# Pay Guide - Educational Services (Schools) General Staff Award

# [MA000076]

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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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## Rates of pay

Note: Boarding supervision services employees whose hours of work are averaged over a period of 12 months are not entitled to shift loadings, penalty rates or overtime entitlements.

### Adult

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $834.80 | $21.97 | $32.96 | $27.46 | $43.94 |
| Level 1.2 | $865.20 | $22.77 | $34.16 | $28.46 | $45.54 |
| Level 1.3 | $895.50 | $23.57 | $35.36 | $29.46 | $47.14 |
| Level 2.1 | $902.10 | $23.74 | $35.61 | $29.68 | $47.48 |
| Level 2.2 | $929.90 | $24.47 | $36.71 | $30.59 | $48.94 |
| Level 3.1 | $941.50 | $24.78 | $37.17 | $30.98 | $49.56 |
| Level 3.2 | $958.30 | $25.22 | $37.83 | $31.53 | $50.44 |
| Level 4.1 | $993.80 | $26.15 | $39.23 | $32.69 | $52.30 |
| Level 4.2 | $1,043.60 | $27.46 | $41.19 | $34.33 | $54.92 |
| Level 5.1 | $1,077.50 | $28.36 | $42.54 | $35.45 | $56.72 |
| Level 5.2 | $1,129.10 | $29.71 | $44.57 | $37.14 | $59.42 |
| Level 6.1 | $1,169.60 | $30.78 | $46.17 | $38.48 | $61.56 |
| Level 6.2 | $1,249.20 | $32.87 | $49.31 | $41.09 | $65.74 |
| Level 7.1 | $1,285.80 | $33.84 | $50.76 | N/A | $67.68 |
| Level 7.2 | $1,327.10 | $34.92 | $52.38 | N/A | $69.84 |
| Level 7.3 | $1,368.10 | $36.00 | $54.00 | N/A | $72.00 |
| Level 8 | $1,489.90 | $39.21 | $58.82 | N/A | $78.42 |

**Table 2 of 5**

| **Classification** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $38.45 | $54.93 | $25.27 | $25.27 | $28.56 |
| Level 1.2 | $39.85 | $56.93 | $26.19 | $26.19 | $29.60 |
| Level 1.3 | $41.25 | $58.93 | $27.11 | $27.11 | $30.64 |
| Level 2.1 | $41.55 | $59.35 | $27.30 | $27.30 | $30.86 |
| Level 2.2 | $42.82 | $61.18 | $28.14 | $28.14 | $31.81 |
| Level 3.1 | $43.37 | $61.95 | $28.50 | $28.50 | $32.21 |
| Level 3.2 | $44.14 | $63.05 | $29.00 | $29.00 | $32.79 |
| Level 4.1 | $45.76 | $65.38 | $30.07 | $30.07 | $34.00 |
| Level 4.2 | $48.06 | $68.65 | $31.58 | $31.58 | $35.70 |
| Level 5.1 | $49.63 | $70.90 | $32.61 | $32.61 | $36.87 |
| Level 5.2 | $51.99 | $74.28 | $34.17 | $34.17 | $38.62 |
| Level 6.1 | $53.87 | $76.95 | $35.40 | $35.40 | $40.01 |
| Level 6.2 | $57.52 | $82.18 | $37.80 | $37.80 | $42.73 |
| Level 7.1 | N/A | $84.60 | $38.92 | $38.92 | $43.99 |
| Level 7.2 | N/A | $87.30 | $40.16 | $40.16 | $45.40 |
| Level 7.3 | N/A | $90.00 | $41.40 | $41.40 | $46.80 |
| Level 8 | N/A | $98.03 | $45.09 | $45.09 | $50.97 |

**Table 3 of 5**

| **Classification** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours - not nursing services employees** | **Overtime - Saturday - after 3 hours - not nursing services employees** | **Overtime - Sunday - not nursing services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $32.96 | $43.94 | $32.96 | $43.94 | $43.94 |
| Level 1.2 | $34.16 | $45.54 | $34.16 | $45.54 | $45.54 |
| Level 1.3 | $35.36 | $47.14 | $35.36 | $47.14 | $47.14 |
| Level 2.1 | $35.61 | $47.48 | $35.61 | $47.48 | $47.48 |
| Level 2.2 | $36.71 | $48.94 | $36.71 | $48.94 | $48.94 |
| Level 3.1 | $37.17 | $49.56 | $37.17 | $49.56 | $49.56 |
| Level 3.2 | $37.83 | $50.44 | $37.83 | $50.44 | $50.44 |
| Level 4.1 | $39.23 | $52.30 | $39.23 | $52.30 | $52.30 |
| Level 4.2 | $41.19 | $54.92 | $41.19 | $54.92 | $54.92 |
| Level 5.1 | $42.54 | $56.72 | $42.54 | $56.72 | $56.72 |
| Level 5.2 | $44.57 | $59.42 | $44.57 | $59.42 | $59.42 |
| Level 6.1 | $46.17 | $61.56 | $46.17 | $61.56 | $61.56 |
| Level 6.2 | $49.31 | $65.74 | $49.31 | $65.74 | $65.74 |
| Level 7.1 | $50.76 | $67.68 | $50.76 | $67.68 | $67.68 |
| Level 7.2 | $52.38 | $69.84 | $52.38 | $69.84 | $69.84 |
| Level 7.3 | $54.00 | $72.00 | $54.00 | $72.00 | $72.00 |
| Level 8 | $58.82 | $78.42 | $58.82 | $78.42 | $78.42 |

**Table 4 of 5**

| **Classification** | **Overtime - Saturday and Sunday - nursing services employees** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** | **Permanent night and broken shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | N/A | $25.27 | $28.56 | $28.56 | $31.86 |
| Level 1.2 | N/A | $26.19 | $29.60 | $29.60 | $33.02 |
| Level 1.3 | N/A | $27.11 | $30.64 | $30.64 | $34.18 |
| Level 2.1 | N/A | $27.30 | $30.86 | $30.86 | $34.42 |
| Level 2.2 | N/A | $28.14 | $31.81 | $31.81 | $35.48 |
| Level 3.1 | N/A | $28.50 | $32.21 | $32.21 | $35.93 |
| Level 3.2 | N/A | $29.00 | $32.79 | $32.79 | $36.57 |
| Level 4.1 | N/A | $30.07 | $34.00 | $34.00 | $37.92 |
| Level 4.2 | N/A | $31.58 | $35.70 | $35.70 | $39.82 |
| Level 5.1 | N/A | $32.61 | $36.87 | $36.87 | $41.12 |
| Level 5.2 | N/A | $34.17 | $38.62 | $38.62 | $43.08 |
| Level 6.1 | $46.17 | $35.40 | $40.01 | $40.01 | $44.63 |
| Level 6.2 | $49.31 | $37.80 | $42.73 | $42.73 | $47.66 |
| Level 7.1 | $50.76 | $38.92 | $43.99 | $43.99 | $49.07 |
| Level 7.2 | $52.38 | $40.16 | $45.40 | $45.40 | $50.63 |
| Level 7.3 | $54.00 | $41.40 | $46.80 | $46.80 | $52.20 |
| Level 8 | $58.82 | $45.09 | $50.97 | $50.97 | $56.85 |

**Table 5 of 5**

| **Classification** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision & nursing services employees** |
| --- | --- | --- | --- | --- |
| Level 1.1 | $32.96 | $27.46 | $43.94 | N/A |
| Level 1.2 | $34.16 | $28.46 | $45.54 | N/A |
| Level 1.3 | $35.36 | $29.46 | $47.14 | N/A |
| Level 2.1 | $35.61 | $29.68 | $47.48 | $35.61 |
| Level 2.2 | $36.71 | $30.59 | $48.94 | $36.71 |
| Level 3.1 | $37.17 | $30.98 | $49.56 | $37.17 |
| Level 3.2 | $37.83 | $31.53 | $50.44 | $37.83 |
| Level 4.1 | $39.23 | $32.69 | $52.30 | $39.23 |
| Level 4.2 | $41.19 | $34.33 | $54.92 | $41.19 |
| Level 5.1 | $42.54 | $35.45 | $56.72 | $42.54 |
| Level 5.2 | $44.57 | $37.14 | $59.42 | $44.57 |
| Level 6.1 | $46.17 | $38.48 | $61.56 | $46.17 |
| Level 6.2 | $49.31 | $41.09 | $65.74 | $49.31 |
| Level 7.1 | $50.76 | $42.30 | $67.68 | $50.76 |
| Level 7.2 | $52.38 | $43.65 | $69.84 | $52.38 |
| Level 7.3 | $54.00 | $45.00 | $72.00 | $54.00 |
| Level 8 | $58.82 | $49.01 | $78.42 | $58.82 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $27.46 | $38.45 | $32.96 | $49.43 | $43.94 |
| Level 1.2 | $28.46 | $39.85 | $34.16 | $51.23 | $45.54 |
| Level 1.3 | $29.46 | $41.25 | $35.36 | $53.03 | $47.14 |
| Level 2.1 | $29.68 | $41.55 | $35.61 | $53.42 | $47.48 |
| Level 2.2 | $30.59 | $42.82 | $36.71 | $55.06 | $48.94 |
| Level 3.1 | $30.98 | $43.37 | $37.17 | $55.76 | $49.56 |
| Level 3.2 | $31.53 | $44.14 | $37.83 | $56.75 | $50.44 |
| Level 4.1 | $32.69 | $45.76 | $39.23 | $58.84 | $52.30 |
| Level 4.2 | $34.33 | $48.06 | $41.19 | $61.79 | $54.92 |
| Level 5.1 | $35.45 | $49.63 | $42.54 | $63.81 | $56.72 |
| Level 5.2 | $37.14 | $51.99 | $44.57 | $66.85 | $59.42 |
| Level 6.1 | $38.48 | $53.87 | $46.17 | $69.26 | $61.56 |
| Level 6.2 | $41.09 | $57.52 | $49.31 | $73.96 | $65.74 |
| Level 7.1 | $42.30 | $59.22 | N/A | $76.14 | N/A |
| Level 7.2 | $43.65 | $61.11 | N/A | $78.57 | N/A |
| Level 7.3 | $45.00 | $63.00 | N/A | $81.00 | N/A |
| Level 8 | $49.01 | $68.62 | N/A | $88.22 | N/A |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** | **Overtime - Saturday - first 3 hours - not nursing services employees** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $60.42 | $30.76 | $30.76 | $34.05 | $38.45 | $49.43 | $38.45 |
| Level 1.2 | $62.62 | $31.88 | $31.88 | $35.29 | $39.85 | $51.23 | $39.85 |
| Level 1.3 | $64.82 | $33.00 | $33.00 | $36.53 | $41.25 | $53.03 | $41.25 |
| Level 2.1 | $65.29 | $33.24 | $33.24 | $36.80 | $41.55 | $53.42 | $41.55 |
| Level 2.2 | $67.29 | $34.26 | $34.26 | $37.93 | $42.82 | $55.06 | $42.82 |
| Level 3.1 | $68.15 | $34.69 | $34.69 | $38.41 | $43.37 | $55.76 | $43.37 |
| Level 3.2 | $69.36 | $35.31 | $35.31 | $39.09 | $44.14 | $56.75 | $44.14 |
| Level 4.1 | $71.91 | $36.61 | $36.61 | $40.53 | $45.76 | $58.84 | $45.76 |
| Level 4.2 | $75.52 | $38.44 | $38.44 | $42.56 | $48.06 | $61.79 | $48.06 |
| Level 5.1 | $77.99 | $39.70 | $39.70 | $43.96 | $49.63 | $63.81 | $49.63 |
| Level 5.2 | $81.70 | $41.59 | $41.59 | $46.05 | $51.99 | $66.85 | $51.99 |
| Level 6.1 | $84.65 | $43.09 | $43.09 | $47.71 | $53.87 | $69.26 | $53.87 |
| Level 6.2 | $90.39 | $46.02 | $46.02 | $50.95 | $57.52 | $73.96 | $57.52 |
| Level 7.1 | $93.06 | $47.38 | $47.38 | $52.45 | $59.22 | $76.14 | $59.22 |
| Level 7.2 | $96.03 | $48.89 | $48.89 | $54.13 | $61.11 | $78.57 | $61.11 |
| Level 7.3 | $99.00 | $50.40 | $50.40 | $55.80 | $63.00 | $81.00 | $63.00 |
| Level 8 | $107.83 | $54.89 | $54.89 | $60.78 | $68.62 | $88.22 | $68.62 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - after 3 hours - not nursing services employees** | **Overtime - Sunday - not nursing services employees** | **Overtime - Saturday and Sunday - nursing services employees** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision & nursing services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $49.43 | $49.43 | N/A | $38.45 | $49.43 | N/A |
| Level 1.2 | $51.23 | $51.23 | N/A | $39.85 | $51.23 | N/A |
| Level 1.3 | $53.03 | $53.03 | N/A | $41.25 | $53.03 | N/A |
| Level 2.1 | $53.42 | $53.42 | N/A | $41.55 | $53.42 | $41.55 |
| Level 2.2 | $55.06 | $55.06 | N/A | $42.82 | $55.06 | $42.82 |
| Level 3.1 | $55.76 | $55.76 | N/A | $43.37 | $55.76 | $43.37 |
| Level 3.2 | $56.75 | $56.75 | N/A | $44.14 | $56.75 | $44.14 |
| Level 4.1 | $58.84 | $58.84 | N/A | $45.76 | $58.84 | $45.76 |
| Level 4.2 | $61.79 | $61.79 | N/A | $48.06 | $61.79 | $48.06 |
| Level 5.1 | $63.81 | $63.81 | N/A | $49.63 | $63.81 | $49.63 |
| Level 5.2 | $66.85 | $66.85 | N/A | $51.99 | $66.85 | $51.99 |
| Level 6.1 | $69.26 | $69.26 | $53.87 | $53.87 | $69.26 | $53.87 |
| Level 6.2 | $73.96 | $73.96 | $57.52 | $57.52 | $73.96 | $57.52 |
| Level 7.1 | $76.14 | $76.14 | $59.22 | $59.22 | $76.14 | $59.22 |
| Level 7.2 | $78.57 | $78.57 | $61.11 | $61.11 | $78.57 | $61.11 |
| Level 7.3 | $81.00 | $81.00 | $63.00 | $63.00 | $81.00 | $63.00 |
| Level 8 | $88.22 | $88.22 | $68.62 | $68.62 | $88.22 | $68.62 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $10.99 | $16.49 | $13.74 | $21.98 | $19.23 |
| Level 1.2 | $11.39 | $17.09 | $14.24 | $22.78 | $19.93 |
| Level 1.3 | $11.79 | $17.69 | $14.74 | $23.58 | $20.63 |
| Level 2.1 | $11.87 | $17.81 | $14.84 | $23.74 | $20.77 |
| Level 2.2 | $12.24 | $18.36 | $15.30 | $24.48 | $21.42 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $27.48 | $12.64 | $12.64 | $14.29 | $16.49 | $21.98 |
| Level 1.2 | $28.48 | $13.10 | $13.10 | $14.81 | $17.09 | $22.78 |
| Level 1.3 | $29.48 | $13.56 | $13.56 | $15.33 | $17.69 | $23.58 |
| Level 2.1 | $29.68 | $13.65 | $13.65 | $15.43 | $17.81 | $23.74 |
| Level 2.2 | $30.60 | $14.08 | $14.08 | $15.91 | $18.36 | $24.48 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $16.49 | $21.98 | $21.98 | $12.64 | $14.29 | $14.29 |
| Level 1.2 | $17.09 | $22.78 | $22.78 | $13.10 | $14.81 | $14.81 |
| Level 1.3 | $17.69 | $23.58 | $23.58 | $13.56 | $15.33 | $15.33 |
| Level 2.1 | $17.81 | $23.74 | $23.74 | $13.65 | $15.43 | $15.43 |
| Level 2.2 | $18.36 | $24.48 | $24.48 | $14.08 | $15.91 | $15.91 |

**Table 4 of 4**

| **Classification** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $15.94 | $16.49 | $13.74 | $21.98 | N/A |
| Level 1.2 | $16.52 | $17.09 | $14.24 | $22.78 | N/A |
| Level 1.3 | $17.10 | $17.69 | $14.74 | $23.58 | N/A |
| Level 2.1 | $17.21 | $17.81 | $14.84 | $23.74 | $17.81 |
| Level 2.2 | $17.75 | $18.36 | $15.30 | $24.48 | $18.36 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $13.18 | $19.77 | $16.48 | $26.36 | $23.07 |
| Level 1.2 | $13.66 | $20.49 | $17.08 | $27.32 | $23.91 |
| Level 1.3 | $14.14 | $21.21 | $17.68 | $28.28 | $24.75 |
| Level 2.1 | $14.24 | $21.36 | $17.80 | $28.48 | $24.92 |
| Level 2.2 | $14.68 | $22.02 | $18.35 | $29.36 | $25.69 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $32.95 | $15.16 | $15.16 | $17.13 | $19.77 | $26.36 |
| Level 1.2 | $34.15 | $15.71 | $15.71 | $17.76 | $20.49 | $27.32 |
| Level 1.3 | $35.35 | $16.26 | $16.26 | $18.38 | $21.21 | $28.28 |
| Level 2.1 | $35.60 | $16.38 | $16.38 | $18.51 | $21.36 | $28.48 |
| Level 2.2 | $36.70 | $16.88 | $16.88 | $19.08 | $22.02 | $29.36 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $19.77 | $26.36 | $26.36 | $15.16 | $17.13 | $17.13 |
| Level 1.2 | $20.49 | $27.32 | $27.32 | $15.71 | $17.76 | $17.76 |
| Level 1.3 | $21.21 | $28.28 | $28.28 | $16.26 | $18.38 | $18.38 |
| Level 2.1 | $21.36 | $28.48 | $28.48 | $16.38 | $18.51 | $18.51 |
| Level 2.2 | $22.02 | $29.36 | $29.36 | $16.88 | $19.08 | $19.08 |

**Table 4 of 4**

| **Classification** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $19.11 | $19.77 | $16.48 | $26.36 | N/A |
| Level 1.2 | $19.81 | $20.49 | $17.08 | $27.32 | N/A |
| Level 1.3 | $20.50 | $21.21 | $17.68 | $28.28 | N/A |
| Level 2.1 | $20.65 | $21.36 | $17.80 | $28.48 | $21.36 |
| Level 2.2 | $21.29 | $22.02 | $18.35 | $29.36 | $22.02 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $15.38 | $23.07 | $19.23 | $30.76 | $26.92 |
| Level 1.2 | $15.94 | $23.91 | $19.93 | $31.88 | $27.90 |
| Level 1.3 | $16.50 | $24.75 | $20.63 | $33.00 | $28.88 |
| Level 2.1 | $16.62 | $24.93 | $20.78 | $33.24 | $29.09 |
| Level 2.2 | $17.13 | $25.70 | $21.41 | $34.26 | $29.98 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $38.45 | $17.69 | $17.69 | $19.99 | $23.07 | $30.76 |
| Level 1.2 | $39.85 | $18.33 | $18.33 | $20.72 | $23.91 | $31.88 |
| Level 1.3 | $41.25 | $18.98 | $18.98 | $21.45 | $24.75 | $33.00 |
| Level 2.1 | $41.55 | $19.11 | $19.11 | $21.61 | $24.93 | $33.24 |
| Level 2.2 | $42.83 | $19.70 | $19.70 | $22.27 | $25.70 | $34.26 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $23.07 | $30.76 | $30.76 | $17.69 | $19.99 | $19.99 |
| Level 1.2 | $23.91 | $31.88 | $31.88 | $18.33 | $20.72 | $20.72 |
| Level 1.3 | $24.75 | $33.00 | $33.00 | $18.98 | $21.45 | $21.45 |
| Level 2.1 | $24.93 | $33.24 | $33.24 | $19.11 | $21.61 | $21.61 |
| Level 2.2 | $25.70 | $34.26 | $34.26 | $19.70 | $22.27 | $22.27 |

**Table 4 of 4**

| **Classification** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $22.30 | $23.07 | $19.23 | $30.76 | N/A |
| Level 1.2 | $23.11 | $23.91 | $19.93 | $31.88 | N/A |
| Level 1.3 | $23.93 | $24.75 | $20.63 | $33.00 | N/A |
| Level 2.1 | $24.10 | $24.93 | $20.78 | $33.24 | $24.93 |
| Level 2.2 | $24.84 | $25.70 | $21.41 | $34.26 | $25.70 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $17.58 | $26.37 | $21.98 | $35.16 | $30.77 |
| Level 1.2 | $18.22 | $27.33 | $22.78 | $36.44 | $31.89 |
| Level 1.3 | $18.86 | $28.29 | $23.58 | $37.72 | $33.01 |
| Level 2.1 | $18.99 | $28.49 | $23.74 | $37.98 | $33.23 |
| Level 2.2 | $19.58 | $29.37 | $24.48 | $39.16 | $34.27 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $43.95 | $20.22 | $20.22 | $22.85 | $26.37 | $35.16 |
| Level 1.2 | $45.55 | $20.95 | $20.95 | $23.69 | $27.33 | $36.44 |
| Level 1.3 | $47.15 | $21.69 | $21.69 | $24.52 | $28.29 | $37.72 |
| Level 2.1 | $47.48 | $21.84 | $21.84 | $24.69 | $28.49 | $37.98 |
| Level 2.2 | $48.95 | $22.52 | $22.52 | $25.45 | $29.37 | $39.16 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $26.37 | $35.16 | $35.16 | $20.22 | $22.85 | $22.85 |
| Level 1.2 | $27.33 | $36.44 | $36.44 | $20.95 | $23.69 | $23.69 |
| Level 1.3 | $28.29 | $37.72 | $37.72 | $21.69 | $24.52 | $24.52 |
| Level 2.1 | $28.49 | $37.98 | $37.98 | $21.84 | $24.69 | $24.69 |
| Level 2.2 | $29.37 | $39.16 | $39.16 | $22.52 | $25.45 | $25.45 |

**Table 4 of 4**

| **Classification** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $25.49 | $26.37 | $21.98 | $35.16 | N/A |
| Level 1.2 | $26.42 | $27.33 | $22.78 | $36.44 | N/A |
| Level 1.3 | $27.35 | $28.29 | $23.58 | $37.72 | N/A |
| Level 2.1 | $27.54 | $28.49 | $23.74 | $37.98 | $28.49 |
| Level 2.2 | $28.39 | $29.37 | $24.48 | $39.16 | $29.37 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $19.77 | $29.66 | $24.71 | $39.54 | $34.60 |
| Level 1.2 | $20.49 | $30.74 | $25.61 | $40.98 | $35.86 |
| Level 1.3 | $21.21 | $31.82 | $26.51 | $42.42 | $37.12 |
| Level 2.1 | $21.37 | $32.06 | $26.71 | $42.74 | $37.40 |
| Level 2.2 | $22.02 | $33.03 | $27.53 | $44.04 | $38.54 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $49.43 | $22.74 | $22.74 | $25.70 | $29.66 | $39.54 |
| Level 1.2 | $51.23 | $23.56 | $23.56 | $26.64 | $30.74 | $40.98 |
| Level 1.3 | $53.03 | $24.39 | $24.39 | $27.57 | $31.82 | $42.42 |
| Level 2.1 | $53.43 | $24.58 | $24.58 | $27.78 | $32.06 | $42.74 |
| Level 2.2 | $55.05 | $25.32 | $25.32 | $28.63 | $33.03 | $44.04 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** | **Night and broken shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $29.66 | $39.54 | $39.54 | $22.74 | $25.70 | $25.70 |
| Level 1.2 | $30.74 | $40.98 | $40.98 | $23.56 | $26.64 | $26.64 |
| Level 1.3 | $31.82 | $42.42 | $42.42 | $24.39 | $27.57 | $27.57 |
| Level 2.1 | $32.06 | $42.74 | $42.74 | $24.58 | $27.78 | $27.78 |
| Level 2.2 | $33.03 | $44.04 | $44.04 | $25.32 | $28.63 | $28.63 |

**Table 4 of 4**

| **Classification** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $28.67 | $29.66 | $24.71 | $39.54 | N/A |
| Level 1.2 | $29.71 | $30.74 | $25.61 | $40.98 | N/A |
| Level 1.3 | $30.75 | $31.82 | $26.51 | $42.42 | N/A |
| Level 2.1 | $30.99 | $32.06 | $26.71 | $42.74 | $32.06 |
| Level 2.2 | $31.93 | $33.03 | $27.53 | $44.04 | $33.03 |

### Junior - Casual - Under 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $13.74 | $19.23 | $16.49 | $24.73 | $21.98 |
| Level 1.2 | $14.24 | $19.93 | $17.09 | $25.63 | $22.78 |
| Level 1.3 | $14.74 | $20.63 | $17.69 | $26.53 | $23.58 |
| Level 2.1 | $14.84 | $20.77 | $17.81 | $26.71 | $23.74 |
| Level 2.2 | $15.30 | $21.42 | $18.36 | $27.54 | $24.48 |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $30.22 | $15.39 | $15.39 | $17.03 | $19.23 | $24.73 |
| Level 1.2 | $31.32 | $15.95 | $15.95 | $17.65 | $19.93 | $25.63 |
| Level 1.3 | $32.42 | $16.51 | $16.51 | $18.27 | $20.63 | $26.53 |
| Level 2.1 | $32.64 | $16.62 | $16.62 | $18.40 | $20.77 | $26.71 |
| Level 2.2 | $33.66 | $17.14 | $17.14 | $18.97 | $21.42 | $27.54 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $19.23 | $24.73 | $24.73 | $19.23 | $24.73 | N/A |
| Level 1.2 | $19.93 | $25.63 | $25.63 | $19.93 | $25.63 | N/A |
| Level 1.3 | $20.63 | $26.53 | $26.53 | $20.63 | $26.53 | N/A |
| Level 2.1 | $20.77 | $26.71 | $26.71 | $20.77 | $26.71 | $20.77 |
| Level 2.2 | $21.42 | $27.54 | $27.54 | $21.42 | $27.54 | $21.42 |

### Junior - Casual - 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $16.48 | $23.07 | $19.77 | $29.66 | $26.36 |
| Level 1.2 | $17.08 | $23.91 | $20.49 | $30.74 | $27.32 |
| Level 1.3 | $17.68 | $24.75 | $21.21 | $31.82 | $28.28 |
| Level 2.1 | $17.80 | $24.92 | $21.36 | $32.04 | $28.48 |
| Level 2.2 | $18.35 | $25.69 | $22.02 | $33.03 | $29.36 |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $36.25 | $18.45 | $18.45 | $20.43 | $23.07 | $29.66 |
| Level 1.2 | $37.57 | $19.12 | $19.12 | $21.17 | $23.91 | $30.74 |
| Level 1.3 | $38.89 | $19.80 | $19.80 | $21.92 | $24.75 | $31.82 |
| Level 2.1 | $39.16 | $19.94 | $19.94 | $22.07 | $24.92 | $32.04 |
| Level 2.2 | $40.37 | $20.55 | $20.55 | $22.75 | $25.69 | $33.03 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $23.07 | $29.66 | $29.66 | $23.07 | $29.66 | N/A |
| Level 1.2 | $23.91 | $30.74 | $30.74 | $23.91 | $30.74 | N/A |
| Level 1.3 | $24.75 | $31.82 | $31.82 | $24.75 | $31.82 | N/A |
| Level 2.1 | $24.92 | $32.04 | $32.04 | $24.92 | $32.04 | $24.92 |
| Level 2.2 | $25.69 | $33.03 | $33.03 | $25.69 | $33.03 | $25.69 |

### Junior - Casual - 18 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $19.23 | $26.92 | $23.07 | $34.61 | $30.76 |
| Level 1.2 | $19.93 | $27.90 | $23.91 | $35.87 | $31.88 |
| Level 1.3 | $20.63 | $28.88 | $24.75 | $37.13 | $33.00 |
| Level 2.1 | $20.78 | $29.09 | $24.93 | $37.40 | $33.24 |
| Level 2.2 | $21.41 | $29.98 | $25.70 | $38.54 | $34.26 |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $42.30 | $21.53 | $21.53 | $23.84 | $26.92 | $34.61 |
| Level 1.2 | $43.84 | $22.32 | $22.32 | $24.71 | $27.90 | $35.87 |
| Level 1.3 | $45.38 | $23.10 | $23.10 | $25.58 | $28.88 | $37.13 |
| Level 2.1 | $45.71 | $23.27 | $23.27 | $25.76 | $29.09 | $37.40 |
| Level 2.2 | $47.11 | $23.98 | $23.98 | $26.55 | $29.98 | $38.54 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $26.92 | $34.61 | $34.61 | $26.92 | $34.61 | N/A |
| Level 1.2 | $27.90 | $35.87 | $35.87 | $27.90 | $35.87 | N/A |
| Level 1.3 | $28.88 | $37.13 | $37.13 | $28.88 | $37.13 | N/A |
| Level 2.1 | $29.09 | $37.40 | $37.40 | $29.09 | $37.40 | $29.09 |
| Level 2.2 | $29.98 | $38.54 | $38.54 | $29.98 | $38.54 | $29.98 |

### Junior - Casual - 19 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $21.98 | $30.77 | $26.37 | $39.56 | $35.16 |
| Level 1.2 | $22.78 | $31.89 | $27.33 | $41.00 | $36.44 |
| Level 1.3 | $23.58 | $33.01 | $28.29 | $42.44 | $37.72 |
| Level 2.1 | $23.74 | $33.23 | $28.49 | $42.73 | $37.98 |
| Level 2.2 | $24.48 | $34.27 | $29.37 | $44.06 | $39.16 |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $48.35 | $24.61 | $24.61 | $27.25 | $30.77 | $39.56 |
| Level 1.2 | $50.11 | $25.51 | $25.51 | $28.24 | $31.89 | $41.00 |
| Level 1.3 | $51.87 | $26.40 | $26.40 | $29.23 | $33.01 | $42.44 |
| Level 2.1 | $52.22 | $26.59 | $26.59 | $29.43 | $33.23 | $42.73 |
| Level 2.2 | $53.85 | $27.41 | $27.41 | $30.35 | $34.27 | $44.06 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $30.77 | $39.56 | $39.56 | $30.77 | $39.56 | N/A |
| Level 1.2 | $31.89 | $41.00 | $41.00 | $31.89 | $41.00 | N/A |
| Level 1.3 | $33.01 | $42.44 | $42.44 | $33.01 | $42.44 | N/A |
| Level 2.1 | $33.23 | $42.73 | $42.73 | $33.23 | $42.73 | $33.23 |
| Level 2.2 | $34.27 | $44.06 | $44.06 | $34.27 | $44.06 | $34.27 |

### Junior - Casual - 20 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1.1 | $24.71 | $34.60 | $29.66 | $44.48 | $39.54 |
| Level 1.2 | $25.61 | $35.86 | $30.74 | $46.10 | $40.98 |
| Level 1.3 | $26.51 | $37.12 | $31.82 | $47.72 | $42.42 |
| Level 2.1 | $26.71 | $37.40 | $32.06 | $48.08 | $42.74 |
| Level 2.2 | $27.53 | $38.54 | $33.03 | $49.55 | $44.04 |

**Table 2 of 3**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $54.37 | $27.68 | $27.68 | $30.64 | $34.60 | $44.48 |
| Level 1.2 | $56.35 | $28.69 | $28.69 | $31.76 | $35.86 | $46.10 |
| Level 1.3 | $58.33 | $29.69 | $29.69 | $32.88 | $37.12 | $47.72 |
| Level 2.1 | $58.77 | $29.92 | $29.92 | $33.12 | $37.40 | $48.08 |
| Level 2.2 | $60.56 | $30.83 | $30.83 | $34.13 | $38.54 | $49.55 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Change of shift roster - 48 hours notice not given** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1.1 | $34.60 | $44.48 | $44.48 | $34.60 | $44.48 | N/A |
| Level 1.2 | $35.86 | $46.10 | $46.10 | $35.86 | $46.10 | N/A |
| Level 1.3 | $37.12 | $47.72 | $47.72 | $37.12 | $47.72 | N/A |
| Level 2.1 | $37.40 | $48.08 | $48.08 | $37.40 | $48.08 | $37.40 |
| Level 2.2 | $38.54 | $49.55 | $49.55 | $38.54 | $49.55 | $38.54 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $11.15 | $16.73 | $13.94 | $22.30 | $19.51 |
| Apprentice 2nd year | $13.63 | $20.45 | $17.04 | $27.26 | $23.85 |
| Apprentice 3rd year | $18.58 | $27.87 | $23.23 | $37.16 | $32.52 |
| Apprentice 4th year | $22.30 | $33.45 | $27.88 | $44.60 | $39.03 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $27.88 | $12.82 | $12.82 | $14.50 | $16.73 | $22.30 |
| Apprentice 2nd year | $34.08 | $15.67 | $15.67 | $17.72 | $20.45 | $27.26 |
| Apprentice 3rd year | $46.45 | $21.37 | $21.37 | $24.15 | $27.87 | $37.16 |
| Apprentice 4th year | $55.75 | $25.65 | $25.65 | $28.99 | $33.45 | $44.60 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.73 | $22.30 | $22.30 | $12.82 | $14.50 |
| Apprentice 2nd year | $20.45 | $27.26 | $27.26 | $15.67 | $17.72 |
| Apprentice 3rd year | $27.87 | $37.16 | $37.16 | $21.37 | $24.15 |
| Apprentice 4th year | $33.45 | $44.60 | $44.60 | $25.65 | $28.99 |

**Table 4 of 4**

| **Classification** | **Night and broken shift** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $14.50 | $16.17 | $16.73 | $13.94 | $22.30 | $16.73 |
| Apprentice 2nd year | $17.72 | $19.76 | $20.45 | $17.04 | $27.26 | $20.45 |
| Apprentice 3rd year | $24.15 | $26.94 | $27.87 | $23.23 | $37.16 | $27.87 |
| Apprentice 4th year | $28.99 | $32.34 | $33.45 | $27.88 | $44.60 | $33.45 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $12.39 | $18.59 | $15.49 | $24.78 | $21.68 |
| Apprentice 2nd year | $14.87 | $22.31 | $18.59 | $29.74 | $26.02 |
| Apprentice 3rd year | $18.58 | $27.87 | $23.23 | $37.16 | $32.52 |
| Apprentice 4th year | $22.30 | $33.45 | $27.88 | $44.60 | $39.03 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $30.98 | $14.25 | $14.25 | $16.11 | $18.59 | $24.78 |
| Apprentice 2nd year | $37.18 | $17.10 | $17.10 | $19.33 | $22.31 | $29.74 |
| Apprentice 3rd year | $46.45 | $21.37 | $21.37 | $24.15 | $27.87 | $37.16 |
| Apprentice 4th year | $55.75 | $25.65 | $25.65 | $28.99 | $33.45 | $44.60 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.59 | $24.78 | $24.78 | $14.25 | $16.11 |
| Apprentice 2nd year | $22.31 | $29.74 | $29.74 | $17.10 | $19.33 |
| Apprentice 3rd year | $27.87 | $37.16 | $37.16 | $21.37 | $24.15 |
| Apprentice 4th year | $33.45 | $44.60 | $44.60 | $25.65 | $28.99 |

**Table 4 of 4**

| **Classification** | **Night and broken shift** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.11 | $17.97 | $18.59 | $15.49 | $24.78 | $18.59 |
| Apprentice 2nd year | $19.33 | $21.56 | $22.31 | $18.59 | $29.74 | $22.31 |
| Apprentice 3rd year | $24.15 | $26.94 | $27.87 | $23.23 | $37.16 | $27.87 |
| Apprentice 4th year | $28.99 | $32.34 | $33.45 | $27.88 | $44.60 | $33.45 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $13.63 | $20.45 | $17.04 | $27.26 | $23.85 |
| Apprentice 2nd year | $16.10 | $24.15 | $20.13 | $32.20 | $28.18 |
| Apprentice 3rd year | $18.58 | $27.87 | $23.23 | $37.16 | $32.52 |
| Apprentice 4th year | $22.30 | $33.45 | $27.88 | $44.60 | $39.03 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $34.08 | $15.67 | $15.67 | $17.72 | $20.45 | $27.26 |
| Apprentice 2nd year | $40.25 | $18.52 | $18.52 | $20.93 | $24.15 | $32.20 |
| Apprentice 3rd year | $46.45 | $21.37 | $21.37 | $24.15 | $27.87 | $37.16 |
| Apprentice 4th year | $55.75 | $25.65 | $25.65 | $28.99 | $33.45 | $44.60 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.45 | $27.26 | $27.26 | $15.67 | $17.72 |
| Apprentice 2nd year | $24.15 | $32.20 | $32.20 | $18.52 | $20.93 |
| Apprentice 3rd year | $27.87 | $37.16 | $37.16 | $21.37 | $24.15 |
| Apprentice 4th year | $33.45 | $44.60 | $44.60 | $25.65 | $28.99 |

**Table 4 of 4**

| **Classification** | **Night and broken shift** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $17.72 | $19.76 | $20.45 | $17.04 | $27.26 | $20.45 |
| Apprentice 2nd year | $20.93 | $23.35 | $24.15 | $20.13 | $32.20 | $24.15 |
| Apprentice 3rd year | $24.15 | $26.94 | $27.87 | $23.23 | $37.16 | $27.87 |
| Apprentice 4th year | $28.99 | $32.34 | $33.45 | $27.88 | $44.60 | $33.45 |

### Adult apprentice

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Saturday** | **Saturday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** | **Sunday** | **Sunday - 6am to 6pm - school operational services employees in cooking and catering & boarding supervision services employees not working averaged hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.97 | $32.96 | $27.46 | $43.94 | $38.45 |
| Apprentice 2nd year | $21.97 | $32.96 | $27.46 | $43.94 | $38.45 |
| Apprentice 3rd year | $21.97 | $32.96 | $27.46 | $43.94 | $38.45 |
| Apprentice 4th year | $22.30 | $33.45 | $27.88 | $44.60 | $39.03 |

**Table 2 of 4**

| **Classification** | **Public Holiday** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Friday - first 3 hours** | **Overtime - Monday to Friday - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Apprentice 2nd year | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Apprentice 3rd year | $54.93 | $25.27 | $25.27 | $28.56 | $32.96 | $43.94 |
| Apprentice 4th year | $55.75 | $25.65 | $25.65 | $28.99 | $33.45 | $44.60 |

**Table 3 of 4**

| **Classification** | **Overtime - Saturday - first 3 hours** | **Overtime - Saturday - after 3 hours** | **Overtime - Sunday** | **Broken shift** | **Afternoon and broken shift** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $32.96 | $43.94 | $43.94 | $25.27 | $28.56 |
| Apprentice 2nd year | $32.96 | $43.94 | $43.94 | $25.27 | $28.56 |
| Apprentice 3rd year | $32.96 | $43.94 | $43.94 | $25.27 | $28.56 |
| Apprentice 4th year | $33.45 | $44.60 | $44.60 | $25.65 | $28.99 |

**Table 4 of 4**

| **Classification** | **Night and broken shift** | **Permanent night and broken shift** | **Change of shift roster - 48 hours notice not given** | **Extra hours within ordinary hours - part-time employees only** | **Less than 10 hour break between shifts** | **Work during sleepover - boarding supervision services employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $28.56 | $31.86 | $32.96 | $27.46 | $43.94 | $32.96 |
| Apprentice 2nd year | $28.56 | $31.86 | $32.96 | $27.46 | $43.94 | $32.96 |
| Apprentice 3rd year | $28.56 | $31.86 | $32.96 | $27.46 | $43.94 | $32.96 |
| Apprentice 4th year | $28.99 | $32.34 | $33.45 | $27.88 | $44.60 | $33.45 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| First aid allowance - not nurses or exclusively employed first aid officers | $3.38 per day up to a maximum of $810.60 per year |
| Uniform or protective clothing allowance | $1.20 per day up to a maximum of $6.00 per week |
| Uniform or protective clothing reimbursement | reimbursement for the purchase price of the uniform or protective clothing |
| Laundry allowance | $0.30 per day up to a maximum of $1.50 per week |
| Meal allowance | $16.91 for a meal |
| On call allowance | payment at the minimum hourly rate of pay for each period of up to 24 hours on call |
| Recall allowance | payment at the appropriate overtime rates with a minimum payment of 2 hours |
| Sleepover allowance - boarding supervision services employee or a nursing services employee | $54.04 per sleepover |
| Vehicle allowance - motor car | $0.92 per km up to a maximum payment of 400 km per week |
| Vehicle allowance - motorcycle | $0.31 per km up to a maximum payment of 400 km per week |
| **Tool allowance - carpenter or joiner (including apprentice carpenter or joiner)** |  |
| Tool allowance carpenter or joiner | $0.83 per hour up to a maximum of $31.72 per week |
| Tool allowance - 1st year apprentice (started before 1 January 2014) | $0.38 per hour up to a maximum of $14.27 per week |
| Tool allowance - 2nd year apprentice (started before 1 January 2014) | $0.46 per hour up to a maximum of $17.45 per week |
| Tool allowance - 3rd year apprentice (started before 1 January 2014) | $0.63 per hour up to a maximum of $23.79 per week |
| Tool allowance - 4th year apprentice (started before 1 January 2014) | $0.75 per hour up to a maximum of $28.55 per week |
| Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014) | $0.42 per hour up to a maximum of $15.86 per week |
| Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014) | $0.46 per hour up to a maximum of $17.45 per week |
| Tool allowance - 2nd year apprentice - did not complete year 12 (started after 1 January 2014) | $0.50 per hour up to a maximum of $19.03 per week |
| Tool allowance - 2nd year apprentice - completed year 12 (started after 1 January 2014) | $0.54 per hour up to a maximum of $20.62 per week |
| Tool allowance - 3rd year apprentice (started after 1 January 2014) | $0.63 per hour up to a maximum of $23.79 per week |
| Tool allowance - 4th year apprentice (started after 1 January 2014) | $0.75 per hour up to a maximum of $28.55 per week |
| **Tool allowance - trades other than carpenter or joiner (including apprentices)** |  |
| Tool allowance tradesperson (not carpenter or joiner) | $0.44 per hour up to a maximum of $16.76 per week |
| Tool allowance - 1st year apprentice (started before 1 January 2014) | $0.20 per hour up to a maximum of $7.54 per week |
| Tool allowance - 2nd year apprentice (started before 1 January 2014) | $0.24 per hour up to a maximum of $9.22 per week |
| Tool allowance - 3rd year apprentice (started before 1 January 2014) | $0.33 per hour up to a maximum of $12.57 per week |
| Tool allowance - 4th year apprentice (started before 1 January 2014) | $0.40 per hour up to a maximum of $15.08 per week |
| Tool allowance - 1st year apprentice - did not complete year 12 (started after 1 January 2014) | $0.22 per hour up to a maximum of $8.38 per week |
| Tool allowance - 1st year apprentice - completed year 12 (started after 1 January 2014) | $0.24 per hour up to a maximum of $9.22 per week |
| Tool allowance - 2nd year apprentice - did not complete year 12 (started after 1 January 2014) | $0.26 per hour up to a maximum of $10.06 per week |
| Tool allowance - 2nd year apprentice - completed year 12 (started after 1 January 2014) | $0.29 per hour up to a maximum of $10.89 per week |
| Tool allowance - 3rd year apprentice (started after 1 January 2014) | $0.33 per hour up to a maximum of $12.57 per week |
| Tool allowance - 4th year apprentice (started after 1 January 2014) | $0.40 per hour up to a maximum of $15.08 per week |