# Pay Guide - Higher Education Industry - General Staff - Award

# [MA000007]

Published 14 November 2022

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

### Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| HEW Level 1.2 | $23.24 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 |
| HEW Level 1.3 | $23.58 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |
| HEW Level 2.1 | $24.00 | $36.00 | $48.00 | $48.00 | $60.00 | $48.00 |
| HEW Level 2.2 | $24.36 | $36.54 | $48.72 | $48.72 | $60.90 | $48.72 |
| HEW Level 3.1 | $24.86 | $37.29 | $49.72 | $49.72 | $62.15 | $49.72 |
| HEW Level 3.2 | $25.29 | $37.94 | $50.58 | $50.58 | $63.23 | $50.58 |
| HEW Level 3.3 | $25.72 | $38.58 | $51.44 | $51.44 | $64.30 | $51.44 |
| HEW Level 3.4 | $26.15 | $39.23 | $52.30 | $52.30 | $65.38 | $52.30 |
| HEW Level 3.5 | $26.51 | $39.77 | $53.02 | $53.02 | $66.28 | $53.02 |
| HEW Level 4.1 | $27.08 | $40.62 | $54.16 | $54.16 | $67.70 | $54.16 |
| HEW Level 4.2 | $27.59 | $41.39 | $55.18 | $55.18 | $68.98 | $55.18 |
| HEW Level 4.3 | $28.09 | $42.14 | $56.18 | $56.18 | $70.23 | $56.18 |
| HEW Level 5.1 | $28.47 | $42.71 | $56.94 | $56.94 | $71.18 | $56.94 |
| HEW Level 5.2 | $29.06 | $43.59 | $58.12 | $58.12 | $72.65 | $58.12 |
| HEW Level 5.3 | $29.45 | $44.18 | $58.90 | $58.90 | $73.63 | $58.90 |
| HEW Level 5.4 | $30.04 | $45.06 | $60.08 | $60.08 | $75.10 | $60.08 |
| HEW Level 5.5 | $30.63 | $45.95 | $61.26 | $61.26 | $76.58 | $61.26 |
| HEW Level 6.1 | $31.36 | $47.04 | $62.72 | $62.72 | $78.40 | $62.72 |
| HEW Level 6.2 | $31.95 | $47.93 | $63.90 | $63.90 | $79.88 | $63.90 |
| HEW Level 6.3 | $32.46 | $48.69 | $64.92 | $64.92 | $81.15 | $64.92 |
| HEW Level 6.4 | $33.05 | $49.58 | $66.10 | $66.10 | $82.63 | $66.10 |
| HEW Level 7.1 | $33.72 | N/A | N/A | N/A | N/A | $67.44 |
| HEW Level 7.2 | $34.44 | N/A | N/A | N/A | N/A | $68.88 |
| HEW Level 7.3 | $35.15 | N/A | N/A | N/A | N/A | $70.30 |
| HEW Level 7.4 | $35.87 | N/A | N/A | N/A | N/A | $71.74 |
| HEW Level 8.1 | $36.73 | N/A | N/A | N/A | N/A | $73.46 |
| HEW Level 8.2 | $37.88 | N/A | N/A | N/A | N/A | $75.76 |
| HEW Level 8.3 | $39.03 | N/A | N/A | N/A | N/A | $78.06 |
| HEW Level 8.4 | $40.18 | N/A | N/A | N/A | N/A | $80.36 |
| HEW Level 9.1 | $41.40 | N/A | N/A | N/A | N/A | $82.80 |
| HEW Level 9.2 | $42.54 | N/A | N/A | N/A | N/A | $85.08 |
| HEW Level 9.3 | $43.69 | N/A | N/A | N/A | N/A | $87.38 |
| HEW Level 10.1 | $43.76 | N/A | N/A | N/A | N/A | $87.52 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |
| HEW Level 1.2 | $34.86 | $26.73 | $26.73 | $30.21 | $34.86 | $46.48 |
| HEW Level 1.3 | $35.37 | $27.12 | $27.12 | $30.65 | $35.37 | $47.16 |
| HEW Level 2.1 | $36.00 | $27.60 | $27.60 | $31.20 | $36.00 | $48.00 |
| HEW Level 2.2 | $36.54 | $28.01 | $28.01 | $31.67 | $36.54 | $48.72 |
| HEW Level 3.1 | $37.29 | $28.59 | $28.59 | $32.32 | $37.29 | $49.72 |
| HEW Level 3.2 | $37.94 | $29.08 | $29.08 | $32.88 | $37.94 | $50.58 |
| HEW Level 3.3 | $38.58 | $29.58 | $29.58 | $33.44 | $38.58 | $51.44 |
| HEW Level 3.4 | $39.23 | $30.07 | $30.07 | $34.00 | $39.23 | $52.30 |
| HEW Level 3.5 | $39.77 | $30.49 | $30.49 | $34.46 | $39.77 | $53.02 |
| HEW Level 4.1 | $40.62 | $31.14 | $31.14 | $35.20 | $40.62 | $54.16 |
| HEW Level 4.2 | $41.39 | $31.73 | $31.73 | $35.87 | $41.39 | $55.18 |
| HEW Level 4.3 | $42.14 | $32.30 | $32.30 | $36.52 | $42.14 | $56.18 |
| HEW Level 5.1 | $42.71 | $32.74 | $32.74 | $37.01 | $42.71 | $56.94 |
| HEW Level 5.2 | $43.59 | $33.42 | $33.42 | $37.78 | $43.59 | $58.12 |
| HEW Level 5.3 | $44.18 | $33.87 | $33.87 | $38.29 | $44.18 | $58.90 |
| HEW Level 5.4 | $45.06 | $34.55 | $34.55 | $39.05 | $45.06 | $60.08 |
| HEW Level 5.5 | $45.95 | $35.22 | $35.22 | $39.82 | $45.95 | $61.26 |
| HEW Level 6.1 | $47.04 | $36.06 | $36.06 | $40.77 | $47.04 | $62.72 |
| HEW Level 6.2 | $47.93 | $36.74 | $36.74 | $41.54 | $47.93 | $63.90 |
| HEW Level 6.3 | $48.69 | $37.33 | $37.33 | $42.20 | $48.69 | $64.92 |
| HEW Level 6.4 | $49.58 | $38.01 | $38.01 | $42.97 | $49.58 | $66.10 |
| HEW Level 7.1 | $50.58 | $38.78 | $38.78 | $43.84 | $50.58 | $67.44 |
| HEW Level 7.2 | $51.66 | $39.61 | $39.61 | $44.77 | $51.66 | $68.88 |
| HEW Level 7.3 | $52.73 | $40.42 | $40.42 | $45.70 | $52.73 | $70.30 |
| HEW Level 7.4 | $53.81 | $41.25 | $41.25 | $46.63 | $53.81 | $71.74 |
| HEW Level 8.1 | $55.10 | $42.24 | $42.24 | $47.75 | $55.10 | $73.46 |
| HEW Level 8.2 | $56.82 | $43.56 | $43.56 | $49.24 | $56.82 | $75.76 |
| HEW Level 8.3 | $58.55 | $44.88 | $44.88 | $50.74 | $58.55 | $78.06 |
| HEW Level 8.4 | $60.27 | $46.21 | $46.21 | $52.23 | $60.27 | $80.36 |
| HEW Level 9.1 | $62.10 | $47.61 | $47.61 | $53.82 | $62.10 | $82.80 |
| HEW Level 9.2 | $63.81 | $48.92 | $48.92 | $55.30 | $63.81 | $85.08 |
| HEW Level 9.3 | $65.54 | $50.24 | $50.24 | $56.80 | $65.54 | $87.38 |
| HEW Level 10.1 | $65.64 | $50.32 | $50.32 | $56.89 | $65.64 | $87.52 |
| HEW Level 1.1 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |

### Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.68 | $35.52 | $47.36 | $47.36 | $59.20 | $47.36 |
| HEW Level 1.2 | $24.03 | $36.05 | $48.06 | $48.06 | $60.08 | $48.06 |
| HEW Level 1.3 | $24.39 | $36.59 | $48.78 | $48.78 | $60.98 | $48.78 |
| HEW Level 2.1 | $24.81 | $37.22 | $49.62 | $49.62 | $62.03 | $49.62 |
| HEW Level 2.2 | $25.19 | $37.79 | $50.38 | $50.38 | $62.98 | $50.38 |
| HEW Level 3.1 | $25.71 | $38.57 | $51.42 | $51.42 | $64.28 | $51.42 |
| HEW Level 3.2 | $26.15 | $39.23 | $52.30 | $52.30 | $65.38 | $52.30 |
| HEW Level 3.3 | $26.60 | $39.90 | $53.20 | $53.20 | $66.50 | $53.20 |
| HEW Level 3.4 | $27.04 | $40.56 | $54.08 | $54.08 | $67.60 | $54.08 |
| HEW Level 3.5 | $27.41 | $41.12 | $54.82 | $54.82 | $68.53 | $54.82 |
| HEW Level 4.1 | $28.01 | $42.02 | $56.02 | $56.02 | $70.03 | $56.02 |
| HEW Level 4.2 | $28.52 | $42.78 | $57.04 | $57.04 | $71.30 | $57.04 |
| HEW Level 4.3 | $29.04 | $43.56 | $58.08 | $58.08 | $72.60 | $58.08 |
| HEW Level 5.1 | $29.44 | $44.16 | $58.88 | $58.88 | $73.60 | $58.88 |
| HEW Level 5.2 | $30.05 | $45.08 | $60.10 | $60.10 | $75.13 | $60.10 |
| HEW Level 5.3 | $30.45 | $45.68 | $60.90 | $60.90 | $76.13 | $60.90 |
| HEW Level 5.4 | $31.06 | $46.59 | $62.12 | $62.12 | $77.65 | $62.12 |
| HEW Level 5.5 | $31.67 | $47.51 | $63.34 | $63.34 | $79.18 | $63.34 |
| HEW Level 6.1 | $32.42 | $48.63 | $64.84 | $64.84 | $81.05 | $64.84 |
| HEW Level 6.2 | $33.03 | $49.55 | $66.06 | $66.06 | $82.58 | $66.06 |
| HEW Level 6.3 | $33.56 | $50.34 | $67.12 | $67.12 | $83.90 | $67.12 |
| HEW Level 6.4 | $34.17 | $51.26 | $68.34 | $68.34 | $85.43 | $68.34 |
| HEW Level 7.1 | $34.87 | N/A | N/A | N/A | N/A | $69.74 |
| HEW Level 7.2 | $35.61 | N/A | N/A | N/A | N/A | $71.22 |
| HEW Level 7.3 | $36.35 | N/A | N/A | N/A | N/A | $72.70 |
| HEW Level 7.4 | $37.09 | N/A | N/A | N/A | N/A | $74.18 |
| HEW Level 8.1 | $37.98 | N/A | N/A | N/A | N/A | $75.96 |
| HEW Level 8.2 | $39.17 | N/A | N/A | N/A | N/A | $78.34 |
| HEW Level 8.3 | $40.36 | N/A | N/A | N/A | N/A | $80.72 |
| HEW Level 8.4 | $41.54 | N/A | N/A | N/A | N/A | $83.08 |
| HEW Level 9.1 | $42.80 | N/A | N/A | N/A | N/A | $85.60 |
| HEW Level 9.2 | $43.99 | N/A | N/A | N/A | N/A | $87.98 |
| HEW Level 9.3 | $45.18 | N/A | N/A | N/A | N/A | $90.36 |
| HEW Level 10.1 | $45.25 | N/A | N/A | N/A | N/A | $90.50 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $35.52 | $27.23 | $27.23 | $30.78 | $35.52 | $47.36 |
| HEW Level 1.2 | $36.05 | $27.63 | $27.63 | $31.24 | $36.05 | $48.06 |
| HEW Level 1.3 | $36.59 | $28.05 | $28.05 | $31.71 | $36.59 | $48.78 |
| HEW Level 2.1 | $37.22 | $28.53 | $28.53 | $32.25 | $37.22 | $49.62 |
| HEW Level 2.2 | $37.79 | $28.97 | $28.97 | $32.75 | $37.79 | $50.38 |
| HEW Level 3.1 | $38.57 | $29.57 | $29.57 | $33.42 | $38.57 | $51.42 |
| HEW Level 3.2 | $39.23 | $30.07 | $30.07 | $34.00 | $39.23 | $52.30 |
| HEW Level 3.3 | $39.90 | $30.59 | $30.59 | $34.58 | $39.90 | $53.20 |
| HEW Level 3.4 | $40.56 | $31.10 | $31.10 | $35.15 | $40.56 | $54.08 |
| HEW Level 3.5 | $41.12 | $31.52 | $31.52 | $35.63 | $41.12 | $54.82 |
| HEW Level 4.1 | $42.02 | $32.21 | $32.21 | $36.41 | $42.02 | $56.02 |
| HEW Level 4.2 | $42.78 | $32.80 | $32.80 | $37.08 | $42.78 | $57.04 |
| HEW Level 4.3 | $43.56 | $33.40 | $33.40 | $37.75 | $43.56 | $58.08 |
| HEW Level 5.1 | $44.16 | $33.86 | $33.86 | $38.27 | $44.16 | $58.88 |
| HEW Level 5.2 | $45.08 | $34.56 | $34.56 | $39.07 | $45.08 | $60.10 |
| HEW Level 5.3 | $45.68 | $35.02 | $35.02 | $39.59 | $45.68 | $60.90 |
| HEW Level 5.4 | $46.59 | $35.72 | $35.72 | $40.38 | $46.59 | $62.12 |
| HEW Level 5.5 | $47.51 | $36.42 | $36.42 | $41.17 | $47.51 | $63.34 |
| HEW Level 6.1 | $48.63 | $37.28 | $37.28 | $42.15 | $48.63 | $64.84 |
| HEW Level 6.2 | $49.55 | $37.98 | $37.98 | $42.94 | $49.55 | $66.06 |
| HEW Level 6.3 | $50.34 | $38.59 | $38.59 | $43.63 | $50.34 | $67.12 |
| HEW Level 6.4 | $51.26 | $39.30 | $39.30 | $44.42 | $51.26 | $68.34 |
| HEW Level 7.1 | $52.31 | $40.10 | $40.10 | $45.33 | $52.31 | $69.74 |
| HEW Level 7.2 | $53.42 | $40.95 | $40.95 | $46.29 | $53.42 | $71.22 |
| HEW Level 7.3 | $54.53 | $41.80 | $41.80 | $47.26 | $54.53 | $72.70 |
| HEW Level 7.4 | $55.64 | $42.65 | $42.65 | $48.22 | $55.64 | $74.18 |
| HEW Level 8.1 | $56.97 | $43.68 | $43.68 | $49.37 | $56.97 | $75.96 |
| HEW Level 8.2 | $58.76 | $45.05 | $45.05 | $50.92 | $58.76 | $78.34 |
| HEW Level 8.3 | $60.54 | $46.41 | $46.41 | $52.47 | $60.54 | $80.72 |
| HEW Level 8.4 | $62.31 | $47.77 | $47.77 | $54.00 | $62.31 | $83.08 |
| HEW Level 9.1 | $64.20 | $49.22 | $49.22 | $55.64 | $64.20 | $85.60 |
| HEW Level 9.2 | $65.99 | $50.59 | $50.59 | $57.19 | $65.99 | $87.98 |
| HEW Level 9.3 | $67.77 | $51.96 | $51.96 | $58.73 | $67.77 | $90.36 |
| HEW Level 10.1 | $67.88 | $52.04 | $52.04 | $58.83 | $67.88 | $90.50 |

### Adult - Casual

### Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $28.63 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| HEW Level 1.2 | $29.05 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 |
| HEW Level 1.3 | $29.48 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |
| HEW Level 2.1 | $30.00 | $36.00 | $48.00 | $48.00 | $60.00 | $48.00 |
| HEW Level 2.2 | $30.45 | $36.54 | $48.72 | $48.72 | $60.90 | $48.72 |
| HEW Level 3.1 | $31.08 | $37.29 | $49.72 | $49.72 | $62.15 | $49.72 |
| HEW Level 3.2 | $31.61 | $37.94 | $50.58 | $50.58 | $63.23 | $50.58 |
| HEW Level 3.3 | $32.15 | $38.58 | $51.44 | $51.44 | $64.30 | $51.44 |
| HEW Level 3.4 | $32.69 | $39.23 | $52.30 | $52.30 | $65.38 | $52.30 |
| HEW Level 3.5 | $33.14 | $39.77 | $53.02 | $53.02 | $66.28 | $53.02 |
| HEW Level 4.1 | $33.85 | $40.62 | $54.16 | $54.16 | $67.70 | $54.16 |
| HEW Level 4.2 | $34.49 | $41.39 | $55.18 | $55.18 | $68.98 | $55.18 |
| HEW Level 4.3 | $35.11 | $42.14 | $56.18 | $56.18 | $70.23 | $56.18 |
| HEW Level 5.1 | $35.59 | $42.71 | $56.94 | $56.94 | $71.18 | $56.94 |
| HEW Level 5.2 | $36.33 | $43.59 | $58.12 | $58.12 | $72.65 | $58.12 |
| HEW Level 5.3 | $36.81 | $44.18 | $58.90 | $58.90 | $73.63 | $58.90 |
| HEW Level 5.4 | $37.55 | $45.06 | $60.08 | $60.08 | $75.10 | $60.08 |
| HEW Level 5.5 | $38.29 | $45.95 | $61.26 | $61.26 | $76.58 | $61.26 |
| HEW Level 6.1 | $39.20 | $47.04 | $62.72 | $62.72 | $78.40 | $62.72 |
| HEW Level 6.2 | $39.94 | $47.93 | $63.90 | $63.90 | $79.88 | $63.90 |
| HEW Level 6.3 | $40.58 | $48.69 | $64.92 | $64.92 | $81.15 | $64.92 |
| HEW Level 6.4 | $41.31 | $49.58 | $66.10 | $66.10 | $82.63 | $66.10 |
| HEW Level 7.1 | $42.15 | N/A | N/A | N/A | N/A | $67.44 |
| HEW Level 7.2 | $43.05 | N/A | N/A | N/A | N/A | $68.88 |
| HEW Level 7.3 | $43.94 | N/A | N/A | N/A | N/A | $70.30 |
| HEW Level 7.4 | $44.84 | N/A | N/A | N/A | N/A | $71.74 |
| HEW Level 8.1 | $45.91 | N/A | N/A | N/A | N/A | $73.46 |
| HEW Level 8.2 | $47.35 | N/A | N/A | N/A | N/A | $75.76 |
| HEW Level 8.3 | $48.79 | N/A | N/A | N/A | N/A | $78.06 |
| HEW Level 8.4 | $50.23 | N/A | N/A | N/A | N/A | $80.36 |
| HEW Level 9.1 | $51.75 | N/A | N/A | N/A | N/A | $82.80 |
| HEW Level 9.2 | $53.18 | N/A | N/A | N/A | N/A | $85.08 |
| HEW Level 9.3 | $54.61 | N/A | N/A | N/A | N/A | $87.38 |
| HEW Level 10.1 | $54.70 | N/A | N/A | N/A | N/A | $87.52 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $40.08 | $32.06 | $32.06 | $35.50 | $40.08 | $51.53 |
| HEW Level 1.2 | $40.67 | $32.54 | $32.54 | $36.02 | $40.67 | $52.29 |
| HEW Level 1.3 | $41.27 | $33.01 | $33.01 | $36.55 | $41.27 | $53.06 |
| HEW Level 2.1 | $42.00 | $33.60 | $33.60 | $37.20 | $42.00 | $54.00 |
| HEW Level 2.2 | $42.63 | $34.10 | $34.10 | $37.76 | $42.63 | $54.81 |
| HEW Level 3.1 | $43.51 | $34.80 | $34.80 | $38.53 | $43.51 | $55.94 |
| HEW Level 3.2 | $44.26 | $35.41 | $35.41 | $39.20 | $44.26 | $56.90 |
| HEW Level 3.3 | $45.01 | $36.01 | $36.01 | $39.87 | $45.01 | $57.87 |
| HEW Level 3.4 | $45.76 | $36.61 | $36.61 | $40.53 | $45.76 | $58.84 |
| HEW Level 3.5 | $46.39 | $37.11 | $37.11 | $41.09 | $46.39 | $59.65 |
| HEW Level 4.1 | $47.39 | $37.91 | $37.91 | $41.97 | $47.39 | $60.93 |
| HEW Level 4.2 | $48.28 | $38.63 | $38.63 | $42.76 | $48.28 | $62.08 |
| HEW Level 4.3 | $49.16 | $39.33 | $39.33 | $43.54 | $49.16 | $63.20 |
| HEW Level 5.1 | $49.82 | $39.86 | $39.86 | $44.13 | $49.82 | $64.06 |
| HEW Level 5.2 | $50.86 | $40.68 | $40.68 | $45.04 | $50.86 | $65.39 |
| HEW Level 5.3 | $51.54 | $41.23 | $41.23 | $45.65 | $51.54 | $66.26 |
| HEW Level 5.4 | $52.57 | $42.06 | $42.06 | $46.56 | $52.57 | $67.59 |
| HEW Level 5.5 | $53.60 | $42.88 | $42.88 | $47.48 | $53.60 | $68.92 |
| HEW Level 6.1 | $54.88 | $43.90 | $43.90 | $48.61 | $54.88 | $70.56 |
| HEW Level 6.2 | $55.91 | $44.73 | $44.73 | $49.52 | $55.91 | $71.89 |
| HEW Level 6.3 | $56.81 | $45.44 | $45.44 | $50.31 | $56.81 | $73.04 |
| HEW Level 6.4 | $57.84 | $46.27 | $46.27 | $51.23 | $57.84 | $74.36 |
| HEW Level 7.1 | $59.01 | $47.21 | $47.21 | $52.27 | $59.01 | $75.87 |
| HEW Level 7.2 | $60.27 | $48.22 | $48.22 | $53.38 | $60.27 | $77.49 |
| HEW Level 7.3 | $61.51 | $49.21 | $49.21 | $54.48 | $61.51 | $79.09 |
| HEW Level 7.4 | $62.77 | $50.22 | $50.22 | $55.60 | $62.77 | $80.71 |
| HEW Level 8.1 | $64.28 | $51.42 | $51.42 | $56.93 | $64.28 | $82.64 |
| HEW Level 8.2 | $66.29 | $53.03 | $53.03 | $58.71 | $66.29 | $85.23 |
| HEW Level 8.3 | $68.30 | $54.64 | $54.64 | $60.50 | $68.30 | $87.82 |
| HEW Level 8.4 | $70.32 | $56.25 | $56.25 | $62.28 | $70.32 | $90.41 |
| HEW Level 9.1 | $72.45 | $57.96 | $57.96 | $64.17 | $72.45 | $93.15 |
| HEW Level 9.2 | $74.45 | $59.56 | $59.56 | $65.94 | $74.45 | $95.72 |
| HEW Level 9.3 | $76.46 | $61.17 | $61.17 | $67.72 | $76.46 | $98.30 |
| HEW Level 10.1 | $76.58 | $61.26 | $61.26 | $67.83 | $76.58 | $98.46 |

### Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $29.60 | $35.52 | $47.36 | $47.36 | $59.20 | $47.36 |
| HEW Level 1.2 | $30.04 | $36.05 | $48.06 | $48.06 | $60.08 | $48.06 |
| HEW Level 1.3 | $30.49 | $36.59 | $48.78 | $48.78 | $60.98 | $48.78 |
| HEW Level 2.1 | $31.01 | $37.22 | $49.62 | $49.62 | $62.03 | $49.62 |
| HEW Level 2.2 | $31.49 | $37.79 | $50.38 | $50.38 | $62.98 | $50.38 |
| HEW Level 3.1 | $32.14 | $38.57 | $51.42 | $51.42 | $64.28 | $51.42 |
| HEW Level 3.2 | $32.69 | $39.23 | $52.30 | $52.30 | $65.38 | $52.30 |
| HEW Level 3.3 | $33.25 | $39.90 | $53.20 | $53.20 | $66.50 | $53.20 |
| HEW Level 3.4 | $33.80 | $40.56 | $54.08 | $54.08 | $67.60 | $54.08 |
| HEW Level 3.5 | $34.26 | $41.12 | $54.82 | $54.82 | $68.53 | $54.82 |
| HEW Level 4.1 | $35.01 | $42.02 | $56.02 | $56.02 | $70.03 | $56.02 |
| HEW Level 4.2 | $35.65 | $42.78 | $57.04 | $57.04 | $71.30 | $57.04 |
| HEW Level 4.3 | $36.30 | $43.56 | $58.08 | $58.08 | $72.60 | $58.08 |
| HEW Level 5.1 | $36.80 | $44.16 | $58.88 | $58.88 | $73.60 | $58.88 |
| HEW Level 5.2 | $37.56 | $45.08 | $60.10 | $60.10 | $75.13 | $60.10 |
| HEW Level 5.3 | $38.06 | $45.68 | $60.90 | $60.90 | $76.13 | $60.90 |
| HEW Level 5.4 | $38.83 | $46.59 | $62.12 | $62.12 | $77.65 | $62.12 |
| HEW Level 5.5 | $39.59 | $47.51 | $63.34 | $63.34 | $79.18 | $63.34 |
| HEW Level 6.1 | $40.53 | $48.63 | $64.84 | $64.84 | $81.05 | $64.84 |
| HEW Level 6.2 | $41.29 | $49.55 | $66.06 | $66.06 | $82.58 | $66.06 |
| HEW Level 6.3 | $41.95 | $50.34 | $67.12 | $67.12 | $83.90 | $67.12 |
| HEW Level 6.4 | $42.71 | $51.26 | $68.34 | $68.34 | $85.43 | $68.34 |
| HEW Level 7.1 | $43.59 | N/A | N/A | N/A | N/A | $69.74 |
| HEW Level 7.2 | $44.51 | N/A | N/A | N/A | N/A | $71.22 |
| HEW Level 7.3 | $45.44 | N/A | N/A | N/A | N/A | $72.70 |
| HEW Level 7.4 | $46.36 | N/A | N/A | N/A | N/A | $74.18 |
| HEW Level 8.1 | $47.48 | N/A | N/A | N/A | N/A | $75.96 |
| HEW Level 8.2 | $48.96 | N/A | N/A | N/A | N/A | $78.34 |
| HEW Level 8.3 | $50.45 | N/A | N/A | N/A | N/A | $80.72 |
| HEW Level 8.4 | $51.93 | N/A | N/A | N/A | N/A | $83.08 |
| HEW Level 9.1 | $53.50 | N/A | N/A | N/A | N/A | $85.60 |
| HEW Level 9.2 | $54.99 | N/A | N/A | N/A | N/A | $87.98 |
| HEW Level 9.3 | $56.48 | N/A | N/A | N/A | N/A | $90.36 |
| HEW Level 10.1 | $56.56 | N/A | N/A | N/A | N/A | $90.50 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $41.44 | $33.15 | $33.15 | $36.70 | $41.44 | $53.28 |
| HEW Level 1.2 | $42.05 | $33.64 | $33.64 | $37.25 | $42.05 | $54.07 |
| HEW Level 1.3 | $42.68 | $34.15 | $34.15 | $37.80 | $42.68 | $54.88 |
| HEW Level 2.1 | $43.42 | $34.73 | $34.73 | $38.46 | $43.42 | $55.82 |
| HEW Level 2.2 | $44.08 | $35.27 | $35.27 | $39.04 | $44.08 | $56.68 |
| HEW Level 3.1 | $44.99 | $35.99 | $35.99 | $39.85 | $44.99 | $57.85 |
| HEW Level 3.2 | $45.76 | $36.61 | $36.61 | $40.53 | $45.76 | $58.84 |
| HEW Level 3.3 | $46.55 | $37.24 | $37.24 | $41.23 | $46.55 | $59.85 |
| HEW Level 3.4 | $47.32 | $37.86 | $37.86 | $41.91 | $47.32 | $60.84 |
| HEW Level 3.5 | $47.97 | $38.37 | $38.37 | $42.49 | $47.97 | $61.67 |
| HEW Level 4.1 | $49.02 | $39.21 | $39.21 | $43.42 | $49.02 | $63.02 |
| HEW Level 4.2 | $49.91 | $39.93 | $39.93 | $44.21 | $49.91 | $64.17 |
| HEW Level 4.3 | $50.82 | $40.66 | $40.66 | $45.01 | $50.82 | $65.34 |
| HEW Level 5.1 | $51.52 | $41.22 | $41.22 | $45.63 | $51.52 | $66.24 |
| HEW Level 5.2 | $52.59 | $42.07 | $42.07 | $46.58 | $52.59 | $67.61 |
| HEW Level 5.3 | $53.29 | $42.63 | $42.63 | $47.20 | $53.29 | $68.51 |
| HEW Level 5.4 | $54.36 | $43.48 | $43.48 | $48.14 | $54.36 | $69.89 |
| HEW Level 5.5 | $55.42 | $44.34 | $44.34 | $49.09 | $55.42 | $71.26 |
| HEW Level 6.1 | $56.74 | $45.39 | $45.39 | $50.25 | $56.74 | $72.95 |
| HEW Level 6.2 | $57.80 | $46.24 | $46.24 | $51.20 | $57.80 | $74.32 |
| HEW Level 6.3 | $58.73 | $46.98 | $46.98 | $52.02 | $58.73 | $75.51 |
| HEW Level 6.4 | $59.80 | $47.84 | $47.84 | $52.96 | $59.80 | $76.88 |
| HEW Level 7.1 | $61.02 | $48.82 | $48.82 | $54.05 | $61.02 | $78.46 |
| HEW Level 7.2 | $62.32 | $49.85 | $49.85 | $55.20 | $62.32 | $80.12 |
| HEW Level 7.3 | $63.61 | $50.89 | $50.89 | $56.34 | $63.61 | $81.79 |
| HEW Level 7.4 | $64.91 | $51.93 | $51.93 | $57.49 | $64.91 | $83.45 |
| HEW Level 8.1 | $66.47 | $53.17 | $53.17 | $58.87 | $66.47 | $85.46 |
| HEW Level 8.2 | $68.55 | $54.84 | $54.84 | $60.71 | $68.55 | $88.13 |
| HEW Level 8.3 | $70.63 | $56.50 | $56.50 | $62.56 | $70.63 | $90.81 |
| HEW Level 8.4 | $72.70 | $58.16 | $58.16 | $64.39 | $72.70 | $93.47 |
| HEW Level 9.1 | $74.90 | $59.92 | $59.92 | $66.34 | $74.90 | $96.30 |
| HEW Level 9.2 | $76.98 | $61.59 | $61.59 | $68.18 | $76.98 | $98.98 |
| HEW Level 9.3 | $79.07 | $63.25 | $63.25 | $70.03 | $79.07 | $101.66 |
| HEW Level 10.1 | $79.19 | $63.35 | $63.35 | $70.14 | $79.19 | $101.81 |

### Junior - Full-time & part-time - Under 16 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $8.43 | $12.65 | $16.86 | $16.86 | $21.08 | $16.86 |
| HEW Level 1.2 | $8.55 | $12.83 | $17.10 | $17.10 | $21.38 | $17.10 |
| HEW Level 1.3 | $8.68 | $13.02 | $17.36 | $17.36 | $21.70 | $17.36 |
| HEW Level 2.1 | $8.83 | $13.25 | $17.66 | $17.66 | $22.08 | $17.66 |
| HEW Level 2.2 | $8.96 | $13.44 | $17.92 | $17.92 | $22.40 | $17.92 |
| HEW Level 3.1 | $9.15 | $13.73 | $18.30 | $18.30 | $22.88 | $18.30 |
| HEW Level 3.2 | $9.31 | $13.97 | $18.62 | $18.62 | $23.28 | $18.62 |
| HEW Level 3.3 | $9.46 | $14.19 | $18.92 | $18.92 | $23.65 | $18.92 |
| HEW Level 3.4 | $9.62 | $14.43 | $19.24 | $19.24 | $24.05 | $19.24 |
| HEW Level 3.5 | $9.76 | $14.64 | $19.52 | $19.52 | $24.40 | $19.52 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $12.65 | $9.69 | $9.69 | $10.96 | $12.65 | $16.86 |
| HEW Level 1.2 | $12.83 | $9.83 | $9.83 | $11.12 | $12.83 | $17.10 |
| HEW Level 1.3 | $13.02 | $9.98 | $9.98 | $11.28 | $13.02 | $17.36 |
| HEW Level 2.1 | $13.25 | $10.15 | $10.15 | $11.48 | $13.25 | $17.66 |
| HEW Level 2.2 | $13.44 | $10.30 | $10.30 | $11.65 | $13.44 | $17.92 |
| HEW Level 3.1 | $13.73 | $10.52 | $10.52 | $11.90 | $13.73 | $18.30 |
| HEW Level 3.2 | $13.97 | $10.71 | $10.71 | $12.10 | $13.97 | $18.62 |
| HEW Level 3.3 | $14.19 | $10.88 | $10.88 | $12.30 | $14.19 | $18.92 |
| HEW Level 3.4 | $14.43 | $11.06 | $11.06 | $12.51 | $14.43 | $19.24 |
| HEW Level 3.5 | $14.64 | $11.22 | $11.22 | $12.69 | $14.64 | $19.52 |

### Junior - Full-time & part-time - Under 16 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $8.71 | $13.07 | $17.42 | $17.42 | $21.78 | $17.42 |
| HEW Level 1.2 | $8.84 | $13.26 | $17.68 | $17.68 | $22.10 | $17.68 |
| HEW Level 1.3 | $8.98 | $13.47 | $17.96 | $17.96 | $22.45 | $17.96 |
| HEW Level 2.1 | $9.13 | $13.70 | $18.26 | $18.26 | $22.83 | $18.26 |
| HEW Level 2.2 | $9.27 | $13.91 | $18.54 | $18.54 | $23.18 | $18.54 |
| HEW Level 3.1 | $9.46 | $14.19 | $18.92 | $18.92 | $23.65 | $18.92 |
| HEW Level 3.2 | $9.62 | $14.43 | $19.24 | $19.24 | $24.05 | $19.24 |
| HEW Level 3.3 | $9.79 | $14.69 | $19.58 | $19.58 | $24.48 | $19.58 |
| HEW Level 3.4 | $9.95 | $14.93 | $19.90 | $19.90 | $24.88 | $19.90 |
| HEW Level 3.5 | $10.09 | $15.14 | $20.18 | $20.18 | $25.23 | $20.18 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $13.07 | $10.02 | $10.02 | $11.32 | $13.07 | $17.42 |
| HEW Level 1.2 | $13.26 | $10.17 | $10.17 | $11.49 | $13.26 | $17.68 |
| HEW Level 1.3 | $13.47 | $10.33 | $10.33 | $11.67 | $13.47 | $17.96 |
| HEW Level 2.1 | $13.70 | $10.50 | $10.50 | $11.87 | $13.70 | $18.26 |
| HEW Level 2.2 | $13.91 | $10.66 | $10.66 | $12.05 | $13.91 | $18.54 |
| HEW Level 3.1 | $14.19 | $10.88 | $10.88 | $12.30 | $14.19 | $18.92 |
| HEW Level 3.2 | $14.43 | $11.06 | $11.06 | $12.51 | $14.43 | $19.24 |
| HEW Level 3.3 | $14.69 | $11.26 | $11.26 | $12.73 | $14.69 | $19.58 |
| HEW Level 3.4 | $14.93 | $11.44 | $11.44 | $12.94 | $14.93 | $19.90 |
| HEW Level 3.5 | $15.14 | $11.60 | $11.60 | $13.12 | $15.14 | $20.18 |

### Junior - Full-time & part-time - 16 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $10.83 | $16.25 | $21.66 | $21.66 | $27.08 | $21.66 |
| HEW Level 1.2 | $10.99 | $16.49 | $21.98 | $21.98 | $27.48 | $21.98 |
| HEW Level 1.3 | $11.15 | $16.73 | $22.30 | $22.30 | $27.88 | $22.30 |
| HEW Level 2.1 | $11.35 | $17.03 | $22.70 | $22.70 | $28.38 | $22.70 |
| HEW Level 2.2 | $11.52 | $17.28 | $23.04 | $23.04 | $28.80 | $23.04 |
| HEW Level 3.1 | $11.76 | $17.64 | $23.52 | $23.52 | $29.40 | $23.52 |
| HEW Level 3.2 | $11.96 | $17.94 | $23.92 | $23.92 | $29.90 | $23.92 |
| HEW Level 3.3 | $12.17 | $18.26 | $24.34 | $24.34 | $30.43 | $24.34 |
| HEW Level 3.4 | $12.37 | $18.56 | $24.74 | $24.74 | $30.93 | $24.74 |
| HEW Level 3.5 | $12.54 | $18.81 | $25.08 | $25.08 | $31.35 | $25.08 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $16.25 | $12.45 | $12.45 | $14.08 | $16.25 | $21.66 |
| HEW Level 1.2 | $16.49 | $12.64 | $12.64 | $14.29 | $16.49 | $21.98 |
| HEW Level 1.3 | $16.73 | $12.82 | $12.82 | $14.50 | $16.73 | $22.30 |
| HEW Level 2.1 | $17.03 | $13.05 | $13.05 | $14.76 | $17.03 | $22.70 |
| HEW Level 2.2 | $17.28 | $13.25 | $13.25 | $14.98 | $17.28 | $23.04 |
| HEW Level 3.1 | $17.64 | $13.52 | $13.52 | $15.29 | $17.64 | $23.52 |
| HEW Level 3.2 | $17.94 | $13.75 | $13.75 | $15.55 | $17.94 | $23.92 |
| HEW Level 3.3 | $18.26 | $14.00 | $14.00 | $15.82 | $18.26 | $24.34 |
| HEW Level 3.4 | $18.56 | $14.23 | $14.23 | $16.08 | $18.56 | $24.74 |
| HEW Level 3.5 | $18.81 | $14.42 | $14.42 | $16.30 | $18.81 | $25.08 |

### Junior - Full-time & part-time - 16 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $11.20 | $16.80 | $22.40 | $22.40 | $28.00 | $22.40 |
| HEW Level 1.2 | $11.37 | $17.06 | $22.74 | $22.74 | $28.43 | $22.74 |
| HEW Level 1.3 | $11.54 | $17.31 | $23.08 | $23.08 | $28.85 | $23.08 |
| HEW Level 2.1 | $11.74 | $17.61 | $23.48 | $23.48 | $29.35 | $23.48 |
| HEW Level 2.2 | $11.91 | $17.87 | $23.82 | $23.82 | $29.78 | $23.82 |
| HEW Level 3.1 | $12.16 | $18.24 | $24.32 | $24.32 | $30.40 | $24.32 |
| HEW Level 3.2 | $12.37 | $18.56 | $24.74 | $24.74 | $30.93 | $24.74 |
| HEW Level 3.3 | $12.58 | $18.87 | $25.16 | $25.16 | $31.45 | $25.16 |
| HEW Level 3.4 | $12.79 | $19.19 | $25.58 | $25.58 | $31.98 | $25.58 |
| HEW Level 3.5 | $12.96 | $19.44 | $25.92 | $25.92 | $32.40 | $25.92 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $16.80 | $12.88 | $12.88 | $14.56 | $16.80 | $22.40 |
| HEW Level 1.2 | $17.06 | $13.08 | $13.08 | $14.78 | $17.06 | $22.74 |
| HEW Level 1.3 | $17.31 | $13.27 | $13.27 | $15.00 | $17.31 | $23.08 |
| HEW Level 2.1 | $17.61 | $13.50 | $13.50 | $15.26 | $17.61 | $23.48 |
| HEW Level 2.2 | $17.87 | $13.70 | $13.70 | $15.48 | $17.87 | $23.82 |
| HEW Level 3.1 | $18.24 | $13.98 | $13.98 | $15.81 | $18.24 | $24.32 |
| HEW Level 3.2 | $18.56 | $14.23 | $14.23 | $16.08 | $18.56 | $24.74 |
| HEW Level 3.3 | $18.87 | $14.47 | $14.47 | $16.35 | $18.87 | $25.16 |
| HEW Level 3.4 | $19.19 | $14.71 | $14.71 | $16.63 | $19.19 | $25.58 |
| HEW Level 3.5 | $19.44 | $14.90 | $14.90 | $16.85 | $19.44 | $25.92 |

### Junior - Full-time & part-time - 17 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $13.24 | $19.86 | $26.48 | $26.48 | $33.10 | $26.48 |
| HEW Level 1.2 | $13.43 | $20.15 | $26.86 | $26.86 | $33.58 | $26.86 |
| HEW Level 1.3 | $13.63 | $20.45 | $27.26 | $27.26 | $34.08 | $27.26 |
| HEW Level 2.1 | $13.87 | $20.81 | $27.74 | $27.74 | $34.68 | $27.74 |
| HEW Level 2.2 | $14.08 | $21.12 | $28.16 | $28.16 | $35.20 | $28.16 |
| HEW Level 3.1 | $14.37 | $21.56 | $28.74 | $28.74 | $35.93 | $28.74 |
| HEW Level 3.2 | $14.62 | $21.93 | $29.24 | $29.24 | $36.55 | $29.24 |
| HEW Level 3.3 | $14.87 | $22.31 | $29.74 | $29.74 | $37.18 | $29.74 |
| HEW Level 3.4 | $15.11 | $22.67 | $30.22 | $30.22 | $37.78 | $30.22 |
| HEW Level 3.5 | $15.32 | $22.98 | $30.64 | $30.64 | $38.30 | $30.64 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $19.86 | $15.23 | $15.23 | $17.21 | $19.86 | $26.48 |
| HEW Level 1.2 | $20.15 | $15.44 | $15.44 | $17.46 | $20.15 | $26.86 |
| HEW Level 1.3 | $20.45 | $15.67 | $15.67 | $17.72 | $20.45 | $27.26 |
| HEW Level 2.1 | $20.81 | $15.95 | $15.95 | $18.03 | $20.81 | $27.74 |
| HEW Level 2.2 | $21.12 | $16.19 | $16.19 | $18.30 | $21.12 | $28.16 |
| HEW Level 3.1 | $21.56 | $16.53 | $16.53 | $18.68 | $21.56 | $28.74 |
| HEW Level 3.2 | $21.93 | $16.81 | $16.81 | $19.01 | $21.93 | $29.24 |
| HEW Level 3.3 | $22.31 | $17.10 | $17.10 | $19.33 | $22.31 | $29.74 |
| HEW Level 3.4 | $22.67 | $17.38 | $17.38 | $19.64 | $22.67 | $30.22 |
| HEW Level 3.5 | $22.98 | $17.62 | $17.62 | $19.92 | $22.98 | $30.64 |

### Junior - Full-time & part-time - 17 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $13.69 | $20.54 | $27.38 | $27.38 | $34.23 | $27.38 |
| HEW Level 1.2 | $13.89 | $20.84 | $27.78 | $27.78 | $34.73 | $27.78 |
| HEW Level 1.3 | $14.10 | $21.15 | $28.20 | $28.20 | $35.25 | $28.20 |
| HEW Level 2.1 | $14.34 | $21.51 | $28.68 | $28.68 | $35.85 | $28.68 |
| HEW Level 2.2 | $14.56 | $21.84 | $29.12 | $29.12 | $36.40 | $29.12 |
| HEW Level 3.1 | $14.86 | $22.29 | $29.72 | $29.72 | $37.15 | $29.72 |
| HEW Level 3.2 | $15.11 | $22.67 | $30.22 | $30.22 | $37.78 | $30.22 |
| HEW Level 3.3 | $15.37 | $23.06 | $30.74 | $30.74 | $38.43 | $30.74 |
| HEW Level 3.4 | $15.63 | $23.45 | $31.26 | $31.26 | $39.08 | $31.26 |
| HEW Level 3.5 | $15.84 | $23.76 | $31.68 | $31.68 | $39.60 | $31.68 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $20.54 | $15.74 | $15.74 | $17.80 | $20.54 | $27.38 |
| HEW Level 1.2 | $20.84 | $15.97 | $15.97 | $18.06 | $20.84 | $27.78 |
| HEW Level 1.3 | $21.15 | $16.22 | $16.22 | $18.33 | $21.15 | $28.20 |
| HEW Level 2.1 | $21.51 | $16.49 | $16.49 | $18.64 | $21.51 | $28.68 |
| HEW Level 2.2 | $21.84 | $16.74 | $16.74 | $18.93 | $21.84 | $29.12 |
| HEW Level 3.1 | $22.29 | $17.09 | $17.09 | $19.32 | $22.29 | $29.72 |
| HEW Level 3.2 | $22.67 | $17.38 | $17.38 | $19.64 | $22.67 | $30.22 |
| HEW Level 3.3 | $23.06 | $17.68 | $17.68 | $19.98 | $23.06 | $30.74 |
| HEW Level 3.4 | $23.45 | $17.97 | $17.97 | $20.32 | $23.45 | $31.26 |
| HEW Level 3.5 | $23.76 | $18.22 | $18.22 | $20.59 | $23.76 | $31.68 |

### Junior - Full-time & part-time - 18 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $15.64 | $23.46 | $31.28 | $31.28 | $39.10 | $31.28 |
| HEW Level 1.2 | $15.87 | $23.81 | $31.74 | $31.74 | $39.68 | $31.74 |
| HEW Level 1.3 | $16.11 | $24.17 | $32.22 | $32.22 | $40.28 | $32.22 |
| HEW Level 2.1 | $16.39 | $24.59 | $32.78 | $32.78 | $40.98 | $32.78 |
| HEW Level 2.2 | $16.64 | $24.96 | $33.28 | $33.28 | $41.60 | $33.28 |
| HEW Level 3.1 | $16.98 | $25.47 | $33.96 | $33.96 | $42.45 | $33.96 |
| HEW Level 3.2 | $17.27 | $25.91 | $34.54 | $34.54 | $43.18 | $34.54 |
| HEW Level 3.3 | $17.57 | $26.36 | $35.14 | $35.14 | $43.93 | $35.14 |
| HEW Level 3.4 | $17.86 | $26.79 | $35.72 | $35.72 | $44.65 | $35.72 |
| HEW Level 3.5 | $18.11 | $27.17 | $36.22 | $36.22 | $45.28 | $36.22 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.46 | $17.99 | $17.99 | $20.33 | $23.46 | $31.28 |
| HEW Level 1.2 | $23.81 | $18.25 | $18.25 | $20.63 | $23.81 | $31.74 |
| HEW Level 1.3 | $24.17 | $18.53 | $18.53 | $20.94 | $24.17 | $32.22 |
| HEW Level 2.1 | $24.59 | $18.85 | $18.85 | $21.31 | $24.59 | $32.78 |
| HEW Level 2.2 | $24.96 | $19.14 | $19.14 | $21.63 | $24.96 | $33.28 |
| HEW Level 3.1 | $25.47 | $19.53 | $19.53 | $22.07 | $25.47 | $33.96 |
| HEW Level 3.2 | $25.91 | $19.86 | $19.86 | $22.45 | $25.91 | $34.54 |
| HEW Level 3.3 | $26.36 | $20.21 | $20.21 | $22.84 | $26.36 | $35.14 |
| HEW Level 3.4 | $26.79 | $20.54 | $20.54 | $23.22 | $26.79 | $35.72 |
| HEW Level 3.5 | $27.17 | $20.83 | $20.83 | $23.54 | $27.17 | $36.22 |

### Junior - Full-time & part-time - 18 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $16.17 | $24.26 | $32.34 | $32.34 | $40.43 | $32.34 |
| HEW Level 1.2 | $16.41 | $24.62 | $32.82 | $32.82 | $41.03 | $32.82 |
| HEW Level 1.3 | $16.66 | $24.99 | $33.32 | $33.32 | $41.65 | $33.32 |
| HEW Level 2.1 | $16.95 | $25.43 | $33.90 | $33.90 | $42.38 | $33.90 |
| HEW Level 2.2 | $17.20 | $25.80 | $34.40 | $34.40 | $43.00 | $34.40 |
| HEW Level 3.1 | $17.56 | $26.34 | $35.12 | $35.12 | $43.90 | $35.12 |
| HEW Level 3.2 | $17.86 | $26.79 | $35.72 | $35.72 | $44.65 | $35.72 |
| HEW Level 3.3 | $18.17 | $27.26 | $36.34 | $36.34 | $45.43 | $36.34 |
| HEW Level 3.4 | $18.47 | $27.71 | $36.94 | $36.94 | $46.18 | $36.94 |
| HEW Level 3.5 | $18.72 | $28.08 | $37.44 | $37.44 | $46.80 | $37.44 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $24.26 | $18.60 | $18.60 | $21.02 | $24.26 | $32.34 |
| HEW Level 1.2 | $24.62 | $18.87 | $18.87 | $21.33 | $24.62 | $32.82 |
| HEW Level 1.3 | $24.99 | $19.16 | $19.16 | $21.66 | $24.99 | $33.32 |
| HEW Level 2.1 | $25.43 | $19.49 | $19.49 | $22.04 | $25.43 | $33.90 |
| HEW Level 2.2 | $25.80 | $19.78 | $19.78 | $22.36 | $25.80 | $34.40 |
| HEW Level 3.1 | $26.34 | $20.19 | $20.19 | $22.83 | $26.34 | $35.12 |
| HEW Level 3.2 | $26.79 | $20.54 | $20.54 | $23.22 | $26.79 | $35.72 |
| HEW Level 3.3 | $27.26 | $20.90 | $20.90 | $23.62 | $27.26 | $36.34 |
| HEW Level 3.4 | $27.71 | $21.24 | $21.24 | $24.01 | $27.71 | $36.94 |
| HEW Level 3.5 | $28.08 | $21.53 | $21.53 | $24.34 | $28.08 | $37.44 |

### Junior - Full-time & part-time - 19 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $18.89 | $28.34 | $37.78 | $37.78 | $47.23 | $37.78 |
| HEW Level 1.2 | $19.17 | $28.76 | $38.34 | $38.34 | $47.93 | $38.34 |
| HEW Level 1.3 | $19.45 | $29.18 | $38.90 | $38.90 | $48.63 | $38.90 |
| HEW Level 2.1 | $19.80 | $29.70 | $39.60 | $39.60 | $49.50 | $39.60 |
| HEW Level 2.2 | $20.10 | $30.15 | $40.20 | $40.20 | $50.25 | $40.20 |
| HEW Level 3.1 | $20.51 | $30.77 | $41.02 | $41.02 | $51.28 | $41.02 |
| HEW Level 3.2 | $20.86 | $31.29 | $41.72 | $41.72 | $52.15 | $41.72 |
| HEW Level 3.3 | $21.22 | $31.83 | $42.44 | $42.44 | $53.05 | $42.44 |
| HEW Level 3.4 | $21.57 | $32.36 | $43.14 | $43.14 | $53.93 | $43.14 |
| HEW Level 3.5 | $21.87 | $32.81 | $43.74 | $43.74 | $54.68 | $43.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $28.34 | $21.72 | $21.72 | $24.56 | $28.34 | $37.78 |
| HEW Level 1.2 | $28.76 | $22.05 | $22.05 | $24.92 | $28.76 | $38.34 |
| HEW Level 1.3 | $29.18 | $22.37 | $22.37 | $25.29 | $29.18 | $38.90 |
| HEW Level 2.1 | $29.70 | $22.77 | $22.77 | $25.74 | $29.70 | $39.60 |
| HEW Level 2.2 | $30.15 | $23.12 | $23.12 | $26.13 | $30.15 | $40.20 |
| HEW Level 3.1 | $30.77 | $23.59 | $23.59 | $26.66 | $30.77 | $41.02 |
| HEW Level 3.2 | $31.29 | $23.99 | $23.99 | $27.12 | $31.29 | $41.72 |
| HEW Level 3.3 | $31.83 | $24.40 | $24.40 | $27.59 | $31.83 | $42.44 |
| HEW Level 3.4 | $32.36 | $24.81 | $24.81 | $28.04 | $32.36 | $43.14 |
| HEW Level 3.5 | $32.81 | $25.15 | $25.15 | $28.43 | $32.81 | $43.74 |

### Junior - Full-time & part-time - 19 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $19.54 | $29.31 | $39.08 | $39.08 | $48.85 | $39.08 |
| HEW Level 1.2 | $19.82 | $29.73 | $39.64 | $39.64 | $49.55 | $39.64 |
| HEW Level 1.3 | $20.12 | $30.18 | $40.24 | $40.24 | $50.30 | $40.24 |
| HEW Level 2.1 | $20.47 | $30.71 | $40.94 | $40.94 | $51.18 | $40.94 |
| HEW Level 2.2 | $20.78 | $31.17 | $41.56 | $41.56 | $51.95 | $41.56 |
| HEW Level 3.1 | $21.21 | $31.82 | $42.42 | $42.42 | $53.03 | $42.42 |
| HEW Level 3.2 | $21.57 | $32.36 | $43.14 | $43.14 | $53.93 | $43.14 |
| HEW Level 3.3 | $21.95 | $32.93 | $43.90 | $43.90 | $54.88 | $43.90 |
| HEW Level 3.4 | $22.31 | $33.47 | $44.62 | $44.62 | $55.78 | $44.62 |
| HEW Level 3.5 | $22.61 | $33.92 | $45.22 | $45.22 | $56.53 | $45.22 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $29.31 | $22.47 | $22.47 | $25.40 | $29.31 | $39.08 |
| HEW Level 1.2 | $29.73 | $22.79 | $22.79 | $25.77 | $29.73 | $39.64 |
| HEW Level 1.3 | $30.18 | $23.14 | $23.14 | $26.16 | $30.18 | $40.24 |
| HEW Level 2.1 | $30.71 | $23.54 | $23.54 | $26.61 | $30.71 | $40.94 |
| HEW Level 2.2 | $31.17 | $23.90 | $23.90 | $27.01 | $31.17 | $41.56 |
| HEW Level 3.1 | $31.82 | $24.39 | $24.39 | $27.57 | $31.82 | $42.42 |
| HEW Level 3.2 | $32.36 | $24.81 | $24.81 | $28.04 | $32.36 | $43.14 |
| HEW Level 3.3 | $32.93 | $25.24 | $25.24 | $28.54 | $32.93 | $43.90 |
| HEW Level 3.4 | $33.47 | $25.66 | $25.66 | $29.00 | $33.47 | $44.62 |
| HEW Level 3.5 | $33.92 | $26.00 | $26.00 | $29.39 | $33.92 | $45.22 |

### Junior - Full-time & part-time - 20 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $22.37 | $33.56 | $44.74 | $44.74 | $55.93 | $44.74 |
| HEW Level 1.2 | $22.71 | $34.07 | $45.42 | $45.42 | $56.78 | $45.42 |
| HEW Level 1.3 | $23.04 | $34.56 | $46.08 | $46.08 | $57.60 | $46.08 |
| HEW Level 2.1 | $23.45 | $35.18 | $46.90 | $46.90 | $58.63 | $46.90 |
| HEW Level 2.2 | $23.80 | $35.70 | $47.60 | $47.60 | $59.50 | $47.60 |
| HEW Level 3.1 | $24.29 | $36.44 | $48.58 | $48.58 | $60.73 | $48.58 |
| HEW Level 3.2 | $24.71 | $37.07 | $49.42 | $49.42 | $61.78 | $49.42 |
| HEW Level 3.3 | $25.13 | $37.70 | $50.26 | $50.26 | $62.83 | $50.26 |
| HEW Level 3.4 | $25.55 | $38.33 | $51.10 | $51.10 | $63.88 | $51.10 |
| HEW Level 3.5 | $25.90 | $38.85 | $51.80 | $51.80 | $64.75 | $51.80 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $33.56 | $25.73 | $25.73 | $29.08 | $33.56 | $44.74 |
| HEW Level 1.2 | $34.07 | $26.12 | $26.12 | $29.52 | $34.07 | $45.42 |
| HEW Level 1.3 | $34.56 | $26.50 | $26.50 | $29.95 | $34.56 | $46.08 |
| HEW Level 2.1 | $35.18 | $26.97 | $26.97 | $30.49 | $35.18 | $46.90 |
| HEW Level 2.2 | $35.70 | $27.37 | $27.37 | $30.94 | $35.70 | $47.60 |
| HEW Level 3.1 | $36.44 | $27.93 | $27.93 | $31.58 | $36.44 | $48.58 |
| HEW Level 3.2 | $37.07 | $28.42 | $28.42 | $32.12 | $37.07 | $49.42 |
| HEW Level 3.3 | $37.70 | $28.90 | $28.90 | $32.67 | $37.70 | $50.26 |
| HEW Level 3.4 | $38.33 | $29.38 | $29.38 | $33.22 | $38.33 | $51.10 |
| HEW Level 3.5 | $38.85 | $29.79 | $29.79 | $33.67 | $38.85 | $51.80 |

### Junior - Full-time & part-time - 20 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.14 | $34.71 | $46.28 | $46.28 | $57.85 | $46.28 |
| HEW Level 1.2 | $23.48 | $35.22 | $46.96 | $46.96 | $58.70 | $46.96 |
| HEW Level 1.3 | $23.83 | $35.75 | $47.66 | $47.66 | $59.58 | $47.66 |
| HEW Level 2.1 | $24.24 | $36.36 | $48.48 | $48.48 | $60.60 | $48.48 |
| HEW Level 2.2 | $24.61 | $36.92 | $49.22 | $49.22 | $61.53 | $49.22 |
| HEW Level 3.1 | $25.12 | $37.68 | $50.24 | $50.24 | $62.80 | $50.24 |
| HEW Level 3.2 | $25.55 | $38.33 | $51.10 | $51.10 | $63.88 | $51.10 |
| HEW Level 3.3 | $25.99 | $38.99 | $51.98 | $51.98 | $64.98 | $51.98 |
| HEW Level 3.4 | $26.42 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |
| HEW Level 3.5 | $26.78 | $40.17 | $53.56 | $53.56 | $66.95 | $53.56 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $34.71 | $26.61 | $26.61 | $30.08 | $34.71 | $46.28 |
| HEW Level 1.2 | $35.22 | $27.00 | $27.00 | $30.52 | $35.22 | $46.96 |
| HEW Level 1.3 | $35.75 | $27.40 | $27.40 | $30.98 | $35.75 | $47.66 |
| HEW Level 2.1 | $36.36 | $27.88 | $27.88 | $31.51 | $36.36 | $48.48 |
| HEW Level 2.2 | $36.92 | $28.30 | $28.30 | $31.99 | $36.92 | $49.22 |
| HEW Level 3.1 | $37.68 | $28.89 | $28.89 | $32.66 | $37.68 | $50.24 |
| HEW Level 3.2 | $38.33 | $29.38 | $29.38 | $33.22 | $38.33 | $51.10 |
| HEW Level 3.3 | $38.99 | $29.89 | $29.89 | $33.79 | $38.99 | $51.98 |
| HEW Level 3.4 | $39.63 | $30.38 | $30.38 | $34.35 | $39.63 | $52.84 |
| HEW Level 3.5 | $40.17 | $30.80 | $30.80 | $34.81 | $40.17 | $53.56 |

### Junior - Casual - Under 16 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $10.54 | $12.65 | $16.86 | $16.86 | $21.08 | $16.86 |
| HEW Level 1.2 | $10.69 | $12.83 | $17.10 | $17.10 | $21.38 | $17.10 |
| HEW Level 1.3 | $10.85 | $13.02 | $17.36 | $17.36 | $21.70 | $17.36 |
| HEW Level 2.1 | $11.04 | $13.25 | $17.66 | $17.66 | $22.08 | $17.66 |
| HEW Level 2.2 | $11.20 | $13.44 | $17.92 | $17.92 | $22.40 | $17.92 |
| HEW Level 3.1 | $11.44 | $13.73 | $18.30 | $18.30 | $22.88 | $18.30 |
| HEW Level 3.2 | $11.64 | $13.97 | $18.62 | $18.62 | $23.28 | $18.62 |
| HEW Level 3.3 | $11.83 | $14.19 | $18.92 | $18.92 | $23.65 | $18.92 |
| HEW Level 3.4 | $12.03 | $14.43 | $19.24 | $19.24 | $24.05 | $19.24 |
| HEW Level 3.5 | $12.20 | $14.64 | $19.52 | $19.52 | $24.40 | $19.52 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $14.75 | $11.80 | $11.80 | $13.07 | $14.75 | $18.97 |
| HEW Level 1.2 | $14.96 | $11.97 | $11.97 | $13.25 | $14.96 | $19.24 |
| HEW Level 1.3 | $15.19 | $12.15 | $12.15 | $13.45 | $15.19 | $19.53 |
| HEW Level 2.1 | $15.45 | $12.36 | $12.36 | $13.69 | $15.45 | $19.87 |
| HEW Level 2.2 | $15.68 | $12.54 | $12.54 | $13.89 | $15.68 | $20.16 |
| HEW Level 3.1 | $16.01 | $12.81 | $12.81 | $14.18 | $16.01 | $20.59 |
| HEW Level 3.2 | $16.29 | $13.03 | $13.03 | $14.43 | $16.29 | $20.95 |
| HEW Level 3.3 | $16.56 | $13.24 | $13.24 | $14.66 | $16.56 | $21.29 |
| HEW Level 3.4 | $16.84 | $13.47 | $13.47 | $14.91 | $16.84 | $21.65 |
| HEW Level 3.5 | $17.08 | $13.66 | $13.66 | $15.13 | $17.08 | $21.96 |

### Junior - Casual - Under 16 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $10.89 | $13.07 | $17.42 | $17.42 | $21.78 | $17.42 |
| HEW Level 1.2 | $11.05 | $13.26 | $17.68 | $17.68 | $22.10 | $17.68 |
| HEW Level 1.3 | $11.23 | $13.47 | $17.96 | $17.96 | $22.45 | $17.96 |
| HEW Level 2.1 | $11.41 | $13.70 | $18.26 | $18.26 | $22.83 | $18.26 |
| HEW Level 2.2 | $11.59 | $13.91 | $18.54 | $18.54 | $23.18 | $18.54 |
| HEW Level 3.1 | $11.83 | $14.19 | $18.92 | $18.92 | $23.65 | $18.92 |
| HEW Level 3.2 | $12.03 | $14.43 | $19.24 | $19.24 | $24.05 | $19.24 |
| HEW Level 3.3 | $12.24 | $14.69 | $19.58 | $19.58 | $24.48 | $19.58 |
| HEW Level 3.4 | $12.44 | $14.93 | $19.90 | $19.90 | $24.88 | $19.90 |
| HEW Level 3.5 | $12.61 | $15.14 | $20.18 | $20.18 | $25.23 | $20.18 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $15.24 | $12.19 | $12.19 | $13.50 | $15.24 | $19.60 |
| HEW Level 1.2 | $15.47 | $12.38 | $12.38 | $13.70 | $15.47 | $19.89 |
| HEW Level 1.3 | $15.72 | $12.57 | $12.57 | $13.92 | $15.72 | $20.21 |
| HEW Level 2.1 | $15.98 | $12.78 | $12.78 | $14.15 | $15.98 | $20.54 |
| HEW Level 2.2 | $16.22 | $12.98 | $12.98 | $14.37 | $16.22 | $20.86 |
| HEW Level 3.1 | $16.56 | $13.24 | $13.24 | $14.66 | $16.56 | $21.29 |
| HEW Level 3.2 | $16.84 | $13.47 | $13.47 | $14.91 | $16.84 | $21.65 |
| HEW Level 3.3 | $17.13 | $13.71 | $13.71 | $15.17 | $17.13 | $22.03 |
| HEW Level 3.4 | $17.41 | $13.93 | $13.93 | $15.42 | $17.41 | $22.39 |
| HEW Level 3.5 | $17.66 | $14.13 | $14.13 | $15.64 | $17.66 | $22.70 |

### Junior - Casual - 16 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $13.54 | $16.25 | $21.66 | $21.66 | $27.08 | $21.66 |
| HEW Level 1.2 | $13.74 | $16.49 | $21.98 | $21.98 | $27.48 | $21.98 |
| HEW Level 1.3 | $13.94 | $16.73 | $22.30 | $22.30 | $27.88 | $22.30 |
| HEW Level 2.1 | $14.19 | $17.03 | $22.70 | $22.70 | $28.38 | $22.70 |
| HEW Level 2.2 | $14.40 | $17.28 | $23.04 | $23.04 | $28.80 | $23.04 |
| HEW Level 3.1 | $14.70 | $17.64 | $23.52 | $23.52 | $29.40 | $23.52 |
| HEW Level 3.2 | $14.95 | $17.94 | $23.92 | $23.92 | $29.90 | $23.92 |
| HEW Level 3.3 | $15.21 | $18.26 | $24.34 | $24.34 | $30.43 | $24.34 |
| HEW Level 3.4 | $15.46 | $18.56 | $24.74 | $24.74 | $30.93 | $24.74 |
| HEW Level 3.5 | $15.68 | $18.81 | $25.08 | $25.08 | $31.35 | $25.08 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $18.95 | $15.16 | $15.16 | $16.79 | $18.95 | $24.37 |
| HEW Level 1.2 | $19.23 | $15.39 | $15.39 | $17.03 | $19.23 | $24.73 |
| HEW Level 1.3 | $19.51 | $15.61 | $15.61 | $17.28 | $19.51 | $25.09 |
| HEW Level 2.1 | $19.86 | $15.89 | $15.89 | $17.59 | $19.86 | $25.54 |
| HEW Level 2.2 | $20.16 | $16.13 | $16.13 | $17.86 | $20.16 | $25.92 |
| HEW Level 3.1 | $20.58 | $16.46 | $16.46 | $18.23 | $20.58 | $26.46 |
| HEW Level 3.2 | $20.93 | $16.74 | $16.74 | $18.54 | $20.93 | $26.91 |
| HEW Level 3.3 | $21.30 | $17.04 | $17.04 | $18.86 | $21.30 | $27.38 |
| HEW Level 3.4 | $21.65 | $17.32 | $17.32 | $19.17 | $21.65 | $27.83 |
| HEW Level 3.5 | $21.95 | $17.56 | $17.56 | $19.44 | $21.95 | $28.22 |

### Junior - Casual - 16 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $14.00 | $16.80 | $22.40 | $22.40 | $28.00 | $22.40 |
| HEW Level 1.2 | $14.21 | $17.06 | $22.74 | $22.74 | $28.43 | $22.74 |
| HEW Level 1.3 | $14.43 | $17.31 | $23.08 | $23.08 | $28.85 | $23.08 |
| HEW Level 2.1 | $14.68 | $17.61 | $23.48 | $23.48 | $29.35 | $23.48 |
| HEW Level 2.2 | $14.89 | $17.87 | $23.82 | $23.82 | $29.78 | $23.82 |
| HEW Level 3.1 | $15.20 | $18.24 | $24.32 | $24.32 | $30.40 | $24.32 |
| HEW Level 3.2 | $15.46 | $18.56 | $24.74 | $24.74 | $30.93 | $24.74 |
| HEW Level 3.3 | $15.73 | $18.87 | $25.16 | $25.16 | $31.45 | $25.16 |
| HEW Level 3.4 | $15.99 | $19.19 | $25.58 | $25.58 | $31.98 | $25.58 |
| HEW Level 3.5 | $16.20 | $19.44 | $25.92 | $25.92 | $32.40 | $25.92 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $19.60 | $15.68 | $15.68 | $17.36 | $19.60 | $25.20 |
| HEW Level 1.2 | $19.90 | $15.92 | $15.92 | $17.62 | $19.90 | $25.58 |
| HEW Level 1.3 | $20.20 | $16.16 | $16.16 | $17.89 | $20.20 | $25.97 |
| HEW Level 2.1 | $20.55 | $16.44 | $16.44 | $18.20 | $20.55 | $26.42 |
| HEW Level 2.2 | $20.84 | $16.67 | $16.67 | $18.46 | $20.84 | $26.80 |
| HEW Level 3.1 | $21.28 | $17.02 | $17.02 | $18.85 | $21.28 | $27.36 |
| HEW Level 3.2 | $21.65 | $17.32 | $17.32 | $19.17 | $21.65 | $27.83 |
| HEW Level 3.3 | $22.02 | $17.61 | $17.61 | $19.50 | $22.02 | $28.31 |
| HEW Level 3.4 | $22.38 | $17.91 | $17.91 | $19.82 | $22.38 | $28.78 |
| HEW Level 3.5 | $22.68 | $18.14 | $18.14 | $20.09 | $22.68 | $29.16 |

### Junior - Casual - 17 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $16.55 | $19.86 | $26.48 | $26.48 | $33.10 | $26.48 |
| HEW Level 1.2 | $16.79 | $20.15 | $26.86 | $26.86 | $33.58 | $26.86 |
| HEW Level 1.3 | $17.04 | $20.45 | $27.26 | $27.26 | $34.08 | $27.26 |
| HEW Level 2.1 | $17.34 | $20.81 | $27.74 | $27.74 | $34.68 | $27.74 |
| HEW Level 2.2 | $17.60 | $21.12 | $28.16 | $28.16 | $35.20 | $28.16 |
| HEW Level 3.1 | $17.96 | $21.56 | $28.74 | $28.74 | $35.93 | $28.74 |
| HEW Level 3.2 | $18.28 | $21.93 | $29.24 | $29.24 | $36.55 | $29.24 |
| HEW Level 3.3 | $18.59 | $22.31 | $29.74 | $29.74 | $37.18 | $29.74 |
| HEW Level 3.4 | $18.89 | $22.67 | $30.22 | $30.22 | $37.78 | $30.22 |
| HEW Level 3.5 | $19.15 | $22.98 | $30.64 | $30.64 | $38.30 | $30.64 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.17 | $18.54 | $18.54 | $20.52 | $23.17 | $29.79 |
| HEW Level 1.2 | $23.50 | $18.80 | $18.80 | $20.82 | $23.50 | $30.22 |
| HEW Level 1.3 | $23.85 | $19.08 | $19.08 | $21.13 | $23.85 | $30.67 |
| HEW Level 2.1 | $24.27 | $19.42 | $19.42 | $21.50 | $24.27 | $31.21 |
| HEW Level 2.2 | $24.64 | $19.71 | $19.71 | $21.82 | $24.64 | $31.68 |
| HEW Level 3.1 | $25.15 | $20.12 | $20.12 | $22.27 | $25.15 | $32.33 |
| HEW Level 3.2 | $25.59 | $20.47 | $20.47 | $22.66 | $25.59 | $32.90 |
| HEW Level 3.3 | $26.02 | $20.82 | $20.82 | $23.05 | $26.02 | $33.46 |
| HEW Level 3.4 | $26.44 | $21.15 | $21.15 | $23.42 | $26.44 | $34.00 |
| HEW Level 3.5 | $26.81 | $21.45 | $21.45 | $23.75 | $26.81 | $34.47 |

### Junior - Casual - 17 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $17.11 | $20.54 | $27.38 | $27.38 | $34.23 | $27.38 |
| HEW Level 1.2 | $17.36 | $20.84 | $27.78 | $27.78 | $34.73 | $27.78 |
| HEW Level 1.3 | $17.63 | $21.15 | $28.20 | $28.20 | $35.25 | $28.20 |
| HEW Level 2.1 | $17.93 | $21.51 | $28.68 | $28.68 | $35.85 | $28.68 |
| HEW Level 2.2 | $18.20 | $21.84 | $29.12 | $29.12 | $36.40 | $29.12 |
| HEW Level 3.1 | $18.58 | $22.29 | $29.72 | $29.72 | $37.15 | $29.72 |
| HEW Level 3.2 | $18.89 | $22.67 | $30.22 | $30.22 | $37.78 | $30.22 |
| HEW Level 3.3 | $19.21 | $23.06 | $30.74 | $30.74 | $38.43 | $30.74 |
| HEW Level 3.4 | $19.54 | $23.45 | $31.26 | $31.26 | $39.08 | $31.26 |
| HEW Level 3.5 | $19.80 | $23.76 | $31.68 | $31.68 | $39.60 | $31.68 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.96 | $19.17 | $19.17 | $21.22 | $23.96 | $30.80 |
| HEW Level 1.2 | $24.31 | $19.45 | $19.45 | $21.53 | $24.31 | $31.25 |
| HEW Level 1.3 | $24.68 | $19.74 | $19.74 | $21.86 | $24.68 | $31.73 |
| HEW Level 2.1 | $25.10 | $20.08 | $20.08 | $22.23 | $25.10 | $32.27 |
| HEW Level 2.2 | $25.48 | $20.38 | $20.38 | $22.57 | $25.48 | $32.76 |
| HEW Level 3.1 | $26.01 | $20.80 | $20.80 | $23.03 | $26.01 | $33.44 |
| HEW Level 3.2 | $26.44 | $21.15 | $21.15 | $23.42 | $26.44 | $34.00 |
| HEW Level 3.3 | $26.90 | $21.52 | $21.52 | $23.82 | $26.90 | $34.58 |
| HEW Level 3.4 | $27.35 | $21.88 | $21.88 | $24.23 | $27.35 | $35.17 |
| HEW Level 3.5 | $27.72 | $22.18 | $22.18 | $24.55 | $27.72 | $35.64 |

### Junior - Casual - 18 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $19.55 | $23.46 | $31.28 | $31.28 | $39.10 | $31.28 |
| HEW Level 1.2 | $19.84 | $23.81 | $31.74 | $31.74 | $39.68 | $31.74 |
| HEW Level 1.3 | $20.14 | $24.17 | $32.22 | $32.22 | $40.28 | $32.22 |
| HEW Level 2.1 | $20.49 | $24.59 | $32.78 | $32.78 | $40.98 | $32.78 |
| HEW Level 2.2 | $20.80 | $24.96 | $33.28 | $33.28 | $41.60 | $33.28 |
| HEW Level 3.1 | $21.23 | $25.47 | $33.96 | $33.96 | $42.45 | $33.96 |
| HEW Level 3.2 | $21.59 | $25.91 | $34.54 | $34.54 | $43.18 | $34.54 |
| HEW Level 3.3 | $21.96 | $26.36 | $35.14 | $35.14 | $43.93 | $35.14 |
| HEW Level 3.4 | $22.33 | $26.79 | $35.72 | $35.72 | $44.65 | $35.72 |
| HEW Level 3.5 | $22.64 | $27.17 | $36.22 | $36.22 | $45.28 | $36.22 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $27.37 | $21.90 | $21.90 | $24.24 | $27.37 | $35.19 |
| HEW Level 1.2 | $27.77 | $22.22 | $22.22 | $24.60 | $27.77 | $35.71 |
| HEW Level 1.3 | $28.19 | $22.55 | $22.55 | $24.97 | $28.19 | $36.25 |
| HEW Level 2.1 | $28.68 | $22.95 | $22.95 | $25.40 | $28.68 | $36.88 |
| HEW Level 2.2 | $29.12 | $23.30 | $23.30 | $25.79 | $29.12 | $37.44 |
| HEW Level 3.1 | $29.72 | $23.77 | $23.77 | $26.32 | $29.72 | $38.21 |
| HEW Level 3.2 | $30.22 | $24.18 | $24.18 | $26.77 | $30.22 | $38.86 |
| HEW Level 3.3 | $30.75 | $24.60 | $24.60 | $27.23 | $30.75 | $39.53 |
| HEW Level 3.4 | $31.26 | $25.00 | $25.00 | $27.68 | $31.26 | $40.19 |
| HEW Level 3.5 | $31.69 | $25.35 | $25.35 | $28.07 | $31.69 | $40.75 |

### Junior - Casual - 18 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $20.21 | $24.26 | $32.34 | $32.34 | $40.43 | $32.34 |
| HEW Level 1.2 | $20.51 | $24.62 | $32.82 | $32.82 | $41.03 | $32.82 |
| HEW Level 1.3 | $20.83 | $24.99 | $33.32 | $33.32 | $41.65 | $33.32 |
| HEW Level 2.1 | $21.19 | $25.43 | $33.90 | $33.90 | $42.38 | $33.90 |
| HEW Level 2.2 | $21.50 | $25.80 | $34.40 | $34.40 | $43.00 | $34.40 |
| HEW Level 3.1 | $21.95 | $26.34 | $35.12 | $35.12 | $43.90 | $35.12 |
| HEW Level 3.2 | $22.33 | $26.79 | $35.72 | $35.72 | $44.65 | $35.72 |
| HEW Level 3.3 | $22.71 | $27.26 | $36.34 | $36.34 | $45.43 | $36.34 |
| HEW Level 3.4 | $23.09 | $27.71 | $36.94 | $36.94 | $46.18 | $36.94 |
| HEW Level 3.5 | $23.40 | $28.08 | $37.44 | $37.44 | $46.80 | $37.44 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $28.30 | $22.64 | $22.64 | $25.06 | $28.30 | $36.38 |
| HEW Level 1.2 | $28.72 | $22.97 | $22.97 | $25.44 | $28.72 | $36.92 |
| HEW Level 1.3 | $29.16 | $23.32 | $23.32 | $25.82 | $29.16 | $37.49 |
| HEW Level 2.1 | $29.66 | $23.73 | $23.73 | $26.27 | $29.66 | $38.14 |
| HEW Level 2.2 | $30.10 | $24.08 | $24.08 | $26.66 | $30.10 | $38.70 |
| HEW Level 3.1 | $30.73 | $24.58 | $24.58 | $27.22 | $30.73 | $39.51 |
| HEW Level 3.2 | $31.26 | $25.00 | $25.00 | $27.68 | $31.26 | $40.19 |
| HEW Level 3.3 | $31.80 | $25.44 | $25.44 | $28.16 | $31.80 | $40.88 |
| HEW Level 3.4 | $32.32 | $25.86 | $25.86 | $28.63 | $32.32 | $41.56 |
| HEW Level 3.5 | $32.76 | $26.21 | $26.21 | $29.02 | $32.76 | $42.12 |

### Junior - Casual - 19 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $23.61 | $28.34 | $37.78 | $37.78 | $47.23 | $37.78 |
| HEW Level 1.2 | $23.96 | $28.76 | $38.34 | $38.34 | $47.93 | $38.34 |
| HEW Level 1.3 | $24.31 | $29.18 | $38.90 | $38.90 | $48.63 | $38.90 |
| HEW Level 2.1 | $24.75 | $29.70 | $39.60 | $39.60 | $49.50 | $39.60 |
| HEW Level 2.2 | $25.13 | $30.15 | $40.20 | $40.20 | $50.25 | $40.20 |
| HEW Level 3.1 | $25.64 | $30.77 | $41.02 | $41.02 | $51.28 | $41.02 |
| HEW Level 3.2 | $26.08 | $31.29 | $41.72 | $41.72 | $52.15 | $41.72 |
| HEW Level 3.3 | $26.53 | $31.83 | $42.44 | $42.44 | $53.05 | $42.44 |
| HEW Level 3.4 | $26.96 | $32.36 | $43.14 | $43.14 | $53.93 | $43.14 |
| HEW Level 3.5 | $27.34 | $32.81 | $43.74 | $43.74 | $54.68 | $43.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $33.06 | $26.45 | $26.45 | $29.28 | $33.06 | $42.50 |
| HEW Level 1.2 | $33.55 | $26.84 | $26.84 | $29.71 | $33.55 | $43.13 |
| HEW Level 1.3 | $34.04 | $27.23 | $27.23 | $30.15 | $34.04 | $43.76 |
| HEW Level 2.1 | $34.65 | $27.72 | $27.72 | $30.69 | $34.65 | $44.55 |
| HEW Level 2.2 | $35.18 | $28.14 | $28.14 | $31.16 | $35.18 | $45.23 |
| HEW Level 3.1 | $35.89 | $28.71 | $28.71 | $31.79 | $35.89 | $46.15 |
| HEW Level 3.2 | $36.51 | $29.20 | $29.20 | $32.33 | $36.51 | $46.94 |
| HEW Level 3.3 | $37.14 | $29.71 | $29.71 | $32.89 | $37.14 | $47.75 |
| HEW Level 3.4 | $37.75 | $30.20 | $30.20 | $33.43 | $37.75 | $48.53 |
| HEW Level 3.5 | $38.27 | $30.62 | $30.62 | $33.90 | $38.27 | $49.21 |

### Junior - Casual - 19 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $24.43 | $29.31 | $39.08 | $39.08 | $48.85 | $39.08 |
| HEW Level 1.2 | $24.78 | $29.73 | $39.64 | $39.64 | $49.55 | $39.64 |
| HEW Level 1.3 | $25.15 | $30.18 | $40.24 | $40.24 | $50.30 | $40.24 |
| HEW Level 2.1 | $25.59 | $30.71 | $40.94 | $40.94 | $51.18 | $40.94 |
| HEW Level 2.2 | $25.98 | $31.17 | $41.56 | $41.56 | $51.95 | $41.56 |
| HEW Level 3.1 | $26.51 | $31.82 | $42.42 | $42.42 | $53.03 | $42.42 |
| HEW Level 3.2 | $26.96 | $32.36 | $43.14 | $43.14 | $53.93 | $43.14 |
| HEW Level 3.3 | $27.44 | $32.93 | $43.90 | $43.90 | $54.88 | $43.90 |
| HEW Level 3.4 | $27.89 | $33.47 | $44.62 | $44.62 | $55.78 | $44.62 |
| HEW Level 3.5 | $28.26 | $33.92 | $45.22 | $45.22 | $56.53 | $45.22 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $34.20 | $27.36 | $27.36 | $30.29 | $34.20 | $43.97 |
| HEW Level 1.2 | $34.69 | $27.75 | $27.75 | $30.72 | $34.69 | $44.60 |
| HEW Level 1.3 | $35.21 | $28.17 | $28.17 | $31.19 | $35.21 | $45.27 |
| HEW Level 2.1 | $35.82 | $28.66 | $28.66 | $31.73 | $35.82 | $46.06 |
| HEW Level 2.2 | $36.37 | $29.09 | $29.09 | $32.21 | $36.37 | $46.76 |
| HEW Level 3.1 | $37.12 | $29.69 | $29.69 | $32.88 | $37.12 | $47.72 |
| HEW Level 3.2 | $37.75 | $30.20 | $30.20 | $33.43 | $37.75 | $48.53 |
| HEW Level 3.3 | $38.41 | $30.73 | $30.73 | $34.02 | $38.41 | $49.39 |
| HEW Level 3.4 | $39.04 | $31.23 | $31.23 | $34.58 | $39.04 | $50.20 |
| HEW Level 3.5 | $39.57 | $31.65 | $31.65 | $35.05 | $39.57 | $50.87 |

### Junior - Casual - 20 years - Other than professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $27.96 | $33.56 | $44.74 | $44.74 | $55.93 | $44.74 |
| HEW Level 1.2 | $28.39 | $34.07 | $45.42 | $45.42 | $56.78 | $45.42 |
| HEW Level 1.3 | $28.80 | $34.56 | $46.08 | $46.08 | $57.60 | $46.08 |
| HEW Level 2.1 | $29.31 | $35.18 | $46.90 | $46.90 | $58.63 | $46.90 |
| HEW Level 2.2 | $29.75 | $35.70 | $47.60 | $47.60 | $59.50 | $47.60 |
| HEW Level 3.1 | $30.36 | $36.44 | $48.58 | $48.58 | $60.73 | $48.58 |
| HEW Level 3.2 | $30.89 | $37.07 | $49.42 | $49.42 | $61.78 | $49.42 |
| HEW Level 3.3 | $31.41 | $37.70 | $50.26 | $50.26 | $62.83 | $50.26 |
| HEW Level 3.4 | $31.94 | $38.33 | $51.10 | $51.10 | $63.88 | $51.10 |
| HEW Level 3.5 | $32.38 | $38.85 | $51.80 | $51.80 | $64.75 | $51.80 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $39.15 | $31.32 | $31.32 | $34.67 | $39.15 | $50.33 |
| HEW Level 1.2 | $39.74 | $31.79 | $31.79 | $35.20 | $39.74 | $51.10 |
| HEW Level 1.3 | $40.32 | $32.26 | $32.26 | $35.71 | $40.32 | $51.84 |
| HEW Level 2.1 | $41.04 | $32.83 | $32.83 | $36.35 | $41.04 | $52.76 |
| HEW Level 2.2 | $41.65 | $33.32 | $33.32 | $36.89 | $41.65 | $53.55 |
| HEW Level 3.1 | $42.51 | $34.01 | $34.01 | $37.65 | $42.51 | $54.65 |
| HEW Level 3.2 | $43.24 | $34.59 | $34.59 | $38.30 | $43.24 | $55.60 |
| HEW Level 3.3 | $43.98 | $35.18 | $35.18 | $38.95 | $43.98 | $56.54 |
| HEW Level 3.4 | $44.71 | $35.77 | $35.77 | $39.60 | $44.71 | $57.49 |
| HEW Level 3.5 | $45.33 | $36.26 | $36.26 | $40.15 | $45.33 | $58.28 |

### Junior - Casual - 20 years - Professional, admin, clerical, computing and technical staff

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $28.93 | $34.71 | $46.28 | $46.28 | $57.85 | $46.28 |
| HEW Level 1.2 | $29.35 | $35.22 | $46.96 | $46.96 | $58.70 | $46.96 |
| HEW Level 1.3 | $29.79 | $35.75 | $47.66 | $47.66 | $59.58 | $47.66 |
| HEW Level 2.1 | $30.30 | $36.36 | $48.48 | $48.48 | $60.60 | $48.48 |
| HEW Level 2.2 | $30.76 | $36.92 | $49.22 | $49.22 | $61.53 | $49.22 |
| HEW Level 3.1 | $31.40 | $37.68 | $50.24 | $50.24 | $62.80 | $50.24 |
| HEW Level 3.2 | $31.94 | $38.33 | $51.10 | $51.10 | $63.88 | $51.10 |
| HEW Level 3.3 | $32.49 | $38.99 | $51.98 | $51.98 | $64.98 | $51.98 |
| HEW Level 3.4 | $33.03 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |
| HEW Level 3.5 | $33.48 | $40.17 | $53.56 | $53.56 | $66.95 | $53.56 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| HEW Level 1.1 | $40.50 | $32.40 | $32.40 | $35.87 | $40.50 | $52.07 |
| HEW Level 1.2 | $41.09 | $32.87 | $32.87 | $36.39 | $41.09 | $52.83 |
| HEW Level 1.3 | $41.70 | $33.36 | $33.36 | $36.94 | $41.70 | $53.62 |
| HEW Level 2.1 | $42.42 | $33.94 | $33.94 | $37.57 | $42.42 | $54.54 |
| HEW Level 2.2 | $43.07 | $34.45 | $34.45 | $38.15 | $43.07 | $55.37 |
| HEW Level 3.1 | $43.96 | $35.17 | $35.17 | $38.94 | $43.96 | $56.52 |
| HEW Level 3.2 | $44.71 | $35.77 | $35.77 | $39.60 | $44.71 | $57.49 |
| HEW Level 3.3 | $45.48 | $36.39 | $36.39 | $40.28 | $45.48 | $58.48 |
| HEW Level 3.4 | $46.24 | $36.99 | $36.99 | $40.95 | $46.24 | $59.45 |
| HEW Level 3.5 | $46.87 | $37.49 | $37.49 | $41.51 | $46.87 | $60.26 |

### Apprentice - Building trades - 3 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year / Stage 2 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 3rd year / Stage 3 | $22.38 | $33.57 | $44.76 | $44.76 | $55.95 | $44.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year / Stage 2 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 3rd year / Stage 3 | $33.57 | $25.74 | $25.74 | $29.09 | $33.57 | $44.76 |

### Apprentice - Building trades - 3 year apprenticeship - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year / Stage 2 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 3rd year / Stage 3 | $22.37 | $33.56 | $44.74 | $44.74 | $55.93 | $44.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year / Stage 2 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 3rd year / Stage 3 | $33.56 | $25.73 | $25.73 | $29.08 | $33.56 | $44.74 |

### Apprentice - Building trades - 4 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $11.19 | $16.79 | $22.38 | $22.38 | $27.98 | $22.38 |
| 2nd year / Stage 2 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 3rd year / Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 4th year / Stage 4 | $22.38 | $33.57 | $44.76 | $44.76 | $55.95 | $44.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $16.79 | $12.87 | $12.87 | $14.55 | $16.79 | $22.38 |
| 2nd year / Stage 2 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 3rd year / Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 4th year / Stage 4 | $33.57 | $25.74 | $25.74 | $29.09 | $33.57 | $44.76 |

### Apprentice - Building trades - 4 year apprenticeship - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $12.43 | $18.65 | $24.86 | $24.86 | $31.08 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $14.92 | $22.38 | $29.84 | $29.84 | $37.30 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $16.16 | $24.24 | $32.32 | $32.32 | $40.40 | $32.32 |
| 3rd year / Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 4th year / Stage 4 | $22.37 | $33.56 | $44.74 | $44.74 | $55.93 | $44.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $18.65 | $14.29 | $14.29 | $16.16 | $18.65 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $22.38 | $17.16 | $17.16 | $19.40 | $22.38 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $24.24 | $18.58 | $18.58 | $21.01 | $24.24 | $32.32 |
| 3rd year / Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 4th year / Stage 4 | $33.56 | $25.73 | $25.73 | $29.08 | $33.56 | $44.74 |

### Adult apprentice - Building trades - 3 or 4 year apprenticeship

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| All years / stages | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| All years / stages | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |

### Apprentice - Electrical trades - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $10.44 | $15.66 | $20.88 | $20.88 | $26.10 | $20.88 |
| 2nd year / Stage 2 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 3rd year / Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 4th year / Stage 4 | $21.13 | $31.70 | $42.26 | $42.26 | $52.83 | $42.26 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $15.66 | $12.01 | $12.01 | $13.57 | $15.66 | $20.88 |
| 2nd year / Stage 2 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 3rd year / Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 4th year / Stage 4 | $31.70 | $24.30 | $24.30 | $27.47 | $31.70 | $42.26 |

### Apprentice - Electrical trades - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $12.43 | $18.65 | $24.86 | $24.86 | $31.08 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $14.92 | $22.38 | $29.84 | $29.84 | $37.30 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $16.16 | $24.24 | $32.32 | $32.32 | $40.40 | $32.32 |
| 3rd year / Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| 4th year / Stage 4 | $21.13 | $31.70 | $42.26 | $42.26 | $52.83 | $42.26 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $18.65 | $14.29 | $14.29 | $16.16 | $18.65 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $22.38 | $17.16 | $17.16 | $19.40 | $22.38 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $24.24 | $18.58 | $18.58 | $21.01 | $24.24 | $32.32 |
| 3rd year / Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| 4th year / Stage 4 | $31.70 | $24.30 | $24.30 | $27.47 | $31.70 | $42.26 |

### Adult apprentice - Electrical trades - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $17.40 | $26.10 | $34.80 | $34.80 | $43.50 | $34.80 |
| 2nd year / Stage 2 | $19.89 | $29.84 | $39.78 | $39.78 | $49.73 | $39.78 |
| 3rd year / Stage 3 | $21.13 | $31.70 | $42.26 | $42.26 | $52.83 | $42.26 |
| 4th year / Stage 4 | $22.38 | $33.57 | $44.76 | $44.76 | $55.95 | $44.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $26.10 | $20.01 | $20.01 | $22.62 | $26.10 | $34.80 |
| 2nd year / Stage 2 | $29.84 | $22.87 | $22.87 | $25.86 | $29.84 | $39.78 |
| 3rd year / Stage 3 | $31.70 | $24.30 | $24.30 | $27.47 | $31.70 | $42.26 |
| 4th year / Stage 4 | $33.57 | $25.74 | $25.74 | $29.09 | $33.57 | $44.76 |

### Adult apprentice - Electrical trades - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $19.89 | $29.84 | $39.78 | $39.78 | $49.73 | $39.78 |
| 2nd year / Stage 2 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| 3rd year / Stage 3 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| 4th year / Stage 4 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $29.84 | $22.87 | $22.87 | $25.86 | $29.84 | $39.78 |
| 2nd year / Stage 2 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |
| 3rd year / Stage 3 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |
| 4th year / Stage 4 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |

### Apprentice - Metal and engineering trades - Started before 1 Jan 2014 - Completed Year 10 or less

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $10.44 | $15.66 | $20.88 | $20.88 | $26.10 | $20.88 |
| Stage 2 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| Stage 4 | $21.88 | $32.82 | $43.76 | $43.76 | $54.70 | $43.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $15.66 | $12.01 | $12.01 | $13.57 | $15.66 | $20.88 |
| Stage 2 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| Stage 4 | $32.82 | $25.16 | $25.16 | $28.44 | $32.82 | $43.76 |

### Apprentice - Metal and engineering trades - Started before 1 Jan 2014 - Completed Year 11

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $18.59 | $27.89 | $37.18 | $37.18 | $46.48 | $37.18 |
| Stage 2 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| Stage 4 | $21.88 | $32.82 | $43.76 | $43.76 | $54.70 | $43.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $27.89 | $21.38 | $21.38 | $24.17 | $27.89 | $37.18 |
| Stage 2 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| Stage 4 | $32.82 | $25.16 | $25.16 | $28.44 | $32.82 | $43.76 |

### Apprentice - Metal and engineering trades - Started before 1 Jan 2014 - Completed Year 12

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $12.52 | $18.78 | $25.04 | $25.04 | $31.30 | $25.04 |
| Stage 2 | $14.58 | $21.87 | $29.16 | $29.16 | $36.45 | $29.16 |
| Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| Stage 4 | $23.58 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $18.78 | $14.40 | $14.40 | $16.28 | $18.78 | $25.04 |
| Stage 2 | $21.87 | $16.77 | $16.77 | $18.95 | $21.87 | $29.16 |
| Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| Stage 4 | $35.37 | $27.12 | $27.12 | $30.65 | $35.37 | $47.16 |

### Apprentice - Metal and engineering trades - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $12.43 | $18.65 | $24.86 | $24.86 | $31.08 | $24.86 |
| Stage 2 | $14.92 | $22.38 | $29.84 | $29.84 | $37.30 | $29.84 |
| Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| Stage 4 | $21.88 | $32.82 | $43.76 | $43.76 | $54.70 | $43.76 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $18.65 | $14.29 | $14.29 | $16.16 | $18.65 | $24.86 |
| Stage 2 | $22.38 | $17.16 | $17.16 | $19.40 | $22.38 | $29.84 |
| Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| Stage 4 | $32.82 | $25.16 | $25.16 | $28.44 | $32.82 | $43.76 |

### Apprentice - Metal and engineering trades - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| Stage 2 | $16.16 | $24.24 | $32.32 | $32.32 | $40.40 | $32.32 |
| Stage 3 | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 | $37.30 |
| Stage 4 | $23.58 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| Stage 2 | $24.24 | $18.58 | $18.58 | $21.01 | $24.24 | $32.32 |
| Stage 3 | $27.98 | $21.45 | $21.45 | $24.25 | $27.98 | $37.30 |
| Stage 4 | $35.37 | $27.12 | $27.12 | $30.65 | $35.37 | $47.16 |

### Adult apprentice - Metal and engineering trades - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $18.78 | $28.17 | $37.56 | $37.56 | $46.95 | $37.56 |
| Stage 2 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| Stage 3 | $23.24 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 |
| Stage 4 | $23.58 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $28.17 | $21.60 | $21.60 | $24.41 | $28.17 | $37.56 |
| Stage 2 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |
| Stage 3 | $34.86 | $26.73 | $26.73 | $30.21 | $34.86 | $46.48 |
| Stage 4 | $35.37 | $27.12 | $27.12 | $30.65 | $35.37 | $47.16 |

### Adult apprentice - Metal and engineering trades - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $19.89 | $29.84 | $39.78 | $39.78 | $49.73 | $39.78 |
| Stage 2 | $22.90 | $34.35 | $45.80 | $45.80 | $57.25 | $45.80 |
| Stage 3 | $23.24 | $34.86 | $46.48 | $46.48 | $58.10 | $46.48 |
| Stage 4 | $23.58 | $35.37 | $47.16 | $47.16 | $58.95 | $47.16 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| Stage 1 | $29.84 | $22.87 | $22.87 | $25.86 | $29.84 | $39.78 |
| Stage 2 | $34.35 | $26.34 | $26.34 | $29.77 | $34.35 | $45.80 |
| Stage 3 | $34.86 | $26.73 | $26.73 | $30.21 | $34.86 | $46.48 |
| Stage 4 | $35.37 | $27.12 | $27.12 | $30.65 | $35.37 | $47.16 |

### Apprentice - Plumbing trades - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $10.19 | $15.29 | $20.38 | $20.38 | $25.48 | $20.38 |
| 2nd year / Stage 2 | $14.92 | $22.38 | $29.84 | $29.84 | $37.30 | $29.84 |
| 3rd year / Stage 3 | $18.90 | $28.35 | $37.80 | $37.80 | $47.25 | $37.80 |
| 4th year / Stage 4 | $24.37 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 | $15.29 | $11.72 | $11.72 | $13.25 | $15.29 | $20.38 |
| 2nd year / Stage 2 | $22.38 | $17.16 | $17.16 | $19.40 | $22.38 | $29.84 |
| 3rd year / Stage 3 | $28.35 | $21.74 | $21.74 | $24.57 | $28.35 | $37.80 |
| 4th year / Stage 4 | $36.56 | $28.03 | $28.03 | $31.68 | $36.56 | $48.74 |

### Apprentice - Plumbing trades - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $12.43 | $18.65 | $24.86 | $24.86 | $31.08 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $14.92 | $22.38 | $29.84 | $29.84 | $37.30 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $16.16 | $24.24 | $32.32 | $32.32 | $40.40 | $32.32 |
| 3rd year / Stage 3 | $18.89 | $28.34 | $37.78 | $37.78 | $47.23 | $37.78 |
| 4th year / Stage 4 | $24.36 | $36.54 | $48.72 | $48.72 | $60.90 | $48.72 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year / Stage 1 - did not complete year 12 | $18.65 | $14.29 | $14.29 | $16.16 | $18.65 | $24.86 |
| 1st year / Stage 1 - completed year 12 | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year / Stage 2 - did not complete year 12 | $22.38 | $17.16 | $17.16 | $19.40 | $22.38 | $29.84 |
| 2nd year / Stage 2 - completed year 12 | $24.24 | $18.58 | $18.58 | $21.01 | $24.24 | $32.32 |
| 3rd year / Stage 3 | $28.34 | $21.72 | $21.72 | $24.56 | $28.34 | $37.78 |
| 4th year / Stage 4 | $36.54 | $28.01 | $28.01 | $31.67 | $36.54 | $48.72 |

### Apprentice - Cooking

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year | $13.67 | $20.51 | $27.34 | $27.34 | $34.18 | $27.34 |
| 2nd year | $16.16 | $24.24 | $32.32 | $32.32 | $40.40 | $32.32 |
| 3rd year | $19.89 | $29.84 | $39.78 | $39.78 | $49.73 | $39.78 |
| 4th year | $23.62 | $35.43 | $47.24 | $47.24 | $59.05 | $47.24 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st year | $20.51 | $15.72 | $15.72 | $17.77 | $20.51 | $27.34 |
| 2nd year | $24.24 | $18.58 | $18.58 | $21.01 | $24.24 | $32.32 |
| 3rd year | $29.84 | $22.87 | $22.87 | $25.86 | $29.84 | $39.78 |
| 4th year | $35.43 | $27.16 | $27.16 | $30.71 | $35.43 | $47.24 |

### Apprentice - Waiting

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Overtime - Public holiday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st six months | $17.40 | $26.10 | $34.80 | $34.80 | $43.50 | $34.80 |
| 2nd six months | $21.13 | $31.70 | $42.26 | $42.26 | $52.83 | $42.26 |
| 3rd six months | $23.88 | $35.82 | $47.76 | $47.76 | $59.70 | $47.76 |
| 4th six months | $24.37 | $36.56 | $48.74 | $48.74 | $60.93 | $48.74 |

**Table 2 of 2**

| **Classification** | **Change of shift - less than 72 hours notice of change** | **Afternoon shift - Monday to Friday** | **Night shift - Monday to Friday** | **Night shift (non-rotating) - Monday to Friday** | **Saturday - shiftwork** | **Sunday - shiftwork** |
| --- | --- | --- | --- | --- | --- | --- |
| 1st six months | $26.10 | $20.01 | $20.01 | $22.62 | $26.10 | $34.80 |
| 2nd six months | $31.70 | $24.30 | $24.30 | $27.47 | $31.70 | $42.26 |
| 3rd six months | $35.82 | $27.46 | $27.46 | $31.04 | $35.82 | $47.76 |
| 4th six months | $36.56 | $28.03 | $28.03 | $31.68 | $36.56 | $48.74 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Asbestos allowance - maintenance staff (carpenters or joiners) | $0.76 per hour |
| Bitumen work allowance - maintenance staff (carpenters or joiners) | $0.76 per hour |
| Boiler repairs allowance - trades staff (excluding plumbers and electricians) - inside boilers | $1.42 per hour |
| Boiler repairs allowance - trades staff (excluding plumbers and electricians) | $0.38 per hour |
| Broken shift allowance - catering and retail staff and security staff | $2.65 per day up to a maximum of $13.04 per week |
| Certificate allowance - maintenance staff (painters) | $0.57 per hour |
| Cold work allowance - building services staff, maintenance staff (carpenters, joiners and painters) and trades staff | $0.57 per hour |
| Coloured mortar allowance - maintenance staff (carpenters or joiners) | $0.66 per hour |
| Computing quantities allowance - maintenance staff (carpenters, joiners and painters) | $4.25 per day or part thereof |
| Confined spaces allowance - trades staff (excluding plumbers) | $0.66 per hour |
| Damage to clothing & personal property reimbursement - storage staff and trades staff | reimbursement for the cost of damage up to a maximum of $350.00 |
| Dirty work allowance - maintenance staff (carpenters,joiners and painters) and trades staff (excluding plumbers) | $0.57 per hour |
| Explosive power tools allowance - maintenance staff (carpenters or joiners) and trades staff | $1.42 per day |
| First aid allowance - building services staff, security staff, storage services and trades staff | $0.36 per hour up to a maximum of $13.70 per week |
| Grindstone allowance - maintenance staff (carpenters or joiners) | $0.16 per hour up to a maximum of $6.05 per week |
| Height allowance - maintenance staff (carpenters, joiners and painters) and trades staff (excluding linespersons, riggers and splicers) | $0.57 per hour |
| Hot work allowance - Building services staff, maintenance staff (carpenters, joiners and painters) and trades staff (excluding plumbers) - 46°C-54°C | $0.47 per hour |
| Hot work allowance - Building services staff, maintenance staff (carpenters, joiners and painters) and trades staff (excluding plumbers) - in excess of 54°C | $0.57 per hour |
| Insulation materials allowance - maintenance staff (inclusive only of carpenters or joiners) and trades staff | $0.76 per hour or part thereof |
| Leading hand allowance - trades staff in charge of 3-10 employees | $0.76 per hour up to a maximum of $28.72 per week |
| Leading hand allowance - trades staff in charge of 11-20 employees | $1.19 per hour up to a maximum of $45.35 per week |
| Leading hand allowance - trades staff in charge of 20 or more employees | $1.52 per hour up to a maximum of $57.63 per week |
| Lifting allowance - maintenance staff (builders labourers) - lifting 5.5kg-9kg blocks | $0.57 per hour |
| Lifting allowance - maintenance staff (builders labourers) - lifting 9kg-18kg blocks | $1.04 per hour |
| Lifting allowance - maintenance staff (builders labourers) - lifting over 18kg blocks | $1.51 per hour |
| Meal allowance - overtime | $17.62 per occasion |
| Relieving officer allowance - security staff | $27.78 per week |
| Roofing repairs allowance - maintenance staff (carpenters or joiners) | $0.76 per hour |
| Second-hand timber allowance - maintenance staff (carpenters or joiners) | $2.27 per day |
| Sleep-over allowance - permanently residing on campus | $50.17 per occurrence |
| Tool reimbursement - storage services, grounds/gardeners/farm staff, maintenance staff and trades staff | reimbursement for the cost of purchasing or supplying tools |
| Toxic substances allowance - maintenance staff (inclusive only of carpenters, joiners and painters) | $0.57 per hour |
| Transport after overtime - usual means of transport unavailable | reimbursement of any reasonable fare costs in excess of normal fare costs |
| Travel expenses reimbursement | reimbursement for the cost of meals, accommodation and incidental expenses |
| Travel fares reimbursement - required to travel on employer business | reimbursement for the reasonable cost of travel |
| Travel fares reimbursement - working away from usual workplace or overtime when usual means of transport not available - catering and retail staff, children's services staff, storage services and trades staff | reimbursement for the cost of any fares in excess of the employee's normal fare costs |
| Travel time allowance - working away from usual workplace or overtime when usual means of transport not available - catering and retail staff, children’s services staff, storage services and trades staff | payment at the ordinary rate of pay for time spent in travel |
| Uniform and protective clothing reimbursement | reimbursement for the cost of any uniforms, overalls or protective clothing |
| Vehicle allowance | in accordance with the Australian Taxation Office guidelines as at 1 July each year |
| Wet work allowance - maintenance staff (carpenters or joiners) and trades staff (excluding plumbers) | $0.57 per hour |