# Pay Guide - Electrical Power Industry Award

# [MA000088]

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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

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

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

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $838.40 | $22.36 | $33.54 | $44.72 | $55.90 |
| Technical grade 2 - level 2 | $889.60 | $23.72 | $35.58 | $47.44 | $59.30 |
| Technical grade 3 - level 3 | $941.50 | $25.11 | $37.67 | $50.22 | $62.78 |
| Technical grade 4 - level 4 | $1,030.50 | $27.48 | $41.22 | $54.96 | $68.70 |
| Technical grade 5 - level 5 | $1,121.50 | $29.91 | $44.87 | $59.82 | $74.78 |
| Technical grade 6 - level 6 | $1,212.20 | $32.33 | $48.50 | $64.66 | $80.83 |
| Technical grade 7 - level 7 | $1,302.90 | $34.74 | $52.11 | $69.48 | $86.85 |
| Administrative grade 1 - level 1 | $838.40 | $22.36 | $33.54 | $44.72 | $55.90 |
| Administrative grade 2 - level 2 | $889.60 | $23.72 | $35.58 | $47.44 | $59.30 |
| Administrative grade 3 - level 3 | $941.50 | $25.11 | $37.67 | $50.22 | $62.78 |
| Administrative grade 4 - level 4 | $1,030.50 | $27.48 | $41.22 | $54.96 | $68.70 |
| Administrative grade 5 - level 5 | $1,121.50 | $29.91 | $44.87 | $59.82 | $74.78 |
| Administrative grade 6 - level 6 | $1,212.20 | $32.33 | $48.50 | $64.66 | $80.83 |
| Professional/Manager/Specialist grade 5 - level 5 | $1,121.50 | $29.91 | $44.87 | $59.82 | $74.78 |
| Professional/Manager/Specialist grade 7 - level 7 | $1,302.90 | $34.74 | $52.11 | $69.48 | $86.85 |
| Professional/Manager/Specialist grade 8 - level 8 | $1,393.70 | $37.17 | $55.76 | $74.34 | $92.93 |
| Professional/Manager/Specialist grade 10 - level 10 | $1,575.20 | $42.01 | $63.02 | $84.02 | $105.03 |
| Professional/Manager/Specialist grade 11 - level 11 | $1,664.40 | $44.38 | $66.57 | $88.76 | $110.95 |
| Operations grade 2 - level 2 | $889.60 | $23.72 | $35.58 | $47.44 | $59.30 |
| Operations grade 3 - level 3 | $941.50 | $25.11 | $37.67 | $50.22 | $62.78 |
| Operations grade 5 - level 5 | $1,121.50 | $29.91 | $44.87 | $59.82 | $74.78 |
| Operations grade 6 - level 6 | $1,212.20 | $32.33 | $48.50 | $64.66 | $80.83 |
| Operations grade 7 - level 7 | $1,302.90 | $34.74 | $52.11 | $69.48 | $86.85 |
| Operations grade 8 - level 8 | $1,393.70 | $37.17 | $55.76 | $74.34 | $92.93 |
| Operations grade 10 - level 10 | $1,575.20 | $42.01 | $63.02 | $84.02 | $105.03 |
| Level 9 | $1,484.50 | $39.59 | $59.39 | $79.18 | $98.98 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $25.94 | $27.39 | $29.07 | $33.54 | $44.72 |
| Technical grade 2 - level 2 | $27.52 | $29.06 | $30.84 | $35.58 | $47.44 |
| Technical grade 3 - level 3 | $29.13 | $30.76 | $32.64 | $37.67 | $50.22 |
| Technical grade 4 - level 4 | $31.88 | $33.66 | $35.72 | $41.22 | $54.96 |
| Technical grade 5 - level 5 | $34.70 | $36.64 | $38.88 | $44.87 | $59.82 |
| Technical grade 6 - level 6 | $37.50 | $39.60 | $42.03 | $48.50 | $64.66 |
| Technical grade 7 - level 7 | $40.30 | $42.56 | $45.16 | $52.11 | $69.48 |
| Administrative grade 1 - level 1 | $25.94 | $27.39 | $29.07 | $33.54 | $44.72 |
| Administrative grade 2 - level 2 | $27.52 | $29.06 | $30.84 | $35.58 | $47.44 |
| Administrative grade 3 - level 3 | $29.13 | $30.76 | $32.64 | $37.67 | $50.22 |
| Administrative grade 4 - level 4 | $31.88 | $33.66 | $35.72 | $41.22 | $54.96 |
| Administrative grade 5 - level 5 | $34.70 | $36.64 | $38.88 | $44.87 | $59.82 |
| Administrative grade 6 - level 6 | $37.50 | $39.60 | $42.03 | $48.50 | $64.66 |
| Professional/Manager/Specialist grade 5 - level 5 | $34.70 | $36.64 | $38.88 | $44.87 | $59.82 |
| Professional/Manager/Specialist grade 7 - level 7 | $40.30 | $42.56 | $45.16 | $52.11 | $69.48 |
| Professional/Manager/Specialist grade 8 - level 8 | $43.12 | $45.53 | $48.32 | $55.76 | $74.34 |
| Professional/Manager/Specialist grade 10 - level 10 | $48.73 | $51.46 | $54.61 | $63.02 | $84.02 |
| Professional/Manager/Specialist grade 11 - level 11 | $51.48 | $54.37 | $57.69 | $66.57 | $88.76 |
| Operations grade 2 - level 2 | $27.52 | $29.06 | $30.84 | $35.58 | $47.44 |
| Operations grade 3 - level 3 | $29.13 | $30.76 | $32.64 | $37.67 | $50.22 |
| Operations grade 5 - level 5 | $34.70 | $36.64 | $38.88 | $44.87 | $59.82 |
| Operations grade 6 - level 6 | $37.50 | $39.60 | $42.03 | $48.50 | $64.66 |
| Operations grade 7 - level 7 | $40.30 | $42.56 | $45.16 | $52.11 | $69.48 |
| Operations grade 8 - level 8 | $43.12 | $45.53 | $48.32 | $55.76 | $74.34 |
| Operations grade 10 - level 10 | $48.73 | $51.46 | $54.61 | $63.02 | $84.02 |
| Level 9 | $45.92 | $48.50 | $51.47 | $59.39 | $79.18 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $44.72 | $44.72 | $55.90 | $33.54 | $33.54 |
| Technical grade 2 - level 2 | $47.44 | $47.44 | $59.30 | $35.58 | $35.58 |
| Technical grade 3 - level 3 | $50.22 | $50.22 | $62.78 | $37.67 | $37.67 |
| Technical grade 4 - level 4 | $54.96 | $54.96 | $68.70 | $41.22 | $41.22 |
| Technical grade 5 - level 5 | $59.82 | $59.82 | $74.78 | $44.87 | $44.87 |
| Technical grade 6 - level 6 | $64.66 | $64.66 | $80.83 | $48.50 | $48.50 |
| Technical grade 7 - level 7 | $69.48 | $69.48 | $86.85 | $52.11 | $52.11 |
| Administrative grade 1 - level 1 | $44.72 | $44.72 | $55.90 | $33.54 | $33.54 |
| Administrative grade 2 - level 2 | $47.44 | $47.44 | $59.30 | $35.58 | $35.58 |
| Administrative grade 3 - level 3 | $50.22 | $50.22 | $62.78 | $37.67 | $37.67 |
| Administrative grade 4 - level 4 | $54.96 | $54.96 | $68.70 | $41.22 | $41.22 |
| Administrative grade 5 - level 5 | $59.82 | $59.82 | $74.78 | $44.87 | $44.87 |
| Administrative grade 6 - level 6 | $64.66 | $64.66 | $80.83 | $48.50 | $48.50 |
| Professional/Manager/Specialist grade 5 - level 5 | $59.82 | $59.82 | $74.78 | $44.87 | $44.87 |
| Professional/Manager/Specialist grade 7 - level 7 | $69.48 | $69.48 | $86.85 | $52.11 | $52.11 |
| Professional/Manager/Specialist grade 8 - level 8 | $74.34 | $74.34 | $92.93 | $55.76 | $55.76 |
| Professional/Manager/Specialist grade 10 - level 10 | $84.02 | $84.02 | $105.03 | $63.02 | $63.02 |
| Professional/Manager/Specialist grade 11 - level 11 | $88.76 | $88.76 | $110.95 | $66.57 | $66.57 |
| Operations grade 2 - level 2 | $47.44 | $47.44 | $59.30 | $35.58 | $35.58 |
| Operations grade 3 - level 3 | $50.22 | $50.22 | $62.78 | $37.67 | $37.67 |
| Operations grade 5 - level 5 | $59.82 | $59.82 | $74.78 | $44.87 | $44.87 |
| Operations grade 6 - level 6 | $64.66 | $64.66 | $80.83 | $48.50 | $48.50 |
| Operations grade 7 - level 7 | $69.48 | $69.48 | $86.85 | $52.11 | $52.11 |
| Operations grade 8 - level 8 | $74.34 | $74.34 | $92.93 | $55.76 | $55.76 |
| Operations grade 10 - level 10 | $84.02 | $84.02 | $105.03 | $63.02 | $63.02 |
| Level 9 | $79.18 | $79.18 | $98.98 | $59.39 | $59.39 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $27.95 | $39.13 | $50.31 | $61.49 | $31.53 |
| Technical grade 2 - level 2 | $29.65 | $41.51 | $53.37 | $65.23 | $33.45 |
| Technical grade 3 - level 3 | $31.39 | $43.94 | $56.50 | $69.05 | $35.41 |
| Technical grade 4 - level 4 | $34.35 | $48.09 | $61.83 | $75.57 | $38.75 |
| Technical grade 5 - level 5 | $37.39 | $52.34 | $67.30 | $82.25 | $42.17 |
| Technical grade 6 - level 6 | $40.41 | $56.58 | $72.74 | $88.91 | $45.59 |
| Technical grade 7 - level 7 | $43.43 | $60.80 | $78.17 | $95.54 | $48.98 |
| Administrative grade 1 - level 1 | $27.95 | $39.13 | $50.31 | $61.49 | $31.53 |
| Administrative grade 2 - level 2 | $29.65 | $41.51 | $53.37 | $65.23 | $33.45 |
| Administrative grade 3 - level 3 | $31.39 | $43.94 | $56.50 | $69.05 | $35.41 |
| Administrative grade 4 - level 4 | $34.35 | $48.09 | $61.83 | $75.57 | $38.75 |
| Administrative grade 5 - level 5 | $37.39 | $52.34 | $67.30 | $82.25 | $42.17 |
| Administrative grade 6 - level 6 | $40.41 | $56.58 | $72.74 | $88.91 | $45.59 |
| Professional/Manager/Specialist grade 5 - level 5 | $37.39 | $52.34 | $67.30 | $82.25 | $42.17 |
| Professional/Manager/Specialist grade 7 - level 7 | $43.43 | $60.80 | $78.17 | $95.54 | $48.98 |
| Professional/Manager/Specialist grade 8 - level 8 | $46.46 | $65.05 | $83.63 | $102.22 | $52.41 |
| Professional/Manager/Specialist grade 10 - level 10 | $52.51 | $73.52 | $94.52 | $115.53 | $59.23 |
| Professional/Manager/Specialist grade 11 - level 11 | $55.48 | $77.67 | $99.86 | $122.05 | $62.58 |
| Operations grade 2 - level 2 | $29.65 | $41.51 | $53.37 | $65.23 | $33.45 |
| Operations grade 3 - level 3 | $31.39 | $43.94 | $56.50 | $69.05 | $35.41 |
| Operations grade 5 - level 5 | $37.39 | $52.34 | $67.30 | $82.25 | $42.17 |
| Operations grade 6 - level 6 | $40.41 | $56.58 | $72.74 | $88.91 | $45.59 |
| Operations grade 7 - level 7 | $43.43 | $60.80 | $78.17 | $95.54 | $48.98 |
| Operations grade 8 - level 8 | $46.46 | $65.05 | $83.63 | $102.22 | $52.41 |
| Operations grade 10 - level 10 | $52.51 | $73.52 | $94.52 | $115.53 | $59.23 |
| Level 9 | $49.49 | $69.28 | $89.08 | $108.87 | $55.82 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $32.98 | $34.66 | $33.54 | $44.72 | $44.72 |
| Technical grade 2 - level 2 | $34.99 | $36.77 | $35.58 | $47.44 | $47.44 |
| Technical grade 3 - level 3 | $37.04 | $38.92 | $37.67 | $50.22 | $50.22 |
| Technical grade 4 - level 4 | $40.53 | $42.59 | $41.22 | $54.96 | $54.96 |
| Technical grade 5 - level 5 | $44.12 | $46.36 | $44.87 | $59.82 | $59.82 |
| Technical grade 6 - level 6 | $47.69 | $50.11 | $48.50 | $64.66 | $64.66 |
| Technical grade 7 - level 7 | $51.24 | $53.85 | $52.11 | $69.48 | $69.48 |
| Administrative grade 1 - level 1 | $32.98 | $34.66 | $33.54 | $44.72 | $44.72 |
| Administrative grade 2 - level 2 | $34.99 | $36.77 | $35.58 | $47.44 | $47.44 |
| Administrative grade 3 - level 3 | $37.04 | $38.92 | $37.67 | $50.22 | $50.22 |
| Administrative grade 4 - level 4 | $40.53 | $42.59 | $41.22 | $54.96 | $54.96 |
| Administrative grade 5 - level 5 | $44.12 | $46.36 | $44.87 | $59.82 | $59.82 |
| Administrative grade 6 - level 6 | $47.69 | $50.11 | $48.50 | $64.66 | $64.66 |
| Professional/Manager/Specialist grade 5 - level 5 | $44.12 | $46.36 | $44.87 | $59.82 | $59.82 |
| Professional/Manager/Specialist grade 7 - level 7 | $51.24 | $53.85 | $52.11 | $69.48 | $69.48 |
| Professional/Manager/Specialist grade 8 - level 8 | $54.83 | $57.61 | $55.76 | $74.34 | $74.34 |
| Professional/Manager/Specialist grade 10 - level 10 | $61.96 | $65.12 | $63.02 | $84.02 | $84.02 |
| Professional/Manager/Specialist grade 11 - level 11 | $65.46 | $68.79 | $66.57 | $88.76 | $88.76 |
| Operations grade 2 - level 2 | $34.99 | $36.77 | $35.58 | $47.44 | $47.44 |
| Operations grade 3 - level 3 | $37.04 | $38.92 | $37.67 | $50.22 | $50.22 |
| Operations grade 5 - level 5 | $44.12 | $46.36 | $44.87 | $59.82 | $59.82 |
| Operations grade 6 - level 6 | $47.69 | $50.11 | $48.50 | $64.66 | $64.66 |
| Operations grade 7 - level 7 | $51.24 | $53.85 | $52.11 | $69.48 | $69.48 |
| Operations grade 8 - level 8 | $54.83 | $57.61 | $55.76 | $74.34 | $74.34 |
| Operations grade 10 - level 10 | $61.96 | $65.12 | $63.02 | $84.02 | $84.02 |
| Level 9 | $58.40 | $61.36 | $59.39 | $79.18 | $79.18 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $44.72 | $55.90 | $39.13 | $39.13 |
| Technical grade 2 - level 2 | $47.44 | $59.30 | $41.51 | $41.51 |
| Technical grade 3 - level 3 | $50.22 | $62.78 | $43.94 | $43.94 |
| Technical grade 4 - level 4 | $54.96 | $68.70 | $48.09 | $48.09 |
| Technical grade 5 - level 5 | $59.82 | $74.78 | $52.34 | $52.34 |
| Technical grade 6 - level 6 | $64.66 | $80.83 | $56.58 | $56.58 |
| Technical grade 7 - level 7 | $69.48 | $86.85 | $60.80 | $60.80 |
| Administrative grade 1 - level 1 | $44.72 | $55.90 | $39.13 | $39.13 |
| Administrative grade 2 - level 2 | $47.44 | $59.30 | $41.51 | $41.51 |
| Administrative grade 3 - level 3 | $50.22 | $62.78 | $43.94 | $43.94 |
| Administrative grade 4 - level 4 | $54.96 | $68.70 | $48.09 | $48.09 |
| Administrative grade 5 - level 5 | $59.82 | $74.78 | $52.34 | $52.34 |
| Administrative grade 6 - level 6 | $64.66 | $80.83 | $56.58 | $56.58 |
| Professional/Manager/Specialist grade 5 - level 5 | $59.82 | $74.78 | $52.34 | $52.34 |
| Professional/Manager/Specialist grade 7 - level 7 | $69.48 | $86.85 | $60.80 | $60.80 |
| Professional/Manager/Specialist grade 8 - level 8 | $74.34 | $92.93 | $65.05 | $65.05 |
| Professional/Manager/Specialist grade 10 - level 10 | $84.02 | $105.03 | $73.52 | $73.52 |
| Professional/Manager/Specialist grade 11 - level 11 | $88.76 | $110.95 | $77.67 | $77.67 |
| Operations grade 2 - level 2 | $47.44 | $59.30 | $41.51 | $41.51 |
| Operations grade 3 - level 3 | $50.22 | $62.78 | $43.94 | $43.94 |
| Operations grade 5 - level 5 | $59.82 | $74.78 | $52.34 | $52.34 |
| Operations grade 6 - level 6 | $64.66 | $80.83 | $56.58 | $56.58 |
| Operations grade 7 - level 7 | $69.48 | $86.85 | $60.80 | $60.80 |
| Operations grade 8 - level 8 | $74.34 | $92.93 | $65.05 | $65.05 |
| Operations grade 10 - level 10 | $84.02 | $105.03 | $73.52 | $73.52 |
| Level 9 | $79.18 | $98.98 | $69.28 | $69.28 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $16.32 | $24.48 | $32.64 | $40.80 | $18.93 |
| Technical grade 2 - level 2 | $17.32 | $25.98 | $34.64 | $43.30 | $20.09 |
| Technical grade 3 - level 3 | $18.33 | $27.50 | $36.66 | $45.83 | $21.26 |
| Technical grade 4 - level 4 | $20.06 | $30.09 | $40.12 | $50.15 | $23.27 |
| Technical grade 5 - level 5 | $21.83 | $32.75 | $43.66 | $54.58 | $25.32 |
| Technical grade 6 - level 6 | $23.60 | $35.40 | $47.20 | $59.00 | $27.38 |
| Technical grade 7 - level 7 | $25.36 | $38.04 | $50.72 | $63.40 | $29.42 |
| Administrative grade 1 - level 1 | $16.32 | $24.48 | $32.64 | $40.80 | $18.93 |
| Administrative grade 2 - level 2 | $17.32 | $25.98 | $34.64 | $43.30 | $20.09 |
| Administrative grade 3 - level 3 | $18.33 | $27.50 | $36.66 | $45.83 | $21.26 |
| Administrative grade 4 - level 4 | $20.06 | $30.09 | $40.12 | $50.15 | $23.27 |
| Administrative grade 5 - level 5 | $21.83 | $32.75 | $43.66 | $54.58 | $25.32 |
| Administrative grade 6 - level 6 | $23.60 | $35.40 | $47.20 | $59.00 | $27.38 |
| Professional/Manager/Specialist grade 5 - level 5 | $21.83 | $32.75 | $43.66 | $54.58 | $25.32 |
| Professional/Manager/Specialist grade 7 - level 7 | $25.36 | $38.04 | $50.72 | $63.40 | $29.42 |
| Professional/Manager/Specialist grade 8 - level 8 | $27.13 | $40.70 | $54.26 | $67.83 | $31.47 |
| Professional/Manager/Specialist grade 10 - level 10 | $30.67 | $46.01 | $61.34 | $76.68 | $35.58 |
| Professional/Manager/Specialist grade 11 - level 11 | $32.40 | $48.60 | $64.80 | $81.00 | $37.58 |
| Operations grade 2 - level 2 | $17.32 | $25.98 | $34.64 | $43.30 | $20.09 |
| Operations grade 3 - level 3 | $18.33 | $27.50 | $36.66 | $45.83 | $21.26 |
| Operations grade 5 - level 5 | $21.83 | $32.75 | $43.66 | $54.58 | $25.32 |
| Operations grade 6 - level 6 | $23.60 | $35.40 | $47.20 | $59.00 | $27.38 |
| Operations grade 7 - level 7 | $25.36 | $38.04 | $50.72 | $63.40 | $29.42 |
| Operations grade 8 - level 8 | $27.13 | $40.70 | $54.26 | $67.83 | $31.47 |
| Operations grade 10 - level 10 | $30.67 | $46.01 | $61.34 | $76.68 | $35.58 |
| Level 9 | $28.90 | $43.35 | $57.80 | $72.25 | $33.52 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $19.99 | $21.22 | $24.48 | $32.64 | $32.64 |
| Technical grade 2 - level 2 | $21.22 | $22.52 | $25.98 | $34.64 | $34.64 |
| Technical grade 3 - level 3 | $22.45 | $23.83 | $27.50 | $36.66 | $36.66 |
| Technical grade 4 - level 4 | $24.57 | $26.08 | $30.09 | $40.12 | $40.12 |
| Technical grade 5 - level 5 | $26.74 | $28.38 | $32.75 | $43.66 | $43.66 |
| Technical grade 6 - level 6 | $28.91 | $30.68 | $35.40 | $47.20 | $47.20 |
| Technical grade 7 - level 7 | $31.07 | $32.97 | $38.04 | $50.72 | $50.72 |
| Administrative grade 1 - level 1 | $19.99 | $21.22 | $24.48 | $32.64 | $32.64 |
| Administrative grade 2 - level 2 | $21.22 | $22.52 | $25.98 | $34.64 | $34.64 |
| Administrative grade 3 - level 3 | $22.45 | $23.83 | $27.50 | $36.66 | $36.66 |
| Administrative grade 4 - level 4 | $24.57 | $26.08 | $30.09 | $40.12 | $40.12 |
| Administrative grade 5 - level 5 | $26.74 | $28.38 | $32.75 | $43.66 | $43.66 |
| Administrative grade 6 - level 6 | $28.91 | $30.68 | $35.40 | $47.20 | $47.20 |
| Professional/Manager/Specialist grade 5 - level 5 | $26.74 | $28.38 | $32.75 | $43.66 | $43.66 |
| Professional/Manager/Specialist grade 7 - level 7 | $31.07 | $32.97 | $38.04 | $50.72 | $50.72 |
| Professional/Manager/Specialist grade 8 - level 8 | $33.23 | $35.27 | $40.70 | $54.26 | $54.26 |
| Professional/Manager/Specialist grade 10 - level 10 | $37.57 | $39.87 | $46.01 | $61.34 | $61.34 |
| Professional/Manager/Specialist grade 11 - level 11 | $39.69 | $42.12 | $48.60 | $64.80 | $64.80 |
| Operations grade 2 - level 2 | $21.22 | $22.52 | $25.98 | $34.64 | $34.64 |
| Operations grade 3 - level 3 | $22.45 | $23.83 | $27.50 | $36.66 | $36.66 |
| Operations grade 5 - level 5 | $26.74 | $28.38 | $32.75 | $43.66 | $43.66 |
| Operations grade 6 - level 6 | $28.91 | $30.68 | $35.40 | $47.20 | $47.20 |
| Operations grade 7 - level 7 | $31.07 | $32.97 | $38.04 | $50.72 | $50.72 |
| Operations grade 8 - level 8 | $33.23 | $35.27 | $40.70 | $54.26 | $54.26 |
| Operations grade 10 - level 10 | $37.57 | $39.87 | $46.01 | $61.34 | $61.34 |
| Level 9 | $35.40 | $37.57 | $43.35 | $57.80 | $57.80 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $32.64 | $40.80 | $24.48 | $24.48 |
| Technical grade 2 - level 2 | $34.64 | $43.30 | $25.98 | $25.98 |
| Technical grade 3 - level 3 | $36.66 | $45.83 | $27.50 | $27.50 |
| Technical grade 4 - level 4 | $40.12 | $50.15 | $30.09 | $30.09 |
| Technical grade 5 - level 5 | $43.66 | $54.58 | $32.75 | $32.75 |
| Technical grade 6 - level 6 | $47.20 | $59.00 | $35.40 | $35.40 |
| Technical grade 7 - level 7 | $50.72 | $63.40 | $38.04 | $38.04 |
| Administrative grade 1 - level 1 | $32.64 | $40.80 | $24.48 | $24.48 |
| Administrative grade 2 - level 2 | $34.64 | $43.30 | $25.98 | $25.98 |
| Administrative grade 3 - level 3 | $36.66 | $45.83 | $27.50 | $27.50 |
| Administrative grade 4 - level 4 | $40.12 | $50.15 | $30.09 | $30.09 |
| Administrative grade 5 - level 5 | $43.66 | $54.58 | $32.75 | $32.75 |
| Administrative grade 6 - level 6 | $47.20 | $59.00 | $35.40 | $35.40 |
| Professional/Manager/Specialist grade 5 - level 5 | $43.66 | $54.58 | $32.75 | $32.75 |
| Professional/Manager/Specialist grade 7 - level 7 | $50.72 | $63.40 | $38.04 | $38.04 |
| Professional/Manager/Specialist grade 8 - level 8 | $54.26 | $67.83 | $40.70 | $40.70 |
| Professional/Manager/Specialist grade 10 - level 10 | $61.34 | $76.68 | $46.01 | $46.01 |
| Professional/Manager/Specialist grade 11 - level 11 | $64.80 | $81.00 | $48.60 | $48.60 |
| Operations grade 2 - level 2 | $34.64 | $43.30 | $25.98 | $25.98 |
| Operations grade 3 - level 3 | $36.66 | $45.83 | $27.50 | $27.50 |
| Operations grade 5 - level 5 | $43.66 | $54.58 | $32.75 | $32.75 |
| Operations grade 6 - level 6 | $47.20 | $59.00 | $35.40 | $35.40 |
| Operations grade 7 - level 7 | $50.72 | $63.40 | $38.04 | $38.04 |
| Operations grade 8 - level 8 | $54.26 | $67.83 | $40.70 | $40.70 |
| Operations grade 10 - level 10 | $61.34 | $76.68 | $46.01 | $46.01 |
| Level 9 | $57.80 | $72.25 | $43.35 | $43.35 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $18.56 | $27.84 | $37.12 | $46.40 | $21.53 |
| Technical grade 2 - level 2 | $19.69 | $29.54 | $39.38 | $49.23 | $22.84 |
| Technical grade 3 - level 3 | $20.84 | $31.26 | $41.68 | $52.10 | $24.17 |
| Technical grade 4 - level 4 | $22.81 | $34.22 | $45.62 | $57.03 | $26.46 |
| Technical grade 5 - level 5 | $24.83 | $37.25 | $49.66 | $62.08 | $28.80 |
| Technical grade 6 - level 6 | $26.83 | $40.25 | $53.66 | $67.08 | $31.12 |
| Technical grade 7 - level 7 | $28.83 | $43.25 | $57.66 | $72.08 | $33.44 |
| Administrative grade 1 - level 1 | $18.56 | $27.84 | $37.12 | $46.40 | $21.53 |
| Administrative grade 2 - level 2 | $19.69 | $29.54 | $39.38 | $49.23 | $22.84 |
| Administrative grade 3 - level 3 | $20.84 | $31.26 | $41.68 | $52.10 | $24.17 |
| Administrative grade 4 - level 4 | $22.81 | $34.22 | $45.62 | $57.03 | $26.46 |
| Administrative grade 5 - level 5 | $24.83 | $37.25 | $49.66 | $62.08 | $28.80 |
| Administrative grade 6 - level 6 | $26.83 | $40.25 | $53.66 | $67.08 | $31.12 |
| Professional/Manager/Specialist grade 5 - level 5 | $24.83 | $37.25 | $49.66 | $62.08 | $28.80 |
| Professional/Manager/Specialist grade 7 - level 7 | $28.83 | $43.25 | $57.66 | $72.08 | $33.44 |
| Professional/Manager/Specialist grade 8 - level 8 | $30.85 | $46.28 | $61.70 | $77.13 | $35.79 |
| Professional/Manager/Specialist grade 10 - level 10 | $34.87 | $52.31 | $69.74 | $87.18 | $40.45 |
| Professional/Manager/Specialist grade 11 - level 11 | $36.84 | $55.26 | $73.68 | $92.10 | $42.73 |
| Operations grade 2 - level 2 | $19.69 | $29.54 | $39.38 | $49.23 | $22.84 |
| Operations grade 3 - level 3 | $20.84 | $31.26 | $41.68 | $52.10 | $24.17 |
| Operations grade 5 - level 5 | $24.83 | $37.25 | $49.66 | $62.08 | $28.80 |
| Operations grade 6 - level 6 | $26.83 | $40.25 | $53.66 | $67.08 | $31.12 |
| Operations grade 7 - level 7 | $28.83 | $43.25 | $57.66 | $72.08 | $33.44 |
| Operations grade 8 - level 8 | $30.85 | $46.28 | $61.70 | $77.13 | $35.79 |
| Operations grade 10 - level 10 | $34.87 | $52.31 | $69.74 | $87.18 | $40.45 |
| Level 9 | $32.86 | $49.29 | $65.72 | $82.15 | $38.12 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $22.74 | $24.13 | $27.84 | $37.12 | $37.12 |
| Technical grade 2 - level 2 | $24.12 | $25.60 | $29.54 | $39.38 | $39.38 |
| Technical grade 3 - level 3 | $25.53 | $27.09 | $31.26 | $41.68 | $41.68 |
| Technical grade 4 - level 4 | $27.94 | $29.65 | $34.22 | $45.62 | $45.62 |
| Technical grade 5 - level 5 | $30.42 | $32.28 | $37.25 | $49.66 | $49.66 |
| Technical grade 6 - level 6 | $32.87 | $34.88 | $40.25 | $53.66 | $53.66 |
| Technical grade 7 - level 7 | $35.32 | $37.48 | $43.25 | $57.66 | $57.66 |
| Administrative grade 1 - level 1 | $22.74 | $24.13 | $27.84 | $37.12 | $37.12 |
| Administrative grade 2 - level 2 | $24.12 | $25.60 | $29.54 | $39.38 | $39.38 |
| Administrative grade 3 - level 3 | $25.53 | $27.09 | $31.26 | $41.68 | $41.68 |
| Administrative grade 4 - level 4 | $27.94 | $29.65 | $34.22 | $45.62 | $45.62 |
| Administrative grade 5 - level 5 | $30.42 | $32.28 | $37.25 | $49.66 | $49.66 |
| Administrative grade 6 - level 6 | $32.87 | $34.88 | $40.25 | $53.66 | $53.66 |
| Professional/Manager/Specialist grade 5 - level 5 | $30.42 | $32.28 | $37.25 | $49.66 | $49.66 |
| Professional/Manager/Specialist grade 7 - level 7 | $35.32 | $37.48 | $43.25 | $57.66 | $57.66 |
| Professional/Manager/Specialist grade 8 - level 8 | $37.79 | $40.11 | $46.28 | $61.70 | $61.70 |
| Professional/Manager/Specialist grade 10 - level 10 | $42.72 | $45.33 | $52.31 | $69.74 | $69.74 |
| Professional/Manager/Specialist grade 11 - level 11 | $45.13 | $47.89 | $55.26 | $73.68 | $73.68 |
| Operations grade 2 - level 2 | $24.12 | $25.60 | $29.54 | $39.38 | $39.38 |
| Operations grade 3 - level 3 | $25.53 | $27.09 | $31.26 | $41.68 | $41.68 |
| Operations grade 5 - level 5 | $30.42 | $32.28 | $37.25 | $49.66 | $49.66 |
| Operations grade 6 - level 6 | $32.87 | $34.88 | $40.25 | $53.66 | $53.66 |
| Operations grade 7 - level 7 | $35.32 | $37.48 | $43.25 | $57.66 | $57.66 |
| Operations grade 8 - level 8 | $37.79 | $40.11 | $46.28 | $61.70 | $61.70 |
| Operations grade 10 - level 10 | $42.72 | $45.33 | $52.31 | $69.74 | $69.74 |
| Level 9 | $40.25 | $42.72 | $49.29 | $65.72 | $65.72 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $37.12 | $46.40 | $27.84 | $27.84 |
| Technical grade 2 - level 2 | $39.38 | $49.23 | $29.54 | $29.54 |
| Technical grade 3 - level 3 | $41.68 | $52.10 | $31.26 | $31.26 |
| Technical grade 4 - level 4 | $45.62 | $57.03 | $34.22 | $34.22 |
| Technical grade 5 - level 5 | $49.66 | $62.08 | $37.25 | $37.25 |
| Technical grade 6 - level 6 | $53.66 | $67.08 | $40.25 | $40.25 |
| Technical grade 7 - level 7 | $57.66 | $72.08 | $43.25 | $43.25 |
| Administrative grade 1 - level 1 | $37.12 | $46.40 | $27.84 | $27.84 |
| Administrative grade 2 - level 2 | $39.38 | $49.23 | $29.54 | $29.54 |
| Administrative grade 3 - level 3 | $41.68 | $52.10 | $31.26 | $31.26 |
| Administrative grade 4 - level 4 | $45.62 | $57.03 | $34.22 | $34.22 |
| Administrative grade 5 - level 5 | $49.66 | $62.08 | $37.25 | $37.25 |
| Administrative grade 6 - level 6 | $53.66 | $67.08 | $40.25 | $40.25 |
| Professional/Manager/Specialist grade 5 - level 5 | $49.66 | $62.08 | $37.25 | $37.25 |
| Professional/Manager/Specialist grade 7 - level 7 | $57.66 | $72.08 | $43.25 | $43.25 |
| Professional/Manager/Specialist grade 8 - level 8 | $61.70 | $77.13 | $46.28 | $46.28 |
| Professional/Manager/Specialist grade 10 - level 10 | $69.74 | $87.18 | $52.31 | $52.31 |
| Professional/Manager/Specialist grade 11 - level 11 | $73.68 | $92.10 | $55.26 | $55.26 |
| Operations grade 2 - level 2 | $39.38 | $49.23 | $29.54 | $29.54 |
| Operations grade 3 - level 3 | $41.68 | $52.10 | $31.26 | $31.26 |
| Operations grade 5 - level 5 | $49.66 | $62.08 | $37.25 | $37.25 |
| Operations grade 6 - level 6 | $53.66 | $67.08 | $40.25 | $40.25 |
| Operations grade 7 - level 7 | $57.66 | $72.08 | $43.25 | $43.25 |
| Operations grade 8 - level 8 | $61.70 | $77.13 | $46.28 | $46.28 |
| Operations grade 10 - level 10 | $69.74 | $87.18 | $52.31 | $52.31 |
| Level 9 | $65.72 | $82.15 | $49.29 | $49.29 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $20.79 | $31.19 | $41.58 | $51.98 | $24.12 |
| Technical grade 2 - level 2 | $22.06 | $33.09 | $44.12 | $55.15 | $25.59 |
| Technical grade 3 - level 3 | $23.35 | $35.03 | $46.70 | $58.38 | $27.09 |
| Technical grade 4 - level 4 | $25.56 | $38.34 | $51.12 | $63.90 | $29.65 |
| Technical grade 5 - level 5 | $27.82 | $41.73 | $55.64 | $69.55 | $32.27 |
| Technical grade 6 - level 6 | $30.07 | $45.11 | $60.14 | $75.18 | $34.88 |
| Technical grade 7 - level 7 | $32.31 | $48.47 | $64.62 | $80.78 | $37.48 |
| Administrative grade 1 - level 1 | $20.79 | $31.19 | $41.58 | $51.98 | $24.12 |
| Administrative grade 2 - level 2 | $22.06 | $33.09 | $44.12 | $55.15 | $25.59 |
| Administrative grade 3 - level 3 | $23.35 | $35.03 | $46.70 | $58.38 | $27.09 |
| Administrative grade 4 - level 4 | $25.56 | $38.34 | $51.12 | $63.90 | $29.65 |
| Administrative grade 5 - level 5 | $27.82 | $41.73 | $55.64 | $69.55 | $32.27 |
| Administrative grade 6 - level 6 | $30.07 | $45.11 | $60.14 | $75.18 | $34.88 |
| Professional/Manager/Specialist grade 5 - level 5 | $27.82 | $41.73 | $55.64 | $69.55 | $32.27 |
| Professional/Manager/Specialist grade 7 - level 7 | $32.31 | $48.47 | $64.62 | $80.78 | $37.48 |
| Professional/Manager/Specialist grade 8 - level 8 | $34.57 | $51.86 | $69.14 | $86.43 | $40.10 |
| Professional/Manager/Specialist grade 10 - level 10 | $39.07 | $58.61 | $78.14 | $97.68 | $45.32 |
| Professional/Manager/Specialist grade 11 - level 11 | $41.27 | $61.91 | $82.54 | $103.18 | $47.87 |
| Operations grade 2 - level 2 | $22.06 | $33.09 | $44.12 | $55.15 | $25.59 |
| Operations grade 3 - level 3 | $23.35 | $35.03 | $46.70 | $58.38 | $27.09 |
| Operations grade 5 - level 5 | $27.82 | $41.73 | $55.64 | $69.55 | $32.27 |
| Operations grade 6 - level 6 | $30.07 | $45.11 | $60.14 | $75.18 | $34.88 |
| Operations grade 7 - level 7 | $32.31 | $48.47 | $64.62 | $80.78 | $37.48 |
| Operations grade 8 - level 8 | $34.57 | $51.86 | $69.14 | $86.43 | $40.10 |
| Operations grade 10 - level 10 | $39.07 | $58.61 | $78.14 | $97.68 | $45.32 |
| Level 9 | $36.82 | $55.23 | $73.64 | $92.05 | $42.71 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $25.47 | $27.03 | $31.19 | $41.58 | $41.58 |
| Technical grade 2 - level 2 | $27.02 | $28.68 | $33.09 | $44.12 | $44.12 |
| Technical grade 3 - level 3 | $28.60 | $30.36 | $35.03 | $46.70 | $46.70 |
| Technical grade 4 - level 4 | $31.31 | $33.23 | $38.34 | $51.12 | $51.12 |
| Technical grade 5 - level 5 | $34.08 | $36.17 | $41.73 | $55.64 | $55.64 |
| Technical grade 6 - level 6 | $36.84 | $39.09 | $45.11 | $60.14 | $60.14 |
| Technical grade 7 - level 7 | $39.58 | $42.00 | $48.47 | $64.62 | $64.62 |
| Administrative grade 1 - level 1 | $25.47 | $27.03 | $31.19 | $41.58 | $41.58 |
| Administrative grade 2 - level 2 | $27.02 | $28.68 | $33.09 | $44.12 | $44.12 |
| Administrative grade 3 - level 3 | $28.60 | $30.36 | $35.03 | $46.70 | $46.70 |
| Administrative grade 4 - level 4 | $31.31 | $33.23 | $38.34 | $51.12 | $51.12 |
| Administrative grade 5 - level 5 | $34.08 | $36.17 | $41.73 | $55.64 | $55.64 |
| Administrative grade 6 - level 6 | $36.84 | $39.09 | $45.11 | $60.14 | $60.14 |
| Professional/Manager/Specialist grade 5 - level 5 | $34.08 | $36.17 | $41.73 | $55.64 | $55.64 |
| Professional/Manager/Specialist grade 7 - level 7 | $39.58 | $42.00 | $48.47 | $64.62 | $64.62 |
| Professional/Manager/Specialist grade 8 - level 8 | $42.35 | $44.94 | $51.86 | $69.14 | $69.14 |
| Professional/Manager/Specialist grade 10 - level 10 | $47.86 | $50.79 | $58.61 | $78.14 | $78.14 |
| Professional/Manager/Specialist grade 11 - level 11 | $50.56 | $53.65 | $61.91 | $82.54 | $82.54 |
| Operations grade 2 - level 2 | $27.02 | $28.68 | $33.09 | $44.12 | $44.12 |
| Operations grade 3 - level 3 | $28.60 | $30.36 | $35.03 | $46.70 | $46.70 |
| Operations grade 5 - level 5 | $34.08 | $36.17 | $41.73 | $55.64 | $55.64 |
| Operations grade 6 - level 6 | $36.84 | $39.09 | $45.11 | $60.14 | $60.14 |
| Operations grade 7 - level 7 | $39.58 | $42.00 | $48.47 | $64.62 | $64.62 |
| Operations grade 8 - level 8 | $42.35 | $44.94 | $51.86 | $69.14 | $69.14 |
| Operations grade 10 - level 10 | $47.86 | $50.79 | $58.61 | $78.14 | $78.14 |
| Level 9 | $45.10 | $47.87 | $55.23 | $73.64 | $73.64 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $41.58 | $51.98 | $31.19 | $31.19 |
| Technical grade 2 - level 2 | $44.12 | $55.15 | $33.09 | $33.09 |
| Technical grade 3 - level 3 | $46.70 | $58.38 | $35.03 | $35.03 |
| Technical grade 4 - level 4 | $51.12 | $63.90 | $38.34 | $38.34 |
| Technical grade 5 - level 5 | $55.64 | $69.55 | $41.73 | $41.73 |
| Technical grade 6 - level 6 | $60.14 | $75.18 | $45.11 | $45.11 |
| Technical grade 7 - level 7 | $64.62 | $80.78 | $48.47 | $48.47 |
| Administrative grade 1 - level 1 | $41.58 | $51.98 | $31.19 | $31.19 |
| Administrative grade 2 - level 2 | $44.12 | $55.15 | $33.09 | $33.09 |
| Administrative grade 3 - level 3 | $46.70 | $58.38 | $35.03 | $35.03 |
| Administrative grade 4 - level 4 | $51.12 | $63.90 | $38.34 | $38.34 |
| Administrative grade 5 - level 5 | $55.64 | $69.55 | $41.73 | $41.73 |
| Administrative grade 6 - level 6 | $60.14 | $75.18 | $45.11 | $45.11 |
| Professional/Manager/Specialist grade 5 - level 5 | $55.64 | $69.55 | $41.73 | $41.73 |
| Professional/Manager/Specialist grade 7 - level 7 | $64.62 | $80.78 | $48.47 | $48.47 |
| Professional/Manager/Specialist grade 8 - level 8 | $69.14 | $86.43 | $51.86 | $51.86 |
| Professional/Manager/Specialist grade 10 - level 10 | $78.14 | $97.68 | $58.61 | $58.61 |
| Professional/Manager/Specialist grade 11 - level 11 | $82.54 | $103.18 | $61.91 | $61.91 |
| Operations grade 2 - level 2 | $44.12 | $55.15 | $33.09 | $33.09 |
| Operations grade 3 - level 3 | $46.70 | $58.38 | $35.03 | $35.03 |
| Operations grade 5 - level 5 | $55.64 | $69.55 | $41.73 | $41.73 |
| Operations grade 6 - level 6 | $60.14 | $75.18 | $45.11 | $45.11 |
| Operations grade 7 - level 7 | $64.62 | $80.78 | $48.47 | $48.47 |
| Operations grade 8 - level 8 | $69.14 | $86.43 | $51.86 | $51.86 |
| Operations grade 10 - level 10 | $78.14 | $97.68 | $58.61 | $58.61 |
| Level 9 | $73.64 | $92.05 | $55.23 | $55.23 |

### Junior - Casual - 18 years or under

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $20.40 | $28.56 | $36.72 | $44.88 | $23.01 |
| Technical grade 2 - level 2 | $21.65 | $30.31 | $38.97 | $47.63 | $24.42 |
| Technical grade 3 - level 3 | $22.91 | $32.08 | $41.24 | $50.41 | $25.85 |
| Technical grade 4 - level 4 | $25.08 | $35.11 | $45.14 | $55.17 | $28.28 |
| Technical grade 5 - level 5 | $27.29 | $38.20 | $49.12 | $60.03 | $30.78 |
| Technical grade 6 - level 6 | $29.50 | $41.30 | $53.10 | $64.90 | $33.28 |
| Technical grade 7 - level 7 | $31.70 | $44.38 | $57.06 | $69.74 | $35.76 |
| Administrative grade 1 - level 1 | $20.40 | $28.56 | $36.72 | $44.88 | $23.01 |
| Administrative grade 2 - level 2 | $21.65 | $30.31 | $38.97 | $47.63 | $24.42 |
| Administrative grade 3 - level 3 | $22.91 | $32.08 | $41.24 | $50.41 | $25.85 |
| Administrative grade 4 - level 4 | $25.08 | $35.11 | $45.14 | $55.17 | $28.28 |
| Administrative grade 5 - level 5 | $27.29 | $38.20 | $49.12 | $60.03 | $30.78 |
| Administrative grade 6 - level 6 | $29.50 | $41.30 | $53.10 | $64.90 | $33.28 |
| Professional/Manager/Specialist grade 5 - level 5 | $27.29 | $38.20 | $49.12 | $60.03 | $30.78 |
| Professional/Manager/Specialist grade 7 - level 7 | $31.70 | $44.38 | $57.06 | $69.74 | $35.76 |
| Professional/Manager/Specialist grade 8 - level 8 | $33.91 | $47.48 | $61.04 | $74.61 | $38.25 |
| Professional/Manager/Specialist grade 10 - level 10 | $38.34 | $53.67 | $69.01 | $84.34 | $43.24 |
| Professional/Manager/Specialist grade 11 - level 11 | $40.50 | $56.70 | $72.90 | $89.10 | $45.68 |
| Operations grade 2 - level 2 | $21.65 | $30.31 | $38.97 | $47.63 | $24.42 |
| Operations grade 3 - level 3 | $22.91 | $32.08 | $41.24 | $50.41 | $25.85 |
| Operations grade 5 - level 5 | $27.29 | $38.20 | $49.12 | $60.03 | $30.78 |
| Operations grade 6 - level 6 | $29.50 | $41.30 | $53.10 | $64.90 | $33.28 |
| Operations grade 7 - level 7 | $31.70 | $44.38 | $57.06 | $69.74 | $35.76 |
| Operations grade 8 - level 8 | $33.91 | $47.48 | $61.04 | $74.61 | $38.25 |
| Operations grade 10 - level 10 | $38.34 | $53.67 | $69.01 | $84.34 | $43.24 |
| Level 9 | $36.13 | $50.58 | $65.03 | $79.48 | $40.75 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $24.07 | $25.30 | $24.48 | $32.64 | $32.64 |
| Technical grade 2 - level 2 | $25.55 | $26.85 | $25.98 | $34.64 | $34.64 |
| Technical grade 3 - level 3 | $27.04 | $28.41 | $27.50 | $36.66 | $36.66 |
| Technical grade 4 - level 4 | $29.59 | $31.09 | $30.09 | $40.12 | $40.12 |
| Technical grade 5 - level 5 | $32.20 | $33.84 | $32.75 | $43.66 | $43.66 |
| Technical grade 6 - level 6 | $34.81 | $36.58 | $35.40 | $47.20 | $47.20 |
| Technical grade 7 - level 7 | $37.41 | $39.31 | $38.04 | $50.72 | $50.72 |
| Administrative grade 1 - level 1 | $24.07 | $25.30 | $24.48 | $32.64 | $32.64 |
| Administrative grade 2 - level 2 | $25.55 | $26.85 | $25.98 | $34.64 | $34.64 |
| Administrative grade 3 - level 3 | $27.04 | $28.41 | $27.50 | $36.66 | $36.66 |
| Administrative grade 4 - level 4 | $29.59 | $31.09 | $30.09 | $40.12 | $40.12 |
| Administrative grade 5 - level 5 | $32.20 | $33.84 | $32.75 | $43.66 | $43.66 |
| Administrative grade 6 - level 6 | $34.81 | $36.58 | $35.40 | $47.20 | $47.20 |
| Professional/Manager/Specialist grade 5 - level 5 | $32.20 | $33.84 | $32.75 | $43.66 | $43.66 |
| Professional/Manager/Specialist grade 7 - level 7 | $37.41 | $39.31 | $38.04 | $50.72 | $50.72 |
| Professional/Manager/Specialist grade 8 - level 8 | $40.02 | $42.05 | $40.70 | $54.26 | $54.26 |
| Professional/Manager/Specialist grade 10 - level 10 | $45.24 | $47.54 | $46.01 | $61.34 | $61.34 |
| Professional/Manager/Specialist grade 11 - level 11 | $47.79 | $50.22 | $48.60 | $64.80 | $64.80 |
| Operations grade 2 - level 2 | $25.55 | $26.85 | $25.98 | $34.64 | $34.64 |
| Operations grade 3 - level 3 | $27.04 | $28.41 | $27.50 | $36.66 | $36.66 |
| Operations grade 5 - level 5 | $32.20 | $33.84 | $32.75 | $43.66 | $43.66 |
| Operations grade 6 - level 6 | $34.81 | $36.58 | $35.40 | $47.20 | $47.20 |
| Operations grade 7 - level 7 | $37.41 | $39.31 | $38.04 | $50.72 | $50.72 |
| Operations grade 8 - level 8 | $40.02 | $42.05 | $40.70 | $54.26 | $54.26 |
| Operations grade 10 - level 10 | $45.24 | $47.54 | $46.01 | $61.34 | $61.34 |
| Level 9 | $42.63 | $44.80 | $43.35 | $57.80 | $57.80 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $32.64 | $40.80 | $28.56 | $28.56 |
| Technical grade 2 - level 2 | $34.64 | $43.30 | $30.31 | $30.31 |
| Technical grade 3 - level 3 | $36.66 | $45.83 | $32.08 | $32.08 |
| Technical grade 4 - level 4 | $40.12 | $50.15 | $35.11 | $35.11 |
| Technical grade 5 - level 5 | $43.66 | $54.58 | $38.20 | $38.20 |
| Technical grade 6 - level 6 | $47.20 | $59.00 | $41.30 | $41.30 |
| Technical grade 7 - level 7 | $50.72 | $63.40 | $44.38 | $44.38 |
| Administrative grade 1 - level 1 | $32.64 | $40.80 | $28.56 | $28.56 |
| Administrative grade 2 - level 2 | $34.64 | $43.30 | $30.31 | $30.31 |
| Administrative grade 3 - level 3 | $36.66 | $45.83 | $32.08 | $32.08 |
| Administrative grade 4 - level 4 | $40.12 | $50.15 | $35.11 | $35.11 |
| Administrative grade 5 - level 5 | $43.66 | $54.58 | $38.20 | $38.20 |
| Administrative grade 6 - level 6 | $47.20 | $59.00 | $41.30 | $41.30 |
| Professional/Manager/Specialist grade 5 - level 5 | $43.66 | $54.58 | $38.20 | $38.20 |
| Professional/Manager/Specialist grade 7 - level 7 | $50.72 | $63.40 | $44.38 | $44.38 |
| Professional/Manager/Specialist grade 8 - level 8 | $54.26 | $67.83 | $47.48 | $47.48 |
| Professional/Manager/Specialist grade 10 - level 10 | $61.34 | $76.68 | $53.67 | $53.67 |
| Professional/Manager/Specialist grade 11 - level 11 | $64.80 | $81.00 | $56.70 | $56.70 |
| Operations grade 2 - level 2 | $34.64 | $43.30 | $30.31 | $30.31 |
| Operations grade 3 - level 3 | $36.66 | $45.83 | $32.08 | $32.08 |
| Operations grade 5 - level 5 | $43.66 | $54.58 | $38.20 | $38.20 |
| Operations grade 6 - level 6 | $47.20 | $59.00 | $41.30 | $41.30 |
| Operations grade 7 - level 7 | $50.72 | $63.40 | $44.38 | $44.38 |
| Operations grade 8 - level 8 | $54.26 | $67.83 | $47.48 | $47.48 |
| Operations grade 10 - level 10 | $61.34 | $76.68 | $53.67 | $53.67 |
| Level 9 | $57.80 | $72.25 | $50.58 | $50.58 |

### Junior - Casual - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $23.20 | $32.48 | $41.76 | $51.04 | $26.17 |
| Technical grade 2 - level 2 | $24.61 | $34.46 | $44.30 | $54.15 | $27.76 |
| Technical grade 3 - level 3 | $26.05 | $36.47 | $46.89 | $57.31 | $29.38 |
| Technical grade 4 - level 4 | $28.51 | $39.92 | $51.32 | $62.73 | $32.16 |
| Technical grade 5 - level 5 | $31.04 | $43.45 | $55.87 | $68.28 | $35.01 |
| Technical grade 6 - level 6 | $33.54 | $46.95 | $60.37 | $73.78 | $37.83 |
| Technical grade 7 - level 7 | $36.04 | $50.45 | $64.87 | $79.28 | $40.65 |
| Administrative grade 1 - level 1 | $23.20 | $32.48 | $41.76 | $51.04 | $26.17 |
| Administrative grade 2 - level 2 | $24.61 | $34.46 | $44.30 | $54.15 | $27.76 |
| Administrative grade 3 - level 3 | $26.05 | $36.47 | $46.89 | $57.31 | $29.38 |
| Administrative grade 4 - level 4 | $28.51 | $39.92 | $51.32 | $62.73 | $32.16 |
| Administrative grade 5 - level 5 | $31.04 | $43.45 | $55.87 | $68.28 | $35.01 |
| Administrative grade 6 - level 6 | $33.54 | $46.95 | $60.37 | $73.78 | $37.83 |
| Professional/Manager/Specialist grade 5 - level 5 | $31.04 | $43.45 | $55.87 | $68.28 | $35.01 |
| Professional/Manager/Specialist grade 7 - level 7 | $36.04 | $50.45 | $64.87 | $79.28 | $40.65 |
| Professional/Manager/Specialist grade 8 - level 8 | $38.56 | $53.99 | $69.41 | $84.84 | $43.50 |
| Professional/Manager/Specialist grade 10 - level 10 | $43.59 | $61.02 | $78.46 | $95.89 | $49.17 |
| Professional/Manager/Specialist grade 11 - level 11 | $46.05 | $64.47 | $82.89 | $101.31 | $51.94 |
| Operations grade 2 - level 2 | $24.61 | $34.46 | $44.30 | $54.15 | $27.76 |
| Operations grade 3 - level 3 | $26.05 | $36.47 | $46.89 | $57.31 | $29.38 |
| Operations grade 5 - level 5 | $31.04 | $43.45 | $55.87 | $68.28 | $35.01 |
| Operations grade 6 - level 6 | $33.54 | $46.95 | $60.37 | $73.78 | $37.83 |
| Operations grade 7 - level 7 | $36.04 | $50.45 | $64.87 | $79.28 | $40.65 |
| Operations grade 8 - level 8 | $38.56 | $53.99 | $69.41 | $84.84 | $43.50 |
| Operations grade 10 - level 10 | $43.59 | $61.02 | $78.46 | $95.89 | $49.17 |
| Level 9 | $41.08 | $57.51 | $73.94 | $90.37 | $46.33 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $27.38 | $28.77 | $27.84 | $37.12 | $37.12 |
| Technical grade 2 - level 2 | $29.04 | $30.52 | $29.54 | $39.38 | $39.38 |
| Technical grade 3 - level 3 | $30.74 | $32.30 | $31.26 | $41.68 | $41.68 |
| Technical grade 4 - level 4 | $33.64 | $35.36 | $34.22 | $45.62 | $45.62 |
| Technical grade 5 - level 5 | $36.62 | $38.49 | $37.25 | $49.66 | $49.66 |
| Technical grade 6 - level 6 | $39.57 | $41.59 | $40.25 | $53.66 | $53.66 |
| Technical grade 7 - level 7 | $42.52 | $44.69 | $43.25 | $57.66 | $57.66 |
| Administrative grade 1 - level 1 | $27.38 | $28.77 | $27.84 | $37.12 | $37.12 |
| Administrative grade 2 - level 2 | $29.04 | $30.52 | $29.54 | $39.38 | $39.38 |
| Administrative grade 3 - level 3 | $30.74 | $32.30 | $31.26 | $41.68 | $41.68 |
| Administrative grade 4 - level 4 | $33.64 | $35.36 | $34.22 | $45.62 | $45.62 |
| Administrative grade 5 - level 5 | $36.62 | $38.49 | $37.25 | $49.66 | $49.66 |
| Administrative grade 6 - level 6 | $39.57 | $41.59 | $40.25 | $53.66 | $53.66 |
| Professional/Manager/Specialist grade 5 - level 5 | $36.62 | $38.49 | $37.25 | $49.66 | $49.66 |
| Professional/Manager/Specialist grade 7 - level 7 | $42.52 | $44.69 | $43.25 | $57.66 | $57.66 |
| Professional/Manager/Specialist grade 8 - level 8 | $45.50 | $47.82 | $46.28 | $61.70 | $61.70 |
| Professional/Manager/Specialist grade 10 - level 10 | $51.43 | $54.05 | $52.31 | $69.74 | $69.74 |
| Professional/Manager/Specialist grade 11 - level 11 | $54.34 | $57.10 | $55.26 | $73.68 | $73.68 |
| Operations grade 2 - level 2 | $29.04 | $30.52 | $29.54 | $39.38 | $39.38 |
| Operations grade 3 - level 3 | $30.74 | $32.30 | $31.26 | $41.68 | $41.68 |
| Operations grade 5 - level 5 | $36.62 | $38.49 | $37.25 | $49.66 | $49.66 |
| Operations grade 6 - level 6 | $39.57 | $41.59 | $40.25 | $53.66 | $53.66 |
| Operations grade 7 - level 7 | $42.52 | $44.69 | $43.25 | $57.66 | $57.66 |
| Operations grade 8 - level 8 | $45.50 | $47.82 | $46.28 | $61.70 | $61.70 |
| Operations grade 10 - level 10 | $51.43 | $54.05 | $52.31 | $69.74 | $69.74 |
| Level 9 | $48.47 | $50.93 | $49.29 | $65.72 | $65.72 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $37.12 | $46.40 | $32.48 | $32.48 |
| Technical grade 2 - level 2 | $39.38 | $49.23 | $34.46 | $34.46 |
| Technical grade 3 - level 3 | $41.68 | $52.10 | $36.47 | $36.47 |
| Technical grade 4 - level 4 | $45.62 | $57.03 | $39.92 | $39.92 |
| Technical grade 5 - level 5 | $49.66 | $62.08 | $43.45 | $43.45 |
| Technical grade 6 - level 6 | $53.66 | $67.08 | $46.95 | $46.95 |
| Technical grade 7 - level 7 | $57.66 | $72.08 | $50.45 | $50.45 |
| Administrative grade 1 - level 1 | $37.12 | $46.40 | $32.48 | $32.48 |
| Administrative grade 2 - level 2 | $39.38 | $49.23 | $34.46 | $34.46 |
| Administrative grade 3 - level 3 | $41.68 | $52.10 | $36.47 | $36.47 |
| Administrative grade 4 - level 4 | $45.62 | $57.03 | $39.92 | $39.92 |
| Administrative grade 5 - level 5 | $49.66 | $62.08 | $43.45 | $43.45 |
| Administrative grade 6 - level 6 | $53.66 | $67.08 | $46.95 | $46.95 |
| Professional/Manager/Specialist grade 5 - level 5 | $49.66 | $62.08 | $43.45 | $43.45 |
| Professional/Manager/Specialist grade 7 - level 7 | $57.66 | $72.08 | $50.45 | $50.45 |
| Professional/Manager/Specialist grade 8 - level 8 | $61.70 | $77.13 | $53.99 | $53.99 |
| Professional/Manager/Specialist grade 10 - level 10 | $69.74 | $87.18 | $61.02 | $61.02 |
| Professional/Manager/Specialist grade 11 - level 11 | $73.68 | $92.10 | $64.47 | $64.47 |
| Operations grade 2 - level 2 | $39.38 | $49.23 | $34.46 | $34.46 |
| Operations grade 3 - level 3 | $41.68 | $52.10 | $36.47 | $36.47 |
| Operations grade 5 - level 5 | $49.66 | $62.08 | $43.45 | $43.45 |
| Operations grade 6 - level 6 | $53.66 | $67.08 | $46.95 | $46.95 |
| Operations grade 7 - level 7 | $57.66 | $72.08 | $50.45 | $50.45 |
| Operations grade 8 - level 8 | $61.70 | $77.13 | $53.99 | $53.99 |
| Operations grade 10 - level 10 | $69.74 | $87.18 | $61.02 | $61.02 |
| Level 9 | $65.72 | $82.15 | $57.51 | $57.51 |

### Junior - Casual - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $25.99 | $36.38 | $46.78 | $57.17 | $29.31 |
| Technical grade 2 - level 2 | $27.58 | $38.61 | $49.64 | $60.67 | $31.10 |
| Technical grade 3 - level 3 | $29.19 | $40.86 | $52.54 | $64.21 | $32.92 |
| Technical grade 4 - level 4 | $31.95 | $44.73 | $57.51 | $70.29 | $36.04 |
| Technical grade 5 - level 5 | $34.78 | $48.69 | $62.60 | $76.51 | $39.23 |
| Technical grade 6 - level 6 | $37.59 | $52.62 | $67.66 | $82.69 | $42.40 |
| Technical grade 7 - level 7 | $40.39 | $56.54 | $72.70 | $88.85 | $45.56 |
| Administrative grade 1 - level 1 | $25.99 | $36.38 | $46.78 | $57.17 | $29.31 |
| Administrative grade 2 - level 2 | $27.58 | $38.61 | $49.64 | $60.67 | $31.10 |
| Administrative grade 3 - level 3 | $29.19 | $40.86 | $52.54 | $64.21 | $32.92 |
| Administrative grade 4 - level 4 | $31.95 | $44.73 | $57.51 | $70.29 | $36.04 |
| Administrative grade 5 - level 5 | $34.78 | $48.69 | $62.60 | $76.51 | $39.23 |
| Administrative grade 6 - level 6 | $37.59 | $52.62 | $67.66 | $82.69 | $42.40 |
| Professional/Manager/Specialist grade 5 - level 5 | $34.78 | $48.69 | $62.60 | $76.51 | $39.23 |
| Professional/Manager/Specialist grade 7 - level 7 | $40.39 | $56.54 | $72.70 | $88.85 | $45.56 |
| Professional/Manager/Specialist grade 8 - level 8 | $43.21 | $60.50 | $77.78 | $95.07 | $48.74 |
| Professional/Manager/Specialist grade 10 - level 10 | $48.84 | $68.37 | $87.91 | $107.44 | $55.09 |
| Professional/Manager/Specialist grade 11 - level 11 | $51.59 | $72.22 | $92.86 | $113.49 | $58.19 |
| Operations grade 2 - level 2 | $27.58 | $38.61 | $49.64 | $60.67 | $31.10 |
| Operations grade 3 - level 3 | $29.19 | $40.86 | $52.54 | $64.21 | $32.92 |
| Operations grade 5 - level 5 | $34.78 | $48.69 | $62.60 | $76.51 | $39.23 |
| Operations grade 6 - level 6 | $37.59 | $52.62 | $67.66 | $82.69 | $42.40 |
| Operations grade 7 - level 7 | $40.39 | $56.54 | $72.70 | $88.85 | $45.56 |
| Operations grade 8 - level 8 | $43.21 | $60.50 | $77.78 | $95.07 | $48.74 |
| Operations grade 10 - level 10 | $48.84 | $68.37 | $87.91 | $107.44 | $55.09 |
| Level 9 | $46.03 | $64.44 | $82.85 | $101.26 | $51.92 |

**Table 2 of 3**

| **Classification** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** | **Overtime - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $30.67 | $32.22 | $31.19 | $41.58 | $41.58 |
| Technical grade 2 - level 2 | $32.54 | $34.19 | $33.09 | $44.12 | $44.12 |
| Technical grade 3 - level 3 | $34.44 | $36.19 | $35.03 | $46.70 | $46.70 |
| Technical grade 4 - level 4 | $37.70 | $39.62 | $38.34 | $51.12 | $51.12 |
| Technical grade 5 - level 5 | $41.03 | $43.12 | $41.73 | $55.64 | $55.64 |
| Technical grade 6 - level 6 | $44.35 | $46.61 | $45.11 | $60.14 | $60.14 |
| Technical grade 7 - level 7 | $47.66 | $50.08 | $48.47 | $64.62 | $64.62 |
| Administrative grade 1 - level 1 | $30.67 | $32.22 | $31.19 | $41.58 | $41.58 |
| Administrative grade 2 - level 2 | $32.54 | $34.19 | $33.09 | $44.12 | $44.12 |
| Administrative grade 3 - level 3 | $34.44 | $36.19 | $35.03 | $46.70 | $46.70 |
| Administrative grade 4 - level 4 | $37.70 | $39.62 | $38.34 | $51.12 | $51.12 |
| Administrative grade 5 - level 5 | $41.03 | $43.12 | $41.73 | $55.64 | $55.64 |
| Administrative grade 6 - level 6 | $44.35 | $46.61 | $45.11 | $60.14 | $60.14 |
| Professional/Manager/Specialist grade 5 - level 5 | $41.03 | $43.12 | $41.73 | $55.64 | $55.64 |
| Professional/Manager/Specialist grade 7 - level 7 | $47.66 | $50.08 | $48.47 | $64.62 | $64.62 |
| Professional/Manager/Specialist grade 8 - level 8 | $50.99 | $53.58 | $51.86 | $69.14 | $69.14 |
| Professional/Manager/Specialist grade 10 - level 10 | $57.63 | $60.56 | $58.61 | $78.14 | $78.14 |
| Professional/Manager/Specialist grade 11 - level 11 | $60.87 | $63.97 | $61.91 | $82.54 | $82.54 |
| Operations grade 2 - level 2 | $32.54 | $34.19 | $33.09 | $44.12 | $44.12 |
| Operations grade 3 - level 3 | $34.44 | $36.19 | $35.03 | $46.70 | $46.70 |
| Operations grade 5 - level 5 | $41.03 | $43.12 | $41.73 | $55.64 | $55.64 |
| Operations grade 6 - level 6 | $44.35 | $46.61 | $45.11 | $60.14 | $60.14 |
| Operations grade 7 - level 7 | $47.66 | $50.08 | $48.47 | $64.62 | $64.62 |
| Operations grade 8 - level 8 | $50.99 | $53.58 | $51.86 | $69.14 | $69.14 |
| Operations grade 10 - level 10 | $57.63 | $60.56 | $58.61 | $78.14 | $78.14 |
| Level 9 | $54.31 | $57.07 | $55.23 | $73.64 | $73.64 |

**Table 3 of 3**

| **Classification** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- |
| Technical grade 1 - level 1 | $41.58 | $51.98 | $36.38 | $36.38 |
| Technical grade 2 - level 2 | $44.12 | $55.15 | $38.61 | $38.61 |
| Technical grade 3 - level 3 | $46.70 | $58.38 | $40.86 | $40.86 |
| Technical grade 4 - level 4 | $51.12 | $63.90 | $44.73 | $44.73 |
| Technical grade 5 - level 5 | $55.64 | $69.55 | $48.69 | $48.69 |
| Technical grade 6 - level 6 | $60.14 | $75.18 | $52.62 | $52.62 |
| Technical grade 7 - level 7 | $64.62 | $80.78 | $56.54 | $56.54 |
| Administrative grade 1 - level 1 | $41.58 | $51.98 | $36.38 | $36.38 |
| Administrative grade 2 - level 2 | $44.12 | $55.15 | $38.61 | $38.61 |
| Administrative grade 3 - level 3 | $46.70 | $58.38 | $40.86 | $40.86 |
| Administrative grade 4 - level 4 | $51.12 | $63.90 | $44.73 | $44.73 |
| Administrative grade 5 - level 5 | $55.64 | $69.55 | $48.69 | $48.69 |
| Administrative grade 6 - level 6 | $60.14 | $75.18 | $52.62 | $52.62 |
| Professional/Manager/Specialist grade 5 - level 5 | $55.64 | $69.55 | $48.69 | $48.69 |
| Professional/Manager/Specialist grade 7 - level 7 | $64.62 | $80.78 | $56.54 | $56.54 |
| Professional/Manager/Specialist grade 8 - level 8 | $69.14 | $86.43 | $60.50 | $60.50 |
| Professional/Manager/Specialist grade 10 - level 10 | $78.14 | $97.68 | $68.37 | $68.37 |
| Professional/Manager/Specialist grade 11 - level 11 | $82.54 | $103.18 | $72.22 | $72.22 |
| Operations grade 2 - level 2 | $44.12 | $55.15 | $38.61 | $38.61 |
| Operations grade 3 - level 3 | $46.70 | $58.38 | $40.86 | $40.86 |
| Operations grade 5 - level 5 | $55.64 | $69.55 | $48.69 | $48.69 |
| Operations grade 6 - level 6 | $60.14 | $75.18 | $52.62 | $52.62 |
| Operations grade 7 - level 7 | $64.62 | $80.78 | $56.54 | $56.54 |
| Operations grade 8 - level 8 | $69.14 | $86.43 | $60.50 | $60.50 |
| Operations grade 10 - level 10 | $78.14 | $97.68 | $68.37 | $68.37 |
| Level 9 | $73.64 | $92.05 | $64.44 | $64.44 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $395.43 | $10.54 | $15.81 | $21.08 | $26.35 |
| Apprentice - 2nd year | $517.83 | $13.81 | $20.72 | $27.62 | $34.53 |
| Apprentice - 3rd year | $706.13 | $18.83 | $28.25 | $37.66 | $47.08 |
| Apprentice - 4th year | $800.28 | $21.34 | $32.01 | $42.68 | $53.35 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.23 | $12.91 | $13.70 | $15.81 | $21.08 |
| Apprentice - 2nd year | $16.02 | $16.92 | $17.95 | $20.72 | $27.62 |
| Apprentice - 3rd year | $21.84 | $23.07 | $24.48 | $28.25 | $37.66 |
| Apprentice - 4th year | $24.75 | $26.14 | $27.74 | $32.01 | $42.68 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.08 | $21.08 | $26.35 | $15.81 | $15.81 |
| Apprentice - 2nd year | $27.62 | $27.62 | $34.53 | $20.72 | $20.72 |
| Apprentice - 3rd year | $37.66 | $37.66 | $47.08 | $28.25 | $28.25 |
| Apprentice - 4th year | $42.68 | $42.68 | $53.35 | $32.01 | $32.01 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $470.75 | $12.55 | $18.83 | $25.10 | $31.38 |
| Apprentice - 2nd year | $564.90 | $15.06 | $22.59 | $30.12 | $37.65 |
| Apprentice - 3rd year | $706.13 | $18.83 | $28.25 | $37.66 | $47.08 |
| Apprentice - 4th year | $800.28 | $21.34 | $32.01 | $42.68 | $53.35 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.56 | $15.37 | $16.32 | $18.83 | $25.10 |
| Apprentice - 2nd year | $17.47 | $18.45 | $19.58 | $22.59 | $30.12 |
| Apprentice - 3rd year | $21.84 | $23.07 | $24.48 | $28.25 | $37.66 |
| Apprentice - 4th year | $24.75 | $26.14 | $27.74 | $32.01 | $42.68 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.10 | $25.10 | $31.38 | $18.83 | $18.83 |
| Apprentice - 2nd year | $30.12 | $30.12 | $37.65 | $22.59 | $22.59 |
| Apprentice - 3rd year | $37.66 | $37.66 | $47.08 | $28.25 | $28.25 |
| Apprentice - 4th year | $42.68 | $42.68 | $53.35 | $32.01 | $32.01 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $517.83 | $13.81 | $20.72 | $27.62 | $34.53 |
| Apprentice - 2nd year | $611.98 | $16.32 | $24.48 | $32.64 | $40.80 |
| Apprentice - 3rd year | $706.13 | $18.83 | $28.25 | $37.66 | $47.08 |
| Apprentice - 4th year | $800.28 | $21.34 | $32.01 | $42.68 | $53.35 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.02 | $16.92 | $17.95 | $20.72 | $27.62 |
| Apprentice - 2nd year | $18.93 | $19.99 | $21.22 | $24.48 | $32.64 |
| Apprentice - 3rd year | $21.84 | $23.07 | $24.48 | $28.25 | $37.66 |
| Apprentice - 4th year | $24.75 | $26.14 | $27.74 | $32.01 | $42.68 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $27.62 | $27.62 | $34.53 | $20.72 | $20.72 |
| Apprentice - 2nd year | $32.64 | $32.64 | $40.80 | $24.48 | $24.48 |
| Apprentice - 3rd year | $37.66 | $37.66 | $47.08 | $28.25 | $28.25 |
| Apprentice - 4th year | $42.68 | $42.68 | $53.35 | $32.01 | $32.01 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $659.05 | $17.57 | $26.36 | $35.14 | $43.93 |
| Apprentice - 2nd year | $753.20 | $20.09 | $30.14 | $40.18 | $50.23 |
| Apprentice - 3rd year | $800.28 | $21.34 | $32.01 | $42.68 | $53.35 |
| Apprentice - 4th year | $847.35 | $22.60 | $33.90 | $45.20 | $56.50 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $20.38 | $21.52 | $22.84 | $26.36 | $35.14 |
| Apprentice - 2nd year | $23.30 | $24.61 | $26.12 | $30.14 | $40.18 |
| Apprentice - 3rd year | $24.75 | $26.14 | $27.74 | $32.01 | $42.68 |
| Apprentice - 4th year | $26.22 | $27.69 | $29.38 | $33.90 | $45.20 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.14 | $35.14 | $43.93 | $26.36 | $26.36 |
| Apprentice - 2nd year | $40.18 | $40.18 | $50.23 | $30.14 | $30.14 |
| Apprentice - 3rd year | $42.68 | $42.68 | $53.35 | $32.01 | $32.01 |
| Apprentice - 4th year | $45.20 | $45.20 | $56.50 | $33.90 | $33.90 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $753.20 | $20.09 | $30.14 | $40.18 | $50.23 |
| Apprentice - 2nd year | $838.40 | $22.36 | $33.54 | $44.72 | $55.90 |
| Apprentice - 3rd year | $838.40 | $22.36 | $33.54 | $44.72 | $55.90 |
| Apprentice - 4th year | $847.35 | $22.60 | $33.90 | $45.20 | $56.50 |

**Table 2 of 3**

| **Classification** | **Afternoon shift** | **Night shift** | **Permanent night shift** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - first 2 hours** | **Overtime - Monday to Saturday - day workers and non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.30 | $24.61 | $26.12 | $30.14 | $40.18 |
| Apprentice - 2nd year | $25.94 | $27.39 | $29.07 | $33.54 | $44.72 |
| Apprentice - 3rd year | $25.94 | $27.39 | $29.07 | $33.54 | $44.72 |
| Apprentice - 4th year | $26.22 | $27.69 | $29.38 | $33.90 | $45.20 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - continuous shiftworkers** | **Overtime - Sunday** | **Overtime - public holiday** | **Working through a meal break - day worker** | **Delayed meal break - shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $40.18 | $40.18 | $50.23 | $30.14 | $30.14 |
| Apprentice - 2nd year | $44.72 | $44.72 | $55.90 | $33.54 | $33.54 |
| Apprentice - 3rd year | $44.72 | $44.72 | $55.90 | $33.54 | $33.54 |
| Apprentice - 4th year | $45.20 | $45.20 | $56.50 | $33.90 | $33.90 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees reimbursement | reimbursement of training fees for prescribed courses |
| 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 |
| Availability allowance - 1 in 5 or more weeks rostered on availability duty | $169.47 per week, or payable daily on a pro rata basis |
| Availability allowance - 1 in 4 or less weeks rostered on availability duty | $244.79 per week, or payable daily on a pro rata basis |
| Briquette factory allowance | $2.13 per hour up to a maximum of $80.03 per week |
| Coal handling allowance - not payable when open cut brown coal mine allowance or briquette factory allowance are paid | $2.76 per hour up to a maximum of $103.57 per week |
| First aid allowance | $0.48 per hour up to a maximum of $17.89 per week |
| Meal allowance | $17.25 per meal |
| Open cut brown coal mine allowance | $2.76 per hour up to a maximum of $103.57 per week |
| Power station allowance - technical or operations employee | $1.76 per hour up to a maximum of $65.91 per week |
| Power station allowance - professional, managerial, specialist or administrative employee | $0.51 per hour up to a maximum of $19.30 per week |
| Tool allowance | $22.04 per week |
| Transmission line, plant or equipment work allowance | $1.51 per hour up to a maximum of $56.49 per week |
| Travel expenses allowance | an upfront payment of 80% of the expected cost of fares, meals, accommodation and incidental expenses and reimbursement of any additional costs |
| Travel time allowance | payment at the minimum hourly wage for time spent in travel |
| Vehicle allowance - motorcycle | $0.31 per km |
| Vehicle allowance - motor vehicle | $0.92 per km |