 | $24.30 | $26.91 |
| General staff - level 8 | N/A | N/A | N/A | $25.83 | $25.83 | $28.60 |
| General staff - level 9 | N/A | N/A | N/A | $27.31 | $27.31 | $30.24 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $17.85 | $22.95 | $17.85 | $22.95 | $17.85 | $22.95 | $22.95 |
| General staff - level 1.2 | $18.69 | $24.03 | $18.69 | $24.03 | $18.69 | $24.03 | $24.03 |
| General staff - level 1.3 | $19.27 | $24.77 | $19.27 | $24.77 | $19.27 | $24.77 | $24.77 |
| General staff - level 2.1 | $19.51 | $25.09 | $19.51 | $25.09 | $19.51 | $25.09 | $25.09 |
| General staff - level 2.2 | $19.86 | $25.54 | $19.86 | $25.54 | $19.86 | $25.54 | $25.54 |
| General staff - level 3.1 | $20.60 | $26.48 | $20.60 | $26.48 | $20.60 | $26.48 | $26.48 |
| General staff - level 3.2 | $21.63 | $27.81 | $21.63 | $27.81 | $21.63 | $27.81 | $27.81 |
| General staff - level 4.1 | $22.21 | $28.55 | $22.21 | $28.55 | $22.21 | $28.55 | $28.55 |
| General staff - level 4.2 | $23.08 | $29.68 | $23.08 | $29.68 | $23.08 | $29.68 | $29.68 |
| General staff - level 5.1 | $24.66 | $31.70 | $24.66 | $31.70 | $24.66 | $31.70 | $31.70 |
| General staff - level 5.2 | $25.83 | $33.21 | $25.83 | $33.21 | $25.83 | $33.21 | $33.21 |
| General staff - level 6.1 | $26.46 | $34.02 | $26.46 | $34.02 | $26.46 | $34.02 | $34.02 |
| General staff - level 6.2 | $28.04 | $36.05 | $28.04 | $36.05 | $28.04 | $36.05 | $36.05 |
| General staff - level 7.1 | $28.68 | $36.88 | $28.68 | $36.88 | $28.68 | $36.88 | $36.88 |
| General staff - level 7.2 | $30.38 | $39.06 | $30.38 | $39.06 | $30.38 | $39.06 | $39.06 |
| General staff - level 8 | $32.29 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $34.14 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $14.18 | $17.01 | $25.52 | $31.19 | $19.85 | $25.52 |
| General staff - level 1.2 | $14.84 | $17.81 | $26.71 | $32.64 | $20.77 | $26.71 |
| General staff - level 1.3 | $15.30 | $18.36 | $27.54 | $33.66 | $21.42 | $27.54 |
| General staff - level 2.1 | $15.49 | $18.59 | $27.88 | $34.07 | $21.68 | $27.88 |
| General staff - level 2.2 | $15.76 | $18.92 | $28.37 | $34.68 | $22.07 | $28.37 |
| General staff - level 3.1 | $16.35 | $19.62 | $29.43 | $35.97 | $22.89 | $29.43 |
| General staff - level 3.2 | $17.16 | $20.60 | $30.89 | $37.76 | $24.03 | $30.89 |
| General staff - level 4.1 | $17.64 | $21.17 | $31.75 | $38.80 | $24.69 | $31.75 |
| General staff - level 4.2 | $18.33 | $21.99 | $32.99 | $40.32 | $25.66 | $32.99 |
| General staff - level 5.1 | $19.58 | $23.49 | $35.24 | $43.07 | $27.41 | $35.24 |
| General staff - level 5.2 | $20.50 | $24.60 | $36.90 | $45.10 | $28.70 | $36.90 |
| General staff - level 6.1 | $21.01 | $25.22 | $37.82 | $46.23 | $29.42 | $37.82 |
| General staff - level 6.2 | $22.25 | $26.70 | $40.05 | $48.95 | $31.15 | $40.05 |
| General staff - level 7.1 | $22.76 | $27.32 | $40.97 | $50.08 | $31.87 | $40.97 |
| General staff - level 7.2 | $24.11 | $28.94 | $43.40 | $53.05 | $33.76 | $43.40 |
| General staff - level 8 | $25.64 | $30.77 | N/A | $56.40 | N/A | N/A |
| General staff - level 9 | $27.10 | $32.52 | N/A | $59.62 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $31.19 | $25.52 | $25.52 | $15.88 | $15.88 | $17.58 |
| General staff - level 1.2 | $32.64 | $26.71 | $26.71 | $16.62 | $16.62 | $18.40 |
| General staff - level 1.3 | $33.66 | $27.54 | $27.54 | $17.14 | $17.14 | $18.97 |
| General staff - level 2.1 | $34.07 | $27.88 | $27.88 | $17.35 | $17.35 | $19.20 |
| General staff - level 2.2 | $34.68 | $28.37 | $28.37 | $17.65 | $17.65 | $19.55 |
| General staff - level 3.1 | $35.97 | $29.43 | $29.43 | $18.31 | $18.31 | $20.27 |
| General staff - level 3.2 | $37.76 | $30.89 | $30.89 | $19.22 | $19.22 | $21.28 |
| General staff - level 4.1 | $38.80 | $31.75 | $31.75 | $19.75 | $19.75 | $21.87 |
| General staff - level 4.2 | $40.32 | $32.99 | $32.99 | $20.52 | $20.52 | $22.72 |
| General staff - level 5.1 | $43.07 | $35.24 | $35.24 | $21.92 | $21.92 | $24.27 |
| General staff - level 5.2 | $45.10 | $36.90 | $36.90 | $22.96 | $22.96 | $25.42 |
| General staff - level 6.1 | $46.23 | $37.82 | $37.82 | $23.53 | $23.53 | $26.06 |
| General staff - level 6.2 | $48.95 | $40.05 | $40.05 | $24.92 | $24.92 | $27.59 |
| General staff - level 7.1 | $50.08 | $40.97 | $40.97 | $25.49 | $25.49 | $28.23 |
| General staff - level 7.2 | $53.05 | $43.40 | $43.40 | $27.01 | $27.01 | $29.90 |
| General staff - level 8 | N/A | N/A | N/A | $28.71 | $28.71 | $31.79 |
| General staff - level 9 | N/A | N/A | N/A | $30.35 | $30.35 | $33.60 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $19.85 | $25.52 | $19.85 | $25.52 | $19.85 | $25.52 | $25.52 |
| General staff - level 1.2 | $20.77 | $26.71 | $20.77 | $26.71 | $20.77 | $26.71 | $26.71 |
| General staff - level 1.3 | $21.42 | $27.54 | $21.42 | $27.54 | $21.42 | $27.54 | $27.54 |
| General staff - level 2.1 | $21.68 | $27.88 | $21.68 | $27.88 | $21.68 | $27.88 | $27.88 |
| General staff - level 2.2 | $22.07 | $28.37 | $22.07 | $28.37 | $22.07 | $28.37 | $28.37 |
| General staff - level 3.1 | $22.89 | $29.43 | $22.89 | $29.43 | $22.89 | $29.43 | $29.43 |
| General staff - level 3.2 | $24.03 | $30.89 | $24.03 | $30.89 | $24.03 | $30.89 | $30.89 |
| General staff - level 4.1 | $24.69 | $31.75 | $24.69 | $31.75 | $24.69 | $31.75 | $31.75 |
| General staff - level 4.2 | $25.66 | $32.99 | $25.66 | $32.99 | $25.66 | $32.99 | $32.99 |
| General staff - level 5.1 | $27.41 | $35.24 | $27.41 | $35.24 | $27.41 | $35.24 | $35.24 |
| General staff - level 5.2 | $28.70 | $36.90 | $28.70 | $36.90 | $28.70 | $36.90 | $36.90 |
| General staff - level 6.1 | $29.42 | $37.82 | $29.42 | $37.82 | $29.42 | $37.82 | $37.82 |
| General staff - level 6.2 | $31.15 | $40.05 | $31.15 | $40.05 | $31.15 | $40.05 | $40.05 |
| General staff - level 7.1 | $31.87 | $40.97 | $31.87 | $40.97 | $31.87 | $40.97 | $40.97 |
| General staff - level 7.2 | $33.76 | $43.40 | $33.76 | $43.40 | $33.76 | $43.40 | $43.40 |
| General staff - level 8 | $35.89 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $37.94 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $17.00 | $20.40 | $30.60 | $37.40 | $23.80 | $30.60 |
| General staff - level 1.2 | $17.80 | $21.36 | $32.04 | $39.16 | $24.92 | $32.04 |
| General staff - level 1.3 | $18.35 | $22.02 | $33.03 | $40.37 | $25.69 | $33.03 |
| General staff - level 2.1 | $18.59 | $22.31 | $33.46 | $40.89 | $26.02 | $33.46 |
| General staff - level 2.2 | $18.91 | $22.70 | $34.04 | $41.61 | $26.48 | $34.04 |
| General staff - level 3.1 | $19.61 | $23.54 | $35.30 | $43.15 | $27.46 | $35.30 |
| General staff - level 3.2 | $20.60 | $24.72 | $37.08 | $45.32 | $28.84 | $37.08 |
| General staff - level 4.1 | $21.16 | $25.40 | $38.09 | $46.56 | $29.63 | $38.09 |
| General staff - level 4.2 | $21.99 | $26.39 | $39.58 | $48.37 | $30.78 | $39.58 |
| General staff - level 5.1 | $23.49 | $28.19 | $42.28 | $51.67 | $32.88 | $42.28 |
| General staff - level 5.2 | $24.60 | $29.52 | $44.28 | $54.12 | $34.44 | $44.28 |
| General staff - level 6.1 | $25.21 | $30.26 | $45.38 | $55.47 | $35.30 | $45.38 |
| General staff - level 6.2 | $26.69 | $32.03 | $48.04 | $58.71 | $37.36 | $48.04 |
| General staff - level 7.1 | $27.31 | $32.78 | $49.16 | $60.09 | $38.24 | $49.16 |
| General staff - level 7.2 | $28.94 | $34.73 | $52.09 | $63.66 | $40.51 | $52.09 |
| General staff - level 8 | $30.76 | $36.92 | N/A | $67.68 | N/A | N/A |
| General staff - level 9 | $32.53 | $39.03 | N/A | $71.56 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $37.40 | $30.60 | $30.60 | $19.04 | $19.04 | $21.08 |
| General staff - level 1.2 | $39.16 | $32.04 | $32.04 | $19.94 | $19.94 | $22.07 |
| General staff - level 1.3 | $40.37 | $33.03 | $33.03 | $20.55 | $20.55 | $22.75 |
| General staff - level 2.1 | $40.89 | $33.46 | $33.46 | $20.82 | $20.82 | $23.05 |
| General staff - level 2.2 | $41.61 | $34.04 | $34.04 | $21.18 | $21.18 | $23.45 |
| General staff - level 3.1 | $43.15 | $35.30 | $35.30 | $21.97 | $21.97 | $24.32 |
| General staff - level 3.2 | $45.32 | $37.08 | $37.08 | $23.07 | $23.07 | $25.54 |
| General staff - level 4.1 | $46.56 | $38.09 | $38.09 | $23.70 | $23.70 | $26.24 |
| General staff - level 4.2 | $48.37 | $39.58 | $39.58 | $24.63 | $24.63 | $27.26 |
| General staff - level 5.1 | $51.67 | $42.28 | $42.28 | $26.31 | $26.31 | $29.12 |
| General staff - level 5.2 | $54.12 | $44.28 | $44.28 | $27.55 | $27.55 | $30.50 |
| General staff - level 6.1 | $55.47 | $45.38 | $45.38 | $28.24 | $28.24 | $31.26 |
| General staff - level 6.2 | $58.71 | $48.04 | $48.04 | $29.89 | $29.89 | $33.09 |
| General staff - level 7.1 | $60.09 | $49.16 | $49.16 | $30.59 | $30.59 | $33.87 |
| General staff - level 7.2 | $63.66 | $52.09 | $52.09 | $32.41 | $32.41 | $35.88 |
| General staff - level 8 | N/A | N/A | N/A | $34.45 | $34.45 | $38.15 |
| General staff - level 9 | N/A | N/A | N/A | $36.43 | $36.43 | $40.33 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $23.80 | $30.60 | $23.80 | $30.60 | $23.80 | $30.60 | $30.60 |
| General staff - level 1.2 | $24.92 | $32.04 | $24.92 | $32.04 | $24.92 | $32.04 | $32.04 |
| General staff - level 1.3 | $25.69 | $33.03 | $25.69 | $33.03 | $25.69 | $33.03 | $33.03 |
| General staff - level 2.1 | $26.02 | $33.46 | $26.02 | $33.46 | $26.02 | $33.46 | $33.46 |
| General staff - level 2.2 | $26.48 | $34.04 | $26.48 | $34.04 | $26.48 | $34.04 | $34.04 |
| General staff - level 3.1 | $27.46 | $35.30 | $27.46 | $35.30 | $27.46 | $35.30 | $35.30 |
| General staff - level 3.2 | $28.84 | $37.08 | $28.84 | $37.08 | $28.84 | $37.08 | $37.08 |
| General staff - level 4.1 | $29.63 | $38.09 | $29.63 | $38.09 | $29.63 | $38.09 | $38.09 |
| General staff - level 4.2 | $30.78 | $39.58 | $30.78 | $39.58 | $30.78 | $39.58 | $39.58 |
| General staff - level 5.1 | $32.88 | $42.28 | $32.88 | $42.28 | $32.88 | $42.28 | $42.28 |
| General staff - level 5.2 | $34.44 | $44.28 | $34.44 | $44.28 | $34.44 | $44.28 | $44.28 |
| General staff - level 6.1 | $35.30 | $45.38 | $35.30 | $45.38 | $35.30 | $45.38 | $45.38 |
| General staff - level 6.2 | $37.36 | $48.04 | $37.36 | $48.04 | $37.36 | $48.04 | $48.04 |
| General staff - level 7.1 | $38.24 | $49.16 | $38.24 | $49.16 | $38.24 | $49.16 | $49.16 |
| General staff - level 7.2 | $40.51 | $52.09 | $40.51 | $52.09 | $40.51 | $52.09 | $52.09 |
| General staff - level 8 | $43.07 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $45.54 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $19.84 | $23.81 | $35.71 | $43.64 | $27.77 | $35.71 |
| General staff - level 1.2 | $20.78 | $24.93 | $37.40 | $45.71 | $29.09 | $37.40 |
| General staff - level 1.3 | $21.41 | $25.70 | $38.54 | $47.11 | $29.98 | $38.54 |
| General staff - level 2.1 | $21.69 | $26.03 | $39.04 | $47.71 | $30.36 | $39.04 |
| General staff - level 2.2 | $22.06 | $26.48 | $39.71 | $48.54 | $30.89 | $39.71 |
| General staff - level 3.1 | $22.89 | $27.47 | $41.20 | $50.35 | $32.04 | $41.20 |
| General staff - level 3.2 | $24.03 | $28.83 | $43.25 | $52.86 | $33.64 | $43.25 |
| General staff - level 4.1 | $24.69 | $29.63 | $44.44 | $54.31 | $34.56 | $44.44 |
| General staff - level 4.2 | $25.65 | $30.78 | $46.17 | $56.43 | $35.91 | $46.17 |
| General staff - level 5.1 | $27.40 | $32.88 | $49.32 | $60.28 | $38.36 | $49.32 |
| General staff - level 5.2 | $28.70 | $34.44 | $51.66 | $63.14 | $40.18 | $51.66 |
| General staff - level 6.1 | $29.41 | $35.30 | $52.94 | $64.71 | $41.18 | $52.94 |
| General staff - level 6.2 | $31.14 | $37.37 | $56.05 | $68.50 | $43.59 | $56.05 |
| General staff - level 7.1 | $31.86 | $38.24 | $57.35 | $70.10 | $44.61 | $57.35 |
| General staff - level 7.2 | $33.76 | $40.52 | $60.77 | $74.28 | $47.27 | $60.77 |
| General staff - level 8 | $35.89 | $43.07 | N/A | $78.95 | N/A | N/A |
| General staff - level 9 | $37.94 | $45.53 | N/A | $83.46 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $43.64 | $35.71 | $35.71 | $22.22 | $22.22 | $24.60 |
| General staff - level 1.2 | $45.71 | $37.40 | $37.40 | $23.27 | $23.27 | $25.76 |
| General staff - level 1.3 | $47.11 | $38.54 | $38.54 | $23.98 | $23.98 | $26.55 |
| General staff - level 2.1 | $47.71 | $39.04 | $39.04 | $24.29 | $24.29 | $26.89 |
| General staff - level 2.2 | $48.54 | $39.71 | $39.71 | $24.71 | $24.71 | $27.36 |
| General staff - level 3.1 | $50.35 | $41.20 | $41.20 | $25.63 | $25.63 | $28.38 |
| General staff - level 3.2 | $52.86 | $43.25 | $43.25 | $26.91 | $26.91 | $29.79 |
| General staff - level 4.1 | $54.31 | $44.44 | $44.44 | $27.65 | $27.65 | $30.61 |
| General staff - level 4.2 | $56.43 | $46.17 | $46.17 | $28.73 | $28.73 | $31.81 |
| General staff - level 5.1 | $60.28 | $49.32 | $49.32 | $30.69 | $30.69 | $33.98 |
| General staff - level 5.2 | $63.14 | $51.66 | $51.66 | $32.14 | $32.14 | $35.59 |
| General staff - level 6.1 | $64.71 | $52.94 | $52.94 | $32.94 | $32.94 | $36.47 |
| General staff - level 6.2 | $68.50 | $56.05 | $56.05 | $34.87 | $34.87 | $38.61 |
| General staff - level 7.1 | $70.10 | $57.35 | $57.35 | $35.69 | $35.69 | $39.51 |
| General staff - level 7.2 | $74.28 | $60.77 | $60.77 | $37.81 | $37.81 | $41.87 |
| General staff - level 8 | N/A | N/A | N/A | $40.19 | $40.19 | $44.50 |
| General staff - level 9 | N/A | N/A | N/A | $42.49 | $42.49 | $47.04 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $27.77 | $35.71 | $27.77 | $35.71 | $27.77 | $35.71 | $35.71 |
| General staff - level 1.2 | $29.09 | $37.40 | $29.09 | $37.40 | $29.09 | $37.40 | $37.40 |
| General staff - level 1.3 | $29.98 | $38.54 | $29.98 | $38.54 | $29.98 | $38.54 | $38.54 |
| General staff - level 2.1 | $30.36 | $39.04 | $30.36 | $39.04 | $30.36 | $39.04 | $39.04 |
| General staff - level 2.2 | $30.89 | $39.71 | $30.89 | $39.71 | $30.89 | $39.71 | $39.71 |
| General staff - level 3.1 | $32.04 | $41.20 | $32.04 | $41.20 | $32.04 | $41.20 | $41.20 |
| General staff - level 3.2 | $33.64 | $43.25 | $33.64 | $43.25 | $33.64 | $43.25 | $43.25 |
| General staff - level 4.1 | $34.56 | $44.44 | $34.56 | $44.44 | $34.56 | $44.44 | $44.44 |
| General staff - level 4.2 | $35.91 | $46.17 | $35.91 | $46.17 | $35.91 | $46.17 | $46.17 |
| General staff - level 5.1 | $38.36 | $49.32 | $38.36 | $49.32 | $38.36 | $49.32 | $49.32 |
| General staff - level 5.2 | $40.18 | $51.66 | $40.18 | $51.66 | $40.18 | $51.66 | $51.66 |
| General staff - level 6.1 | $41.18 | $52.94 | $41.18 | $52.94 | $41.18 | $52.94 | $52.94 |
| General staff - level 6.2 | $43.59 | $56.05 | $43.59 | $56.05 | $43.59 | $56.05 | $56.05 |
| General staff - level 7.1 | $44.61 | $57.35 | $44.61 | $57.35 | $44.61 | $57.35 | $57.35 |
| General staff - level 7.2 | $47.27 | $60.77 | $47.27 | $60.77 | $47.27 | $60.77 | $60.77 |
| General staff - level 8 | $50.24 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $53.11 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $22.68 | $27.21 | $40.82 | $49.89 | $31.75 | $40.82 |
| General staff - level 1.2 | $23.74 | $28.49 | $42.73 | $52.22 | $33.23 | $42.73 |
| General staff - level 1.3 | $24.48 | $29.37 | $44.06 | $53.85 | $34.27 | $44.06 |
| General staff - level 2.1 | $24.78 | $29.73 | $44.60 | $54.51 | $34.69 | $44.60 |
| General staff - level 2.2 | $25.23 | $30.27 | $45.41 | $55.50 | $35.32 | $45.41 |
| General staff - level 3.1 | $26.15 | $31.38 | $47.07 | $57.53 | $36.61 | $47.07 |
| General staff - level 3.2 | $27.46 | $32.96 | $49.43 | $60.42 | $38.45 | $49.43 |
| General staff - level 4.1 | $28.21 | $33.86 | $50.78 | $62.07 | $39.50 | $50.78 |
| General staff - level 4.2 | $29.33 | $35.19 | $52.79 | $64.52 | $41.06 | $52.79 |
| General staff - level 5.1 | $31.31 | $37.58 | $56.36 | $68.89 | $43.84 | $56.36 |
| General staff - level 5.2 | $32.80 | $39.36 | $59.04 | $72.16 | $45.92 | $59.04 |
| General staff - level 6.1 | $33.61 | $40.34 | $60.50 | $73.95 | $47.06 | $60.50 |
| General staff - level 6.2 | $35.59 | $42.71 | $64.06 | $78.29 | $49.82 | $64.06 |
| General staff - level 7.1 | $36.43 | $43.71 | $65.57 | $80.14 | $51.00 | $65.57 |
| General staff - level 7.2 | $38.58 | $46.29 | $69.44 | $84.87 | $54.01 | $69.44 |
| General staff - level 8 | $41.01 | $49.22 | N/A | $90.23 | N/A | N/A |
| General staff - level 9 | $43.36 | $52.04 | N/A | $95.40 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $49.89 | $40.82 | $40.82 | $25.40 | $25.40 | $28.12 |
| General staff - level 1.2 | $52.22 | $42.73 | $42.73 | $26.59 | $26.59 | $29.43 |
| General staff - level 1.3 | $53.85 | $44.06 | $44.06 | $27.41 | $27.41 | $30.35 |
| General staff - level 2.1 | $54.51 | $44.60 | $44.60 | $27.75 | $27.75 | $30.72 |
| General staff - level 2.2 | $55.50 | $45.41 | $45.41 | $28.25 | $28.25 | $31.28 |
| General staff - level 3.1 | $57.53 | $47.07 | $47.07 | $29.29 | $29.29 | $32.43 |
| General staff - level 3.2 | $60.42 | $49.43 | $49.43 | $30.76 | $30.76 | $34.05 |
| General staff - level 4.1 | $62.07 | $50.78 | $50.78 | $31.60 | $31.60 | $34.98 |
| General staff - level 4.2 | $64.52 | $52.79 | $52.79 | $32.84 | $32.84 | $36.36 |
| General staff - level 5.1 | $68.89 | $56.36 | $56.36 | $35.07 | $35.07 | $38.83 |
| General staff - level 5.2 | $72.16 | $59.04 | $59.04 | $36.74 | $36.74 | $40.67 |
| General staff - level 6.1 | $73.95 | $60.50 | $60.50 | $37.65 | $37.65 | $41.68 |
| General staff - level 6.2 | $78.29 | $64.06 | $64.06 | $39.86 | $39.86 | $44.13 |
| General staff - level 7.1 | $80.14 | $65.57 | $65.57 | $40.80 | $40.80 | $45.17 |
| General staff - level 7.2 | $84.87 | $69.44 | $69.44 | $43.20 | $43.20 | $47.83 |
| General staff - level 8 | N/A | N/A | N/A | $45.93 | $45.93 | $50.86 |
| General staff - level 9 | N/A | N/A | N/A | $48.57 | $48.57 | $53.77 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $31.75 | $40.82 | $31.75 | $40.82 | $31.75 | $40.82 | $40.82 |
| General staff - level 1.2 | $33.23 | $42.73 | $33.23 | $42.73 | $33.23 | $42.73 | $42.73 |
| General staff - level 1.3 | $34.27 | $44.06 | $34.27 | $44.06 | $34.27 | $44.06 | $44.06 |
| General staff - level 2.1 | $34.69 | $44.60 | $34.69 | $44.60 | $34.69 | $44.60 | $44.60 |
| General staff - level 2.2 | $35.32 | $45.41 | $35.32 | $45.41 | $35.32 | $45.41 | $45.41 |
| General staff - level 3.1 | $36.61 | $47.07 | $36.61 | $47.07 | $36.61 | $47.07 | $47.07 |
| General staff - level 3.2 | $38.45 | $49.43 | $38.45 | $49.43 | $38.45 | $49.43 | $49.43 |
| General staff - level 4.1 | $39.50 | $50.78 | $39.50 | $50.78 | $39.50 | $50.78 | $50.78 |
| General staff - level 4.2 | $41.06 | $52.79 | $41.06 | $52.79 | $41.06 | $52.79 | $52.79 |
| General staff - level 5.1 | $43.84 | $56.36 | $43.84 | $56.36 | $43.84 | $56.36 | $56.36 |
| General staff - level 5.2 | $45.92 | $59.04 | $45.92 | $59.04 | $45.92 | $59.04 | $59.04 |
| General staff - level 6.1 | $47.06 | $60.50 | $47.06 | $60.50 | $47.06 | $60.50 | $60.50 |
| General staff - level 6.2 | $49.82 | $64.06 | $49.82 | $64.06 | $49.82 | $64.06 | $64.06 |
| General staff - level 7.1 | $51.00 | $65.57 | $51.00 | $65.57 | $51.00 | $65.57 | $65.57 |
| General staff - level 7.2 | $54.01 | $69.44 | $54.01 | $69.44 | $54.01 | $69.44 | $69.44 |
| General staff - level 8 | $57.42 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $60.71 | N/A | N/A | N/A | N/A | N/A | N/A |

### Junior - Casual - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - between 7am and 12.30pm - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Overtime - first 2 hours - not shiftworkers** | **Overtime - after 2 hours - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $25.50 | $30.60 | $45.90 | $56.10 | $35.70 | $45.90 |
| General staff - level 1.2 | $26.71 | $32.06 | $48.08 | $58.77 | $37.40 | $48.08 |
| General staff - level 1.3 | $27.53 | $33.03 | $49.55 | $60.56 | $38.54 | $49.55 |
| General staff - level 2.1 | $27.88 | $33.45 | $50.18 | $61.33 | $39.03 | $50.18 |
| General staff - level 2.2 | $28.38 | $34.05 | $51.08 | $62.43 | $39.73 | $51.08 |
| General staff - level 3.1 | $29.43 | $35.31 | $52.97 | $64.74 | $41.20 | $52.97 |
| General staff - level 3.2 | $30.89 | $37.07 | $55.60 | $67.95 | $43.24 | $55.60 |
| General staff - level 4.1 | $31.74 | $38.09 | $57.13 | $69.82 | $44.43 | $57.13 |
| General staff - level 4.2 | $32.99 | $39.59 | $59.38 | $72.57 | $46.18 | $59.38 |
| General staff - level 5.1 | $35.23 | $42.27 | $63.41 | $77.50 | $49.32 | $63.41 |
| General staff - level 5.2 | $36.90 | $44.28 | $66.42 | $81.18 | $51.66 | $66.42 |
| General staff - level 6.1 | $37.81 | $45.38 | $68.06 | $83.19 | $52.94 | $68.06 |
| General staff - level 6.2 | $40.04 | $48.05 | $72.07 | $88.08 | $56.05 | $72.07 |
| General staff - level 7.1 | $40.98 | $49.17 | $73.76 | $90.15 | $57.37 | $73.76 |
| General staff - level 7.2 | $43.40 | $52.08 | $78.12 | $95.48 | $60.76 | $78.12 |
| General staff - level 8 | $46.14 | $55.37 | N/A | $101.50 | N/A | N/A |
| General staff - level 9 | $48.78 | $58.53 | N/A | $107.31 | N/A | N/A |

**Table 2 of 3**

| **Classification** | **Overtime - public holiday - not shiftworkers** | **Less than 10 hour break after overtime** | **Working through a meal break** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $56.10 | $45.90 | $45.90 | $28.56 | $28.56 | $31.62 |
| General staff - level 1.2 | $58.77 | $48.08 | $48.08 | $29.92 | $29.92 | $33.12 |
| General staff - level 1.3 | $60.56 | $49.55 | $49.55 | $30.83 | $30.83 | $34.13 |
| General staff - level 2.1 | $61.33 | $50.18 | $50.18 | $31.22 | $31.22 | $34.57 |
| General staff - level 2.2 | $62.43 | $51.08 | $51.08 | $31.78 | $31.78 | $35.19 |
| General staff - level 3.1 | $64.74 | $52.97 | $52.97 | $32.96 | $32.96 | $36.49 |
| General staff - level 3.2 | $67.95 | $55.60 | $55.60 | $34.59 | $34.59 | $38.30 |
| General staff - level 4.1 | $69.82 | $57.13 | $57.13 | $35.55 | $35.55 | $39.35 |
| General staff - level 4.2 | $72.57 | $59.38 | $59.38 | $36.95 | $36.95 | $40.90 |
| General staff - level 5.1 | $77.50 | $63.41 | $63.41 | $39.45 | $39.45 | $43.68 |
| General staff - level 5.2 | $81.18 | $66.42 | $66.42 | $41.33 | $41.33 | $45.76 |
| General staff - level 6.1 | $83.19 | $68.06 | $68.06 | $42.35 | $42.35 | $46.89 |
| General staff - level 6.2 | $88.08 | $72.07 | $72.07 | $44.84 | $44.84 | $49.65 |
| General staff - level 7.1 | $90.15 | $73.76 | $73.76 | $45.89 | $45.89 | $50.81 |
| General staff - level 7.2 | $95.48 | $78.12 | $78.12 | $48.61 | $48.61 | $53.82 |
| General staff - level 8 | N/A | N/A | N/A | $51.67 | $51.67 | $57.21 |
| General staff - level 9 | N/A | N/A | N/A | $54.63 | $54.63 | $60.48 |

**Table 3 of 3**

| **Classification** | **Saturday, Sunday, public holiday - shiftworkers** | **Overtime - Saturday, Sunday, public holiday - shiftworkers** | **Overtime (more than 10 hours a day) - first 2 hours - shiftworkers** | **Overtime (more than 10 hours a day) - after 2 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers** | **Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| General staff - level 1.1 | $35.70 | $45.90 | $35.70 | $45.90 | $35.70 | $45.90 | $45.90 |
| General staff - level 1.2 | $37.40 | $48.08 | $37.40 | $48.08 | $37.40 | $48.08 | $48.08 |
| General staff - level 1.3 | $38.54 | $49.55 | $38.54 | $49.55 | $38.54 | $49.55 | $49.55 |
| General staff - level 2.1 | $39.03 | $50.18 | $39.03 | $50.18 | $39.03 | $50.18 | $50.18 |
| General staff - level 2.2 | $39.73 | $51.08 | $39.73 | $51.08 | $39.73 | $51.08 | $51.08 |
| General staff - level 3.1 | $41.20 | $52.97 | $41.20 | $52.97 | $41.20 | $52.97 | $52.97 |
| General staff - level 3.2 | $43.24 | $55.60 | $43.24 | $55.60 | $43.24 | $55.60 | $55.60 |
| General staff - level 4.1 | $44.43 | $57.13 | $44.43 | $57.13 | $44.43 | $57.13 | $57.13 |
| General staff - level 4.2 | $46.18 | $59.38 | $46.18 | $59.38 | $46.18 | $59.38 | $59.38 |
| General staff - level 5.1 | $49.32 | $63.41 | $49.32 | $63.41 | $49.32 | $63.41 | $63.41 |
| General staff - level 5.2 | $51.66 | $66.42 | $51.66 | $66.42 | $51.66 | $66.42 | $66.42 |
| General staff - level 6.1 | $52.94 | $68.06 | $52.94 | $68.06 | $52.94 | $68.06 | $68.06 |
| General staff - level 6.2 | $56.05 | $72.07 | $56.05 | $72.07 | $56.05 | $72.07 | $72.07 |
| General staff - level 7.1 | $57.37 | $73.76 | $57.37 | $73.76 | $57.37 | $73.76 | $73.76 |
| General staff - level 7.2 | $60.76 | $78.12 | $60.76 | $78.12 | $60.76 | $78.12 | $78.12 |
| General staff - level 8 | $64.59 | N/A | N/A | N/A | N/A | N/A | N/A |
| General staff - level 9 | $68.29 | N/A | N/A | N/A | N/A | N/A | N/A |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| First aid allowance | $0.37 per hour up to a maximum of $14.12 per week |
| Laundry allowance | $3.55 per week |
| Living away from home - travel fares allowance | reimbursement of the reasonable cost, or the payment of an allowance, to cover all fares associated with the travel |
| Living away from home - travel time allowance | payment at the minimum hourly rate for time spent travelling between the place of employment and the temporary living location for up to 8 hours in a 24 hour period |
| Living away from home allowance | reimbursement of reasonable expenses, or the payment of an allowance to cover the cost of meals, accommodation and incidental expenditure |
| Meal allowance - general staff only | $16.91 for the first meal and $13.54 for an extra meal |
| Protective footwear reimbursement | reimbursement for the cost of protective footwear |
| Transport of employee reimbursement - reasonable means of transport not available - shiftworker | reimbursement of the cost of any transport which enables the employee to reach their home |
| Travel from one place of work to another | payment at the minimum hourly rate and all fares associated with such travel will be paid for by the employer |
| Uniform and protective clothing reimbursement | reimbursement for the cost of uniforms and/or protective clothing |
| Vehicle allowance - motor cars | $0.91 per km with a maximum payment up to 400 km per week |
| Vehicle allowance - motor cycles | $0.31 per km with a maximum payment up to 400 km per week |