# Pay Guide - Graphic Arts, Printing and Publishing Award - [MA000026]

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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/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

**Disclaimer**

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

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

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

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

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

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 8**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $812.60 | $21.38 | $42.76 | $53.45 | $42.76 | $42.76 |
| Level 2 | $834.80 | $21.97 | $43.94 | $54.93 | $43.94 | $43.94 |
| Level 3 | $865.20 | $22.77 | $45.54 | $56.93 | $45.54 | $45.54 |
| Level 4 | $893.60 | $23.52 | $47.04 | $58.80 | $47.04 | $47.04 |
| Level 5 | $940.90 | $24.76 | $49.52 | $61.90 | $49.52 | $49.52 |
| Level 6 | $970.40 | $25.54 | $51.08 | $63.85 | $51.08 | $51.08 |
| Level 7 | $999.90 | $26.31 | $52.62 | $65.78 | $52.62 | $52.62 |
| Level 8 | $1,026.60 | $27.02 | $54.04 | $67.55 | $54.04 | $54.04 |

**Table 2 of 8**

| **Classification** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $42.76 | $25.66 | $25.66 | $25.66 | $27.79 | $47.04 |
| Level 2 | $43.94 | $26.36 | $26.36 | $26.36 | $28.56 | $48.33 |
| Level 3 | $45.54 | $27.32 | $27.32 | $27.32 | $29.60 | $50.09 |
| Level 4 | $47.04 | $28.22 | $28.22 | $28.22 | $30.58 | $51.74 |
| Level 5 | $49.52 | $29.71 | $29.71 | $29.71 | $32.19 | $54.47 |
| Level 6 | $51.08 | $30.65 | $30.65 | $30.65 | $33.20 | $56.19 |
| Level 7 | $52.62 | $31.57 | $31.57 | $31.57 | $34.20 | $57.88 |
| Level 8 | $54.04 | $32.42 | $32.42 | $32.42 | $35.13 | $59.44 |

**Table 3 of 8**

| **Classification** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $47.04 | $47.04 | $49.17 | $25.71 | $47.09 | $25.98 |
| Level 2 | $48.33 | $48.33 | $50.53 | $26.30 | $48.27 | $26.57 |
| Level 3 | $50.09 | $50.09 | $52.37 | $27.10 | $49.87 | $27.37 |
| Level 4 | $51.74 | $51.74 | $54.10 | $27.85 | $51.37 | $28.12 |
| Level 5 | $54.47 | $54.47 | $56.95 | $29.09 | $53.85 | $29.36 |
| Level 6 | $56.19 | $56.19 | $58.74 | $29.87 | $55.41 | $30.14 |
| Level 7 | $57.88 | $57.88 | $60.51 | $30.64 | $56.95 | $30.91 |
| Level 8 | $59.44 | $59.44 | $62.15 | $31.35 | $58.37 | $31.62 |

**Table 4 of 8**

| **Classification** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $85.52 per shift and $21.38 per hour worked | $22.53 | $32.07 | $42.76 | $42.76 | $32.07 |
| Level 2 | $87.88 per shift and $21.97 per hour worked | $23.12 | $32.96 | $43.94 | $43.94 | $32.96 |
| Level 3 | $91.08 per shift and $22.77 per hour worked | $23.92 | $34.16 | $45.54 | $45.54 | $34.16 |
| Level 4 | $94.08 per shift and $23.52 per hour worked | $24.67 | $35.28 | $47.04 | $47.04 | $35.28 |
| Level 5 | $99.04 per shift and $24.76 per hour worked | $25.91 | $37.14 | $49.52 | $49.52 | $37.14 |
| Level 6 | $102.16 per shift and $25.54 per hour worked | $26.69 | $38.31 | $51.08 | $51.08 | $38.31 |
| Level 7 | $105.24 per shift and $26.31 per hour worked | $27.46 | $39.47 | $52.62 | $52.62 | $39.47 |
| Level 8 | $108.08 per shift and $27.02 per hour worked | $28.17 | $40.53 | $54.04 | $54.04 | $40.53 |

**Table 5 of 8**

| **Classification** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $42.76 | $38.49 | $51.32 | $51.32 | $38.49 |
| Level 2 | $43.94 | $39.54 | $52.72 | $52.72 | $39.54 |
| Level 3 | $45.54 | $40.98 | $54.64 | $54.64 | $40.98 |
| Level 4 | $47.04 | $42.33 | $56.44 | $56.44 | $42.33 |
| Level 5 | $49.52 | $44.57 | $59.42 | $59.42 | $44.57 |
| Level 6 | $51.08 | $45.98 | $61.30 | $61.30 | $45.98 |
| Level 7 | $52.62 | $47.36 | $63.14 | $63.14 | $47.36 |
| Level 8 | $54.04 | $48.63 | $64.84 | $64.84 | $48.63 |

**Table 6 of 8**

| **Classification** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $51.32 | $41.69 | $55.58 | $55.58 | $41.69 |
| Level 2 | $52.72 | $42.84 | $57.12 | $57.12 | $42.84 |
| Level 3 | $54.64 | $44.40 | $59.20 | $59.20 | $44.40 |
| Level 4 | $56.44 | $45.87 | $61.16 | $61.16 | $45.87 |
| Level 5 | $59.42 | $48.29 | $64.38 | $64.38 | $48.29 |
| Level 6 | $61.30 | $49.80 | $66.40 | $66.40 | $49.80 |
| Level 7 | $63.14 | $51.30 | $68.40 | $68.40 | $51.30 |
| Level 8 | $64.84 | $52.70 | $70.26 | $70.26 | $52.70 |

**Table 7 of 8**

| **Classification** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $55.58 | $42.76 | $42.76 | $51.32 | $55.58 |
| Level 2 | $57.12 | $43.94 | $43.94 | $52.72 | $57.12 |
| Level 3 | $59.20 | $45.54 | $45.54 | $54.64 | $59.20 |
| Level 4 | $61.16 | $47.04 | $47.04 | $56.44 | $61.16 |
| Level 5 | $64.38 | $49.52 | $49.52 | $59.42 | $64.38 |
| Level 6 | $66.40 | $51.08 | $51.08 | $61.30 | $66.40 |
| Level 7 | $68.40 | $52.62 | $52.62 | $63.14 | $68.40 |
| Level 8 | $70.26 | $54.04 | $54.04 | $64.84 | $70.26 |

**Table 8 of 8**

| **Classification** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $42.76 | $51.32 | $55.58 | $42.76 | $32.07 |
| Level 2 | $43.94 | $52.72 | $57.12 | $43.94 | $32.96 |
| Level 3 | $45.54 | $54.64 | $59.20 | $45.54 | $34.16 |
| Level 4 | $47.04 | $56.44 | $61.16 | $47.04 | $35.28 |
| Level 5 | $49.52 | $59.42 | $64.38 | $49.52 | $37.14 |
| Level 6 | $51.08 | $61.30 | $66.40 | $51.08 | $38.31 |
| Level 7 | $52.62 | $63.14 | $68.40 | $52.62 | $39.47 |
| Level 8 | $54.04 | $64.84 | $70.26 | $54.04 | $40.53 |

### Casual

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $26.73 | $53.46 | $66.83 | $53.46 | $53.46 | $32.08 |
| Level 2 | $27.46 | $54.92 | $68.65 | $54.92 | $54.92 | $32.95 |
| Level 3 | $28.46 | $56.92 | $71.15 | $56.92 | $56.92 | $34.15 |
| Level 4 | $29.40 | $58.80 | $73.50 | $58.80 | $58.80 | $35.28 |
| Level 5 | $30.95 | $61.90 | $77.38 | $61.90 | $61.90 | $37.14 |
| Level 6 | $31.93 | $63.86 | $79.83 | $63.86 | $63.86 | $38.32 |
| Level 7 | $32.89 | $65.78 | $82.23 | $65.78 | $65.78 | $39.47 |
| Level 8 | $33.78 | $67.56 | $84.45 | $67.56 | $67.56 | $40.54 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $32.08 | $32.08 | $34.75 | $58.81 | $58.81 | $58.81 |
| Level 2 | $32.95 | $32.95 | $35.70 | $60.41 | $60.41 | $60.41 |
| Level 3 | $34.15 | $34.15 | $37.00 | $62.61 | $62.61 | $62.61 |
| Level 4 | $35.28 | $35.28 | $38.22 | $64.68 | $64.68 | $64.68 |
| Level 5 | $37.14 | $37.14 | $40.24 | $68.09 | $68.09 | $68.09 |
| Level 6 | $38.32 | $38.32 | $41.51 | $70.25 | $70.25 | $70.25 |
| Level 7 | $39.47 | $39.47 | $42.76 | $72.36 | $72.36 | $72.36 |
| Level 8 | $40.54 | $40.54 | $43.91 | $74.32 | $74.32 | $74.32 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $61.48 | $31.06 | $57.79 | $31.33 | $106.92 per shift and $26.73 per hour worked | $27.88 |
| Level 2 | $63.16 | $31.79 | $59.25 | $32.06 | $109.84 per shift and $27.46 per hour worked | $28.61 |
| Level 3 | $65.46 | $32.79 | $61.25 | $33.06 | $113.84 per shift and $28.46 per hour worked | $29.61 |
| Level 4 | $67.62 | $33.73 | $63.13 | $34.00 | $117.60 per shift and $29.40 per hour worked | $30.55 |
| Level 5 | $71.19 | $35.28 | $66.23 | $35.55 | $123.80 per shift and $30.95 per hour worked | $32.10 |
| Level 6 | $73.44 | $36.26 | $68.19 | $36.53 | $127.72 per shift and $31.93 per hour worked | $33.08 |
| Level 7 | $75.65 | $37.22 | $70.11 | $37.49 | $131.56 per shift and $32.89 per hour worked | $34.04 |
| Level 8 | $77.69 | $38.11 | $71.89 | $38.38 | $135.12 per shift and $33.78 per hour worked | $34.93 |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $40.10 | $53.46 | $53.46 | $40.10 | $53.46 | $48.12 |
| Level 2 | $41.19 | $54.92 | $54.92 | $41.19 | $54.92 | $49.43 |
| Level 3 | $42.69 | $56.92 | $56.92 | $42.69 | $56.92 | $51.23 |
| Level 4 | $44.10 | $58.80 | $58.80 | $44.10 | $58.80 | $52.92 |
| Level 5 | $46.43 | $61.90 | $61.90 | $46.43 | $61.90 | $55.71 |
| Level 6 | $47.90 | $63.86 | $63.86 | $47.90 | $63.86 | $57.48 |
| Level 7 | $49.34 | $65.78 | $65.78 | $49.34 | $65.78 | $59.21 |
| Level 8 | $50.67 | $67.56 | $67.56 | $50.67 | $67.56 | $60.81 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $64.16 | $64.16 | $48.12 | $64.16 | $52.13 | $69.50 |
| Level 2 | $65.90 | $65.90 | $49.43 | $65.90 | $53.55 | $71.40 |
| Level 3 | $68.30 | $68.30 | $51.23 | $68.30 | $55.50 | $74.00 |
| Level 4 | $70.56 | $70.56 | $52.92 | $70.56 | $57.33 | $76.44 |
| Level 5 | $74.28 | $74.28 | $55.71 | $74.28 | $60.36 | $80.48 |
| Level 6 | $76.64 | $76.64 | $57.48 | $76.64 | $62.27 | $83.02 |
| Level 7 | $78.94 | $78.94 | $59.21 | $78.94 | $64.14 | $85.52 |
| Level 8 | $81.08 | $81.08 | $60.81 | $81.08 | $65.87 | $87.82 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $69.50 | $52.13 | $69.50 | $53.46 | $53.46 | $64.16 |
| Level 2 | $71.40 | $53.55 | $71.40 | $54.92 | $54.92 | $65.90 |
| Level 3 | $74.00 | $55.50 | $74.00 | $56.92 | $56.92 | $68.30 |
| Level 4 | $76.44 | $57.33 | $76.44 | $58.80 | $58.80 | $70.56 |
| Level 5 | $80.48 | $60.36 | $80.48 | $61.90 | $61.90 | $74.28 |
| Level 6 | $83.02 | $62.27 | $83.02 | $63.86 | $63.86 | $76.64 |
| Level 7 | $85.52 | $64.14 | $85.52 | $65.78 | $65.78 | $78.94 |
| Level 8 | $87.82 | $65.87 | $87.82 | $67.56 | $67.56 | $81.08 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $69.50 | $53.46 | $64.16 | $69.50 | $53.46 | $40.10 |
| Level 2 | $71.40 | $54.92 | $65.90 | $71.40 | $54.92 | $41.19 |
| Level 3 | $74.00 | $56.92 | $68.30 | $74.00 | $56.92 | $42.69 |
| Level 4 | $76.44 | $58.80 | $70.56 | $76.44 | $58.80 | $44.10 |
| Level 5 | $80.48 | $61.90 | $74.28 | $80.48 | $61.90 | $46.43 |
| Level 6 | $83.02 | $63.86 | $76.64 | $83.02 | $63.86 | $47.90 |
| Level 7 | $85.52 | $65.78 | $78.94 | $85.52 | $65.78 | $49.34 |
| Level 8 | $87.82 | $67.56 | $81.08 | $87.82 | $67.56 | $50.67 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $335.10 | $8.82 | $17.64 | N/A | $17.64 | $17.64 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | $259.56 | $6.83 | N/A | N/A | $13.66 | $13.66 | $13.66 |
| Other juniors | $250.44 | $6.59 | $13.18 | $16.48 | N/A | $13.18 | $13.18 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $7.91 | $7.91 | $7.91 | $8.57 | $14.50 | $14.50 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $13.15 | $21.97 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $11.43 | $27.32 per shift and $6.83 per hour worked |
| Other juniors | $14.50 | $15.16 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $13.23 | $17.64 | $17.64 | $13.23 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | $7.98 | $10.25 | $13.66 | $13.66 | $10.25 | $13.66 |
| Other juniors | N/A | $9.89 | $13.18 | $13.18 | $9.89 | $13.18 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $11.87 | $15.82 | $15.82 | $11.87 | $15.82 | $12.86 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $17.64 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $13.66 | $13.66 |
| Other juniors | $17.14 | $17.14 | $12.86 | $17.14 | $13.18 | $13.18 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $17.64 | N/A | N/A | $17.64 | $13.23 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $13.66 | N/A | N/A | $13.66 | $10.25 |
| Other juniors | $15.82 | $17.14 | $13.18 | $15.82 | $17.14 | $13.18 | $9.89 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $335.10 | $8.82 | $17.64 | N/A | $17.64 | $17.64 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | $346.08 | $9.11 | N/A | N/A | $18.22 | $18.22 | $18.22 |
| Other juniors | $333.92 | $8.79 | $17.58 | $21.98 | N/A | $17.58 | $17.58 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $10.55 | $10.55 | $10.55 | $11.43 | $19.34 | $19.34 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $13.15 | $21.97 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $13.71 | $36.44 per shift and $9.11 per hour worked |
| Other juniors | $19.34 | $20.22 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $13.23 | $17.64 | $17.64 | $13.23 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | $10.26 | $13.67 | $18.22 | $18.22 | $13.67 | $18.22 |
| Other juniors | N/A | $13.19 | $17.58 | $17.58 | $13.19 | $17.58 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $15.83 | $21.10 | $21.10 | $15.83 | $21.10 | $17.15 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $17.64 | $17.64 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $18.22 | $18.22 |
| Other juniors | $22.86 | $22.86 | $17.15 | $22.86 | $17.58 | $17.58 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $17.64 | N/A | N/A | $17.64 | $13.23 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $18.22 | N/A | N/A | $18.22 | $13.67 |
| Other juniors | $21.10 | $22.86 | $17.58 | $21.10 | $22.86 | $17.58 | $13.19 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $424.46 | $11.17 | $22.34 | N/A | $22.34 | $22.34 | $22.34 |
| Juniors employed in a daily newspaper office other than inserters | $432.60 | $11.38 | N/A | N/A | $22.76 | $22.76 | $22.76 |
| Other juniors | $417.40 | $10.98 | $21.96 | $27.45 | N/A | $21.96 | $21.96 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $13.18 | $13.18 | $13.18 | $14.27 | $24.16 | $24.16 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $15.50 | $26.67 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $15.98 | $45.52 per shift and $11.38 per hour worked |
| Other juniors | $24.16 | $25.25 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $16.76 | $22.34 | $22.34 | $16.76 | $22.34 |
| Juniors employed in a daily newspaper office other than inserters | $12.53 | $17.07 | $22.76 | $22.76 | $17.07 | $22.76 |
| Other juniors | N/A | $16.47 | $21.96 | $21.96 | $16.47 | $21.96 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $19.77 | $26.36 | $26.36 | $19.77 | $26.36 | $21.41 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $22.34 | $22.34 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $22.76 | $22.76 |
| Other juniors | $28.54 | $28.54 | $21.41 | $28.54 | $21.96 | $21.96 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $22.34 | N/A | N/A | $22.34 | $16.76 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $22.76 | N/A | N/A | $22.76 | $17.07 |
| Other juniors | $26.36 | $28.54 | $21.96 | $26.36 | $28.54 | $21.96 | $16.47 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $536.16 | $14.11 | $28.22 | N/A | $28.22 | $28.22 | $28.22 |
| Juniors employed in a daily newspaper office other than inserters | $519.12 | $13.66 | N/A | N/A | $27.32 | $27.32 | $27.32 |
| Other juniors | $500.88 | $13.18 | $26.36 | $32.95 | N/A | $26.36 | $26.36 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $15.82 | $15.82 | $15.82 | $17.13 | $29.00 | $29.00 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $18.44 | $32.55 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $18.26 | $54.64 per shift and $13.66 per hour worked |
| Other juniors | $29.00 | $30.31 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $21.17 | $28.22 | $28.22 | $21.17 | $28.22 |
| Juniors employed in a daily newspaper office other than inserters | $14.81 | $20.49 | $27.32 | $27.32 | $20.49 | $27.32 |
| Other juniors | N/A | $19.77 | $26.36 | $26.36 | $19.77 | $26.36 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $23.73 | $31.64 | $31.64 | $23.73 | $31.64 | $25.70 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $28.22 | $28.22 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $27.32 | $27.32 |
| Other juniors | $34.26 | $34.26 | $25.70 | $34.26 | $26.36 | $26.36 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $28.22 | N/A | N/A | $28.22 | $21.17 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $27.32 | N/A | N/A | $27.32 | $20.49 |
| Other juniors | $31.64 | $34.26 | $26.36 | $31.64 | $34.26 | $26.36 | $19.77 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $647.86 | $17.05 | $34.10 | N/A | $34.10 | $34.10 | $34.10 |
| Juniors employed in a daily newspaper office other than inserters | $648.90 | $17.08 | N/A | N/A | $34.16 | $34.16 | $34.16 |
| Other juniors | $626.10 | $16.48 | $32.96 | $41.20 | N/A | $32.96 | $32.96 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $19.78 | $19.78 | $19.78 | $21.42 | $36.26 | $36.26 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $21.38 | $38.43 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $21.68 | $68.32 per shift and $17.08 per hour worked |
| Other juniors | $36.26 | $37.90 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $25.58 | $34.10 | $34.10 | $25.58 | $34.10 |
| Juniors employed in a daily newspaper office other than inserters | $18.23 | $25.62 | $34.16 | $34.16 | $25.62 | $34.16 |
| Other juniors | N/A | $24.72 | $32.96 | $32.96 | $24.72 | $32.96 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $29.67 | $39.56 | $39.56 | $29.67 | $39.56 | $32.13 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $34.10 | $34.10 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $34.16 | $34.16 |
| Other juniors | $42.84 | $42.84 | $32.13 | $42.84 | $32.96 | $32.96 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $34.10 | N/A | N/A | $34.10 | $25.58 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $34.16 | N/A | N/A | $34.16 | $25.62 |
| Other juniors | $39.56 | $42.84 | $32.96 | $39.56 | $42.84 | $32.96 | $24.72 |

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $781.90 | $20.58 | $41.16 | N/A | $41.16 | $41.16 | $41.16 |
| Juniors employed in a daily newspaper office other than inserters | $778.68 | $20.49 | N/A | N/A | $40.98 | $40.98 | $40.98 |
| Other juniors | $751.32 | $19.77 | $39.54 | $49.43 | N/A | $39.54 | $39.54 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $23.72 | $23.72 | $23.72 | $25.70 | $43.49 | $43.49 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $24.91 | $45.49 | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $25.09 | $81.96 per shift and $20.49 per hour worked |
| Other juniors | $43.49 | $45.47 | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $30.87 | $41.16 | $41.16 | $30.87 | $41.16 |
| Juniors employed in a daily newspaper office other than inserters | $21.64 | $30.74 | $40.98 | $40.98 | $30.74 | $40.98 |
| Other juniors | N/A | $29.66 | $39.54 | $39.54 | $29.66 | $39.54 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $35.58 | $47.44 | $47.44 | $35.58 | $47.44 | $38.55 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | $41.16 | $41.16 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | $40.98 | $40.98 |
| Other juniors | $51.40 | $51.40 | $38.55 | $51.40 | $39.54 | $39.54 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | $41.16 | N/A | N/A | $41.16 | $30.87 |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | $40.98 | N/A | N/A | $40.98 | $30.74 |
| Other juniors | $47.44 | $51.40 | $39.54 | $47.44 | $51.40 | $39.54 | $29.66 |

### Junior - Casual - Under 16 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $11.03 | $22.06 | $27.58 | $22.06 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $8.54 | N/A | $21.35 | $17.08 | $17.08 | N/A |
| Other juniors | $8.24 | $16.48 | $20.60 | $16.48 | $16.48 | $9.89 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $9.89 | $9.89 | $10.71 | $18.13 | $18.13 | $18.13 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $15.36 | $26.39 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $13.14 | $34.16 per shift and $8.54 per hour worked | $9.69 |
| Other juniors | $18.95 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $16.55 | $22.06 | $22.06 | $16.55 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $12.81 | $17.08 | $17.08 | $12.81 | $17.08 | N/A |
| Other juniors | $12.36 | $16.48 | $16.48 | $12.36 | $16.48 | $14.84 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $19.78 | $19.78 | $14.84 | $19.78 | $16.07 | $21.42 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $22.06 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $17.08 | $17.08 | N/A |
| Other juniors | $21.42 | $16.07 | $21.42 | $16.48 | $16.48 | $19.78 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $22.06 | N/A | N/A | $22.06 | $16.55 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $17.08 | N/A | N/A | $17.08 | $12.81 |
| Other juniors | $21.42 | $16.48 | $19.78 | $21.42 | $16.48 | $12.36 |

### Junior - Casual - 16 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $11.03 | $22.06 | $27.58 | $22.06 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $11.39 | N/A | $28.48 | $22.78 | $22.78 | N/A |
| Other juniors | $10.99 | $21.98 | $27.48 | $21.98 | $21.98 | $13.19 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $13.19 | $13.19 | $14.29 | $24.18 | $24.18 | $24.18 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $15.36 | $26.39 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $15.99 | $45.56 per shift and $11.39 per hour worked | $12.54 |
| Other juniors | $25.28 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $16.55 | $22.06 | $22.06 | $16.55 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $17.09 | $22.78 | $22.78 | $17.09 | $22.78 | N/A |
| Other juniors | $16.49 | $21.98 | $21.98 | $16.49 | $21.98 | $19.79 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $26.38 | $26.38 | $19.79 | $26.38 | $21.44 | $28.58 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $22.06 | $22.06 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $22.78 | $22.78 | N/A |
| Other juniors | $28.58 | $21.44 | $28.58 | $21.98 | $21.98 | $26.38 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $22.06 | N/A | N/A | $22.06 | $16.55 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $22.78 | N/A | N/A | $22.78 | $17.09 |
| Other juniors | $28.58 | $21.98 | $26.38 | $28.58 | $21.98 | $16.49 |

### Junior - Casual - 17 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $13.96 | $27.92 | $34.90 | $27.92 | $27.92 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $14.23 | N/A | $35.58 | $28.46 | $28.46 | N/A |
| Other juniors | $13.73 | $27.46 | $34.33 | $27.46 | $27.46 | $16.48 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $16.48 | $16.48 | $17.85 | $30.21 | $30.21 | $30.21 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $18.29 | $32.25 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $18.83 | $56.92 per shift and $14.23 per hour worked | $15.38 |
| Other juniors | $31.58 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $20.94 | $27.92 | $27.92 | $20.94 | $27.92 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $21.35 | $28.46 | $28.46 | $21.35 | $28.46 | N/A |
| Other juniors | $20.60 | $27.46 | $27.46 | $20.60 | $27.46 | $24.72 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $32.96 | $32.96 | $24.72 | $32.96 | $26.78 | $35.70 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $27.92 | $27.92 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $28.46 | $28.46 | N/A |
| Other juniors | $35.70 | $26.78 | $35.70 | $27.46 | $27.46 | $32.96 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $27.92 | N/A | N/A | $27.92 | $20.94 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $28.46 | N/A | N/A | $28.46 | $21.35 |
| Other juniors | $35.70 | $27.46 | $32.96 | $35.70 | $27.46 | $20.60 |

### Junior - Casual - 18 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $17.64 | $35.28 | $44.10 | $35.28 | $35.28 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $17.08 | N/A | $42.70 | $34.16 | $34.16 | N/A |
| Other juniors | $16.48 | $32.96 | $41.20 | $32.96 | $32.96 | $19.78 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $19.78 | $19.78 | $21.42 | $36.26 | $36.26 | $36.26 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $21.97 | $39.61 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $21.68 | $68.32 per shift and $17.08 per hour worked | $18.23 |
| Other juniors | $37.90 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $26.46 | $35.28 | $35.28 | $26.46 | $35.28 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $25.62 | $34.16 | $34.16 | $25.62 | $34.16 | N/A |
| Other juniors | $24.72 | $32.96 | $32.96 | $24.72 | $32.96 | $29.67 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $39.56 | $39.56 | $29.67 | $39.56 | $32.13 | $42.84 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $35.28 | $35.28 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $34.16 | $34.16 | N/A |
| Other juniors | $42.84 | $32.13 | $42.84 | $32.96 | $32.96 | $39.56 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $35.28 | N/A | N/A | $35.28 | $26.46 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $34.16 | N/A | N/A | $34.16 | $25.62 |
| Other juniors | $42.84 | $32.96 | $39.56 | $42.84 | $32.96 | $24.72 |

### Junior - Casual - 19 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $21.31 | $42.62 | $53.28 | $42.62 | $42.62 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $21.35 | N/A | $53.38 | $42.70 | $42.70 | N/A |
| Other juniors | $20.60 | $41.20 | $51.50 | $41.20 | $41.20 | $24.72 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $24.72 | $24.72 | $26.78 | $45.32 | $45.32 | $45.32 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $25.64 | $46.95 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $25.95 | $85.40 per shift and $21.35 per hour worked | $22.50 |
| Other juniors | $47.38 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $31.97 | $42.62 | $42.62 | $31.97 | $42.62 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $32.03 | $42.70 | $42.70 | $32.03 | $42.70 | N/A |
| Other juniors | $30.90 | $41.20 | $41.20 | $30.90 | $41.20 | $37.08 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $49.44 | $49.44 | $37.08 | $49.44 | $40.17 | $53.56 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $42.62 | $42.62 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $42.70 | $42.70 | N/A |
| Other juniors | $53.56 | $40.17 | $53.56 | $41.20 | $41.20 | $49.44 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $42.62 | N/A | N/A | $42.62 | $31.97 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $42.70 | N/A | N/A | $42.70 | $32.03 |
| Other juniors | $53.56 | $41.20 | $49.44 | $53.56 | $41.20 | $30.90 |

### Junior - Casual - 20 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** | **Morning shift - Monday to Friday - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $25.73 | $51.46 | $64.33 | $51.46 | $51.46 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $25.61 | N/A | $64.03 | $51.22 | $51.22 | N/A |
| Other juniors | $24.71 | $49.42 | $61.78 | $49.42 | $49.42 | $29.65 |

**Table 2 of 7**

| **Classification** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $29.65 | $29.65 | $32.12 | $54.36 | $54.36 | $54.36 |

**Table 3 of 7**

| **Classification** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** | **Sunday - after 5pm - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $30.06 | $55.79 | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $30.21 | $102.44 per shift and $25.61 per hour worked | $26.76 |
| Other juniors | $56.83 | N/A | N/A | N/A | N/A | N/A |

**Table 4 of 7**

| **Classification** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | $38.60 | $51.46 | $51.46 | $38.60 | $51.46 | N/A |
| Juniors employed in a daily newspaper office other than inserters | $38.42 | $51.22 | $51.22 | $38.42 | $51.22 | N/A |
| Other juniors | $37.07 | $49.42 | $49.42 | $37.07 | $49.42 | $44.48 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | N/A | N/A | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | N/A | N/A | N/A |
| Other juniors | $59.30 | $59.30 | $44.48 | $59.30 | $48.18 | $64.24 |

**Table 6 of 7**

| **Classification** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | N/A | N/A | $51.46 | $51.46 | N/A |
| Juniors employed in a daily newspaper office other than inserters | N/A | N/A | N/A | $51.22 | $51.22 | N/A |
| Other juniors | $64.24 | $48.18 | $64.24 | $49.42 | $49.42 | $59.30 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- |
| Junior artist and/or designer (including junior commercial artist) | N/A | $51.46 | N/A | N/A | $51.46 | $38.60 |
| Juniors employed in a daily newspaper office other than inserters | N/A | $51.22 | N/A | N/A | $51.22 | $38.42 |
| Other juniors | $64.24 | $49.42 | $59.30 | $64.24 | $49.42 | $37.07 |

### Apprentice - Started before 1 Jan 2014

Where the standard of proficiency has been obtained on at least one occasion, the rates below may not apply and should be calculated using the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $11.76 | $23.52 | $29.40 | $23.52 | $23.52 | $23.52 |
| Apprentice - 2nd year / stage 2 | $14.86 | $29.72 | $37.15 | $29.72 | $29.72 | $29.72 |
| Apprentice - 3rd year / stage 3 | $17.95 | $35.90 | $44.88 | $35.90 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $21.67 | $43.34 | $54.18 | $43.34 | $43.34 | $43.34 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $14.11 | $14.11 | $14.11 | $15.29 | $25.87 | $25.87 |
| Apprentice - 2nd year / stage 2 | $17.83 | $17.83 | $17.83 | $19.32 | $32.69 | $32.69 |
| Apprentice - 3rd year / stage 3 | $21.54 | $21.54 | $21.54 | $23.34 | $39.49 | $39.49 |
| Apprentice - 4th year / stage 4 | $26.00 | $26.00 | $26.00 | $28.17 | $47.67 | $47.67 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $25.87 | $27.05 | $16.09 | $27.85 | $16.36 | $47.04 per shift and $11.76 per hour worked |
| Apprentice - 2nd year / stage 2 | $32.69 | $34.18 | $19.19 | $34.05 | $19.46 | $59.44 per shift and $14.86 per hour worked |
| Apprentice - 3rd year / stage 3 | $39.49 | $41.29 | $22.28 | $40.23 | $22.55 | $71.80 per shift and $17.95 per hour worked |
| Apprentice - 4th year / stage 4 | $47.67 | $49.84 | $26.00 | $47.67 | $26.27 | $86.68 per shift and $21.67 per hour worked |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $12.91 | $17.64 | $23.52 | $23.52 | $17.64 | $23.52 |
| Apprentice - 2nd year / stage 2 | $16.01 | $22.29 | $29.72 | $29.72 | $22.29 | $29.72 |
| Apprentice - 3rd year / stage 3 | $19.10 | $26.93 | $35.90 | $35.90 | $26.93 | $35.90 |
| Apprentice - 4th year / stage 4 | $22.82 | $32.51 | $43.34 | $43.34 | $32.51 | $43.34 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $21.17 | $28.22 | $28.22 | $21.17 | $28.22 | $22.94 |
| Apprentice - 2nd year / stage 2 | $26.75 | $35.66 | $35.66 | $26.75 | $35.66 | $28.98 |
| Apprentice - 3rd year / stage 3 | $32.31 | $43.08 | $43.08 | $32.31 | $43.08 | $35.01 |
| Apprentice - 4th year / stage 4 | $39.00 | $52.00 | $52.00 | $39.00 | $52.00 | $42.26 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $30.58 | $30.58 | $22.94 | $30.58 | $23.52 | $23.52 |
| Apprentice - 2nd year / stage 2 | $38.64 | $38.64 | $28.98 | $38.64 | $29.72 | $29.72 |
| Apprentice - 3rd year / stage 3 | $46.68 | $46.68 | $35.01 | $46.68 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $56.34 | $56.34 | $42.26 | $56.34 | $43.34 | $43.34 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $28.22 | $30.58 | $23.52 | $28.22 | $30.58 | $23.52 | $17.64 |
| Apprentice - 2nd year / stage 2 | $35.66 | $38.64 | $29.72 | $35.66 | $38.64 | $29.72 | $22.29 |
| Apprentice - 3rd year / stage 3 | $43.08 | $46.68 | $35.90 | $43.08 | $46.68 | $35.90 | $26.93 |
| Apprentice - 4th year / stage 4 | $52.00 | $56.34 | $43.34 | $52.00 | $56.34 | $43.34 | $32.51 |

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

Where the standard of proficiency has been obtained on at least one occasion, the rates below may not apply and should be calculated using the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $12.38 | $24.76 | $30.95 | $24.76 | $24.76 | $24.76 |
| Apprentice - 2nd year / stage 2 | $14.86 | $29.72 | $37.15 | $29.72 | $29.72 | $29.72 |
| Apprentice - 3rd year / stage 3 | $17.95 | $35.90 | $44.88 | $35.90 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $21.67 | $43.34 | $54.18 | $43.34 | $43.34 | $43.34 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $14.86 | $14.86 | $14.86 | $16.09 | $27.24 | $27.24 |
| Apprentice - 2nd year / stage 2 | $17.83 | $17.83 | $17.83 | $19.32 | $32.69 | $32.69 |
| Apprentice - 3rd year / stage 3 | $21.54 | $21.54 | $21.54 | $23.34 | $39.49 | $39.49 |
| Apprentice - 4th year / stage 4 | $26.00 | $26.00 | $26.00 | $28.17 | $47.67 | $47.67 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $27.24 | $28.47 | $16.71 | $29.09 | $16.98 | $49.52 per shift and $12.38 per hour worked |
| Apprentice - 2nd year / stage 2 | $32.69 | $34.18 | $19.19 | $34.05 | $19.46 | $59.44 per shift and $14.86 per hour worked |
| Apprentice - 3rd year / stage 3 | $39.49 | $41.29 | $22.28 | $40.23 | $22.55 | $71.80 per shift and $17.95 per hour worked |
| Apprentice - 4th year / stage 4 | $47.67 | $49.84 | $26.00 | $47.67 | $26.27 | $86.68 per shift and $21.67 per hour worked |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $13.53 | $18.57 | $24.76 | $24.76 | $18.57 | $24.76 |
| Apprentice - 2nd year / stage 2 | $16.01 | $22.29 | $29.72 | $29.72 | $22.29 | $29.72 |
| Apprentice - 3rd year / stage 3 | $19.10 | $26.93 | $35.90 | $35.90 | $26.93 | $35.90 |
| Apprentice - 4th year / stage 4 | $22.82 | $32.51 | $43.34 | $43.34 | $32.51 | $43.34 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $22.29 | $29.72 | $29.72 | $22.29 | $29.72 | $24.14 |
| Apprentice - 2nd year / stage 2 | $26.75 | $35.66 | $35.66 | $26.75 | $35.66 | $28.98 |
| Apprentice - 3rd year / stage 3 | $32.31 | $43.08 | $43.08 | $32.31 | $43.08 | $35.01 |
| Apprentice - 4th year / stage 4 | $39.00 | $52.00 | $52.00 | $39.00 | $52.00 | $42.26 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $32.18 | $32.18 | $24.14 | $32.18 | $24.76 | $24.76 |
| Apprentice - 2nd year / stage 2 | $38.64 | $38.64 | $28.98 | $38.64 | $29.72 | $29.72 |
| Apprentice - 3rd year / stage 3 | $46.68 | $46.68 | $35.01 | $46.68 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $56.34 | $56.34 | $42.26 | $56.34 | $43.34 | $43.34 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $29.72 | $32.18 | $24.76 | $29.72 | $32.18 | $24.76 | $18.57 |
| Apprentice - 2nd year / stage 2 | $35.66 | $38.64 | $29.72 | $35.66 | $38.64 | $29.72 | $22.29 |
| Apprentice - 3rd year / stage 3 | $43.08 | $46.68 | $35.90 | $43.08 | $46.68 | $35.90 | $26.93 |
| Apprentice - 4th year / stage 4 | $52.00 | $56.34 | $43.34 | $52.00 | $56.34 | $43.34 | $32.51 |

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

Where the standard of proficiency has been obtained on at least one occasion, the rates below may not apply and should be calculated using the [PACT](https://calculate.fairwork.gov.au/).

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $13.62 | $27.24 | $34.05 | $27.24 | $27.24 | $27.24 |
| Apprentice - 2nd year / stage 2 | $16.09 | $32.18 | $40.23 | $32.18 | $32.18 | $32.18 |
| Apprentice - 3rd year / stage 3 | $17.95 | $35.90 | $44.88 | $35.90 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $21.67 | $43.34 | $54.18 | $43.34 | $43.34 | $43.34 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $16.34 | $16.34 | $16.34 | $17.71 | $29.96 | $29.96 |
| Apprentice - 2nd year / stage 2 | $19.31 | $19.31 | $19.31 | $20.92 | $35.40 | $35.40 |
| Apprentice - 3rd year / stage 3 | $21.54 | $21.54 | $21.54 | $23.34 | $39.49 | $39.49 |
| Apprentice - 4th year / stage 4 | $26.00 | $26.00 | $26.00 | $28.17 | $47.67 | $47.67 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $29.96 | $31.33 | $17.95 | $31.57 | $18.22 | $54.48 per shift and $13.62 per hour worked |
| Apprentice - 2nd year / stage 2 | $35.40 | $37.01 | $20.42 | $36.51 | $20.69 | $64.36 per shift and $16.09 per hour worked |
| Apprentice - 3rd year / stage 3 | $39.49 | $41.29 | $22.28 | $40.23 | $22.55 | $71.80 per shift and $17.95 per hour worked |
| Apprentice - 4th year / stage 4 | $47.67 | $49.84 | $26.00 | $47.67 | $26.27 | $86.68 per shift and $21.67 per hour worked |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $14.77 | $20.43 | $27.24 | $27.24 | $20.43 | $27.24 |
| Apprentice - 2nd year / stage 2 | $17.24 | $24.14 | $32.18 | $32.18 | $24.14 | $32.18 |
| Apprentice - 3rd year / stage 3 | $19.10 | $26.93 | $35.90 | $35.90 | $26.93 | $35.90 |
| Apprentice - 4th year / stage 4 | $22.82 | $32.51 | $43.34 | $43.34 | $32.51 | $43.34 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $24.51 | $32.68 | $32.68 | $24.51 | $32.68 | $26.57 |
| Apprentice - 2nd year / stage 2 | $28.97 | $38.62 | $38.62 | $28.97 | $38.62 | $31.38 |
| Apprentice - 3rd year / stage 3 | $32.31 | $43.08 | $43.08 | $32.31 | $43.08 | $35.01 |
| Apprentice - 4th year / stage 4 | $39.00 | $52.00 | $52.00 | $39.00 | $52.00 | $42.26 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $35.42 | $35.42 | $26.57 | $35.42 | $27.24 | $27.24 |
| Apprentice - 2nd year / stage 2 | $41.84 | $41.84 | $31.38 | $41.84 | $32.18 | $32.18 |
| Apprentice - 3rd year / stage 3 | $46.68 | $46.68 | $35.01 | $46.68 | $35.90 | $35.90 |
| Apprentice - 4th year / stage 4 | $56.34 | $56.34 | $42.26 | $56.34 | $43.34 | $43.34 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $32.68 | $35.42 | $27.24 | $32.68 | $35.42 | $27.24 | $20.43 |
| Apprentice - 2nd year / stage 2 | $38.62 | $41.84 | $32.18 | $38.62 | $41.84 | $32.18 | $24.14 |
| Apprentice - 3rd year / stage 3 | $43.08 | $46.68 | $35.90 | $43.08 | $46.68 | $35.90 | $26.93 |
| Apprentice - 4th year / stage 4 | $52.00 | $56.34 | $43.34 | $52.00 | $56.34 | $43.34 | $32.51 |

### Adult apprentice

**Table 1 of 7**

| **Classification** | **Hourly pay rate** | **Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices** | **Public holiday** | **Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)** | **Alteration to fixed daily hours - less than 1 weeks notice** | **Alteration to fixed daily hours - emergency - less than 48 hours notice** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $21.38 | $42.76 | $53.45 | $42.76 | $42.76 | $42.76 |
| Apprentice - 2nd year / stage 2 | $21.54 | $43.08 | $53.85 | $43.08 | $43.08 | $43.08 |
| Apprentice - 3rd year / stage 3 | $22.78 | $45.56 | $56.95 | $45.56 | $45.56 | $45.56 |
| Apprentice - 4th year / stage 4 | $24.76 | $49.52 | $61.90 | $49.52 | $49.52 | $49.52 |

**Table 2 of 7**

| **Classification** | **Morning shift - Monday to Friday - not newspaper offices** | **Afternoon shift - Monday to Friday - not newspaper offices** | **Night shift - Monday to Friday - not newspaper offices** | **Night shift (non-rotating) - Monday to Friday - not newspaper offices** | **Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $25.66 | $25.66 | $25.66 | $27.79 | $47.04 | $47.04 |
| Apprentice - 2nd year / stage 2 | $25.85 | $25.85 | $25.85 | $28.00 | $47.39 | $47.39 |
| Apprentice - 3rd year / stage 3 | $27.34 | $27.34 | $27.34 | $29.61 | $50.12 | $50.12 |
| Apprentice - 4th year / stage 4 | $29.71 | $29.71 | $29.71 | $32.19 | $54.47 | $54.47 |

**Table 3 of 7**

| **Classification** | **Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices** | **Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office** | **Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office** | **Night work - Monday to Friday - 5pm to 8am - daily newspaper office** | **Saturday - daily newspaper office** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $47.04 | $49.17 | $25.71 | $47.09 | $25.98 | $85.52 per shift and $21.38 per hour worked |
| Apprentice - 2nd year / stage 2 | $47.39 | $49.54 | $25.87 | $47.41 | $26.14 | $86.16 per shift and $21.54 per hour worked |
| Apprentice - 3rd year / stage 3 | $50.12 | $52.39 | $27.11 | $49.89 | $27.38 | $91.12 per shift and $22.78 per hour worked |
| Apprentice - 4th year / stage 4 | $54.47 | $56.95 | $29.09 | $53.85 | $29.36 | $99.04 per shift and $24.76 per hour worked |

**Table 4 of 7**

| **Classification** | **Sunday - after 5pm - daily newspaper office** | **Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)** | **Overtime - Saturday or Sunday - day work** | **Overtime - work on RDO - first 3 hours - day work** | **Overtime - work on RDO - after 3 hours - day work** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $22.53 | $32.07 | $42.76 | $42.76 | $32.07 | $42.76 |
| Apprentice - 2nd year / stage 2 | $22.69 | $32.31 | $43.08 | $43.08 | $32.31 | $43.08 |
| Apprentice - 3rd year / stage 3 | $23.93 | $34.17 | $45.56 | $45.56 | $34.17 | $45.56 |
| Apprentice - 4th year / stage 4 | $25.91 | $37.14 | $49.52 | $49.52 | $37.14 | $49.52 |

**Table 5 of 7**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices** | **Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $38.49 | $51.32 | $51.32 | $38.49 | $51.32 | $41.69 |
| Apprentice - 2nd year / stage 2 | $38.78 | $51.70 | $51.70 | $38.78 | $51.70 | $42.00 |
| Apprentice - 3rd year / stage 3 | $41.01 | $54.68 | $54.68 | $41.01 | $54.68 | $44.42 |
| Apprentice - 4th year / stage 4 | $44.57 | $59.42 | $59.42 | $44.57 | $59.42 | $48.29 |

**Table 6 of 7**

| **Classification** | **Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices** | **Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices** | **Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts** | **Less than 10 hour break between shifts after overtime** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $55.58 | $55.58 | $41.69 | $55.58 | $42.76 | $42.76 |
| Apprentice - 2nd year / stage 2 | $56.00 | $56.00 | $42.00 | $56.00 | $43.08 | $43.08 |
| Apprentice - 3rd year / stage 3 | $59.22 | $59.22 | $44.42 | $59.22 | $45.56 | $45.56 |
| Apprentice - 4th year / stage 4 | $64.38 | $64.38 | $48.29 | $64.38 | $49.52 | $49.52 |

**Table 7 of 7**

| **Classification** | **Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices** | **Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices** | **Work after 6 days in a row - without 36 hour break** | **Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices** | **Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices** | **Call-back** | **Working through meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year / stage 1 | $51.32 | $55.58 | $42.76 | $51.32 | $55.58 | $42.76 | $32.07 |
| Apprentice - 2nd year / stage 2 | $51.70 | $56.00 | $43.08 | $51.70 | $56.00 | $43.08 | $32.31 |
| Apprentice - 3rd year / stage 3 | $54.68 | $59.22 | $45.56 | $54.68 | $59.22 | $45.56 | $34.17 |
| Apprentice - 4th year / stage 4 | $59.42 | $64.38 | $49.52 | $59.42 | $64.38 | $49.52 | $37.14 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Call-back allowance | payment of one hour at the minimum hourly rate (including any relevant all purpose allowance) in addition to relevant call-back penalty payment |
| First aid allowance | $0.50 per hour up to a maximum of $19.10 per week |
| \* Manual inserting allowance - newspaper office | $0.74 per hour |
| Meal allowance | $16.13 per occasion |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing special clothing and equipment |
| Training fees and textbook costs reimbursement - all employees | reimbursement for the costs associated with standard fees for prescribed courses and textbooks |
| Transport after overtime or irregular shift - reasonable means of transport are not available | overtime rates for time taken to get home |
| Travel costs to training reimbursement | reimbursement of extra travel costs involved in attending training |
| Uniform / clothing reimbursement | reimbursement for the cost of purchasing and maintaining the uniform or clothing |
| \* Visual display terminal allowance - newspaper offices (not 1st and 2nd year apprentices) | $1.24 per hour |