# Pay Guide - Legal Services Award

# [MA000116]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 July 2022.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

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

## Disclaimer

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

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

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

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

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

## Rates of pay

### Adult

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $902.10 | $23.74 | $26.11 | $27.30 | $35.61 | $47.48 |
| Legal clerical and administrative employee, level 2 | $940.90 | $24.76 | $27.24 | $28.47 | $37.14 | $49.52 |
| Legal clerical and administrative employee, level 3 | $993.80 | $26.15 | $28.77 | $30.07 | $39.23 | $52.30 |
| Legal clerical and administrative employee, level 4 | $1,043.60 | $27.46 | $30.21 | $31.58 | $41.19 | $54.92 |
| Legal clerical and administrative employee, level 5 | $1,086.00 | $28.58 | $31.44 | $32.87 | $42.87 | $57.16 |
| Law graduate, level 5 | $1,086.00 | $28.58 | $31.44 | $32.87 | $42.87 | $57.16 |
| Law clerk, level 6 | $1,151.10 | $30.29 | $33.32 | $34.83 | $45.44 | $60.58 |

**Table 2 of 5**

| **Classification** | **Permanent night shift** | **Saturday - all shiftworkers** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $30.86 | $35.61 | $35.61 | $47.48 | $47.48 | $47.48 |
| Legal clerical and administrative employee, level 2 | $32.19 | $37.14 | $37.14 | $49.52 | $49.52 | $49.52 |
| Legal clerical and administrative employee, level 3 | $34.00 | $39.23 | $39.23 | $52.30 | $52.30 | $52.30 |
| Legal clerical and administrative employee, level 4 | $35.70 | $41.19 | $41.19 | $54.92 | $54.92 | $54.92 |
| Legal clerical and administrative employee, level 5 | $37.15 | $42.87 | $42.87 | $57.16 | $57.16 | $57.16 |
| Law graduate, level 5 | $37.15 | $42.87 | $42.87 | $57.16 | $57.16 | $57.16 |
| Law clerk, level 6 | $39.38 | $45.44 | $45.44 | $60.58 | $60.58 | $60.58 |

**Table 3 of 5**

| **Classification** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $47.48 | $47.48 | $59.35 | $35.61 | $47.48 | $47.48 |
| Legal clerical and administrative employee, level 2 | $49.52 | $49.52 | $61.90 | $37.14 | $49.52 | $49.52 |
| Legal clerical and administrative employee, level 3 | $52.30 | $52.30 | $65.38 | $39.23 | $52.30 | $52.30 |
| Legal clerical and administrative employee, level 4 | $54.92 | $54.92 | $68.65 | $41.19 | $54.92 | $54.92 |
| Legal clerical and administrative employee, level 5 | $57.16 | $57.16 | $71.45 | $42.87 | $57.16 | $57.16 |
| Law graduate, level 5 | $57.16 | $57.16 | $71.45 | $42.87 | $57.16 | $57.16 |
| Law clerk, level 6 | $60.58 | $60.58 | $75.73 | $45.44 | $60.58 | $60.58 |

**Table 4 of 5**

| **Classification** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $47.48 | $35.61 | $47.48 | $47.48 | $59.35 | $47.48 |
| Legal clerical and administrative employee, level 2 | $49.52 | $37.14 | $49.52 | $49.52 | $61.90 | $49.52 |
| Legal clerical and administrative employee, level 3 | $52.30 | $39.23 | $52.30 | $52.30 | $65.38 | $52.30 |
| Legal clerical and administrative employee, level 4 | $54.92 | $41.19 | $54.92 | $54.92 | $68.65 | $54.92 |
| Legal clerical and administrative employee, level 5 | $57.16 | $42.87 | $57.16 | $57.16 | $71.45 | $57.16 |
| Law graduate, level 5 | $57.16 | $42.87 | $57.16 | $57.16 | $71.45 | $57.16 |
| Law clerk, level 6 | $60.58 | $45.44 | $60.58 | $60.58 | $75.73 | $60.58 |

**Table 5 of 5**

| **Classification** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $35.61 | $47.48 | $47.48 | $35.61 | $47.48 | $47.48 |
| Legal clerical and administrative employee, level 2 | $37.14 | $49.52 | $49.52 | $37.14 | $49.52 | $49.52 |
| Legal clerical and administrative employee, level 3 | $39.23 | $52.30 | $52.30 | $39.23 | $52.30 | $52.30 |
| Legal clerical and administrative employee, level 4 | $41.19 | $54.92 | $54.92 | $41.19 | $54.92 | $54.92 |
| Legal clerical and administrative employee, level 5 | $42.87 | $57.16 | $57.16 | $42.87 | $57.16 | $57.16 |
| Law graduate, level 5 | $42.87 | $57.16 | $57.16 | $42.87 | $57.16 | $57.16 |
| Law clerk, level 6 | $45.44 | $60.58 | $60.58 | $45.44 | $60.58 | $60.58 |

### Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $29.68 | $32.05 | $33.24 | $41.55 | $53.42 | $36.80 | $41.55 |
| Legal clerical and administrative employee, level 2 | $30.95 | $33.43 | $34.66 | $43.33 | $55.71 | $38.38 | $43.33 |
| Legal clerical and administrative employee, level 3 | $32.69 | $35.30 | $36.61 | $45.76 | $58.84 | $40.53 | $45.76 |
| Legal clerical and administrative employee, level 4 | $34.33 | $37.07 | $38.44 | $48.06 | $61.79 | $42.56 | $48.06 |
| Legal clerical and administrative employee, level 5 | $35.73 | $38.58 | $40.01 | $50.02 | $64.31 | $44.30 | $50.02 |
| Law graduate, level 5 | $35.73 | $38.58 | $40.01 | $50.02 | $64.31 | $44.30 | $50.02 |
| Law clerk, level 6 | $37.86 | $40.89 | $42.41 | $53.01 | $68.15 | $46.95 | $53.01 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $41.55 | $53.42 | $53.42 | $53.42 | $53.42 | $53.42 | $65.29 |
| Legal clerical and administrative employee, level 2 | $43.33 | $55.71 | $55.71 | $55.71 | $55.71 | $55.71 | $68.09 |
| Legal clerical and administrative employee, level 3 | $45.76 | $58.84 | $58.84 | $58.84 | $58.84 | $58.84 | $71.91 |
| Legal clerical and administrative employee, level 4 | $48.06 | $61.79 | $61.79 | $61.79 | $61.79 | $61.79 | $75.52 |
| Legal clerical and administrative employee, level 5 | $50.02 | $64.31 | $64.31 | $64.31 | $64.31 | $64.31 | $78.60 |
| Law graduate, level 5 | $50.02 | $64.31 | $64.31 | $64.31 | $64.31 | $64.31 | $78.60 |
| Law clerk, level 6 | $53.01 | $68.15 | $68.15 | $68.15 | $68.15 | $68.15 | $83.30 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $41.55 | $53.42 | $53.42 | $53.42 | $41.55 | $53.42 | $53.42 |
| Legal clerical and administrative employee, level 2 | $43.33 | $55.71 | $55.71 | $55.71 | $43.33 | $55.71 | $55.71 |
| Legal clerical and administrative employee, level 3 | $45.76 | $58.84 | $58.84 | $58.84 | $45.76 | $58.84 | $58.84 |
| Legal clerical and administrative employee, level 4 | $48.06 | $61.79 | $61.79 | $61.79 | $48.06 | $61.79 | $61.79 |
| Legal clerical and administrative employee, level 5 | $50.02 | $64.31 | $64.31 | $64.31 | $50.02 | $64.31 | $64.31 |
| Law graduate, level 5 | $50.02 | $64.31 | $64.31 | $64.31 | $50.02 | $64.31 | $64.31 |
| Law clerk, level 6 | $53.01 | $68.15 | $68.15 | $68.15 | $53.01 | $68.15 | $68.15 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $65.29 | $53.42 | $41.55 | $41.55 | $53.42 | $53.42 |
| Legal clerical and administrative employee, level 2 | $68.09 | $55.71 | $43.33 | $43.33 | $55.71 | $55.71 |
| Legal clerical and administrative employee, level 3 | $71.91 | $58.84 | $45.76 | $45.76 | $58.84 | $58.84 |
| Legal clerical and administrative employee, level 4 | $75.52 | $61.79 | $48.06 | $48.06 | $61.79 | $61.79 |
| Legal clerical and administrative employee, level 5 | $78.60 | $64.31 | $50.02 | $50.02 | $64.31 | $64.31 |
| Law graduate, level 5 | $78.60 | $64.31 | $50.02 | $50.02 | $64.31 | $64.31 |
| Law clerk, level 6 | $83.30 | $68.15 | $53.01 | $53.01 | $68.15 | $68.15 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $10.68 | $11.75 | $12.28 | $16.02 | $21.36 | $13.88 | $16.02 |
| Legal clerical and administrative employee, level 2 | $11.14 | $12.25 | $12.81 | $16.71 | $22.28 | $14.48 | $16.71 |
| Legal clerical and administrative employee, level 3 | $11.77 | $12.95 | $13.54 | $17.66 | $23.54 | $15.30 | $17.66 |
| Legal clerical and administrative employee, level 4 | $12.36 | $13.60 | $14.21 | $18.54 | $24.72 | $16.07 | $18.54 |
| Legal clerical and administrative employee, level 5 | $12.86 | $14.15 | $14.79 | $19.29 | $25.72 | $16.72 | $19.29 |
| Law graduate, level 5 | $12.86 | $14.15 | $14.79 | $19.29 | $25.72 | $16.72 | $19.29 |
| Law clerk, level 6 | $13.63 | $14.99 | $15.67 | $20.45 | $27.26 | $17.72 | $20.45 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $16.02 | $21.36 | $21.36 | $21.36 | $21.36 | $21.36 | $26.70 |
| Legal clerical and administrative employee, level 2 | $16.71 | $22.28 | $22.28 | $22.28 | $22.28 | $22.28 | $27.85 |
| Legal clerical and administrative employee, level 3 | $17.66 | $23.54 | $23.54 | $23.54 | $23.54 | $23.54 | $29.43 |
| Legal clerical and administrative employee, level 4 | $18.54 | $24.72 | $24.72 | $24.72 | $24.72 | $24.72 | $30.90 |
| Legal clerical and administrative employee, level 5 | $19.29 | $25.72 | $25.72 | $25.72 | $25.72 | $25.72 | $32.15 |
| Law graduate, level 5 | $19.29 | $25.72 | $25.72 | $25.72 | $25.72 | $25.72 | $32.15 |
| Law clerk, level 6 | $20.45 | $27.26 | $27.26 | $27.26 | $27.26 | $27.26 | $34.08 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $16.02 | $21.36 | $21.36 | $21.36 | $16.02 | $21.36 | $21.36 |
| Legal clerical and administrative employee, level 2 | $16.71 | $22.28 | $22.28 | $22.28 | $16.71 | $22.28 | $22.28 |
| Legal clerical and administrative employee, level 3 | $17.66 | $23.54 | $23.54 | $23.54 | $17.66 | $23.54 | $23.54 |
| Legal clerical and administrative employee, level 4 | $18.54 | $24.72 | $24.72 | $24.72 | $18.54 | $24.72 | $24.72 |
| Legal clerical and administrative employee, level 5 | $19.29 | $25.72 | $25.72 | $25.72 | $19.29 | $25.72 | $25.72 |
| Law graduate, level 5 | $19.29 | $25.72 | $25.72 | $25.72 | $19.29 | $25.72 | $25.72 |
| Law clerk, level 6 | $20.45 | $27.26 | $27.26 | $27.26 | $20.45 | $27.26 | $27.26 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $26.70 | $21.36 | $16.02 | $21.36 | $21.36 | $16.02 | $21.36 | $21.36 |
| Legal clerical and administrative employee, level 2 | $27.85 | $22.28 | $16.71 | $22.28 | $22.28 | $16.71 | $22.28 | $22.28 |
| Legal clerical and administrative employee, level 3 | $29.43 | $23.54 | $17.66 | $23.54 | $23.54 | $17.66 | $23.54 | $23.54 |
| Legal clerical and administrative employee, level 4 | $30.90 | $24.72 | $18.54 | $24.72 | $24.72 | $18.54 | $24.72 | $24.72 |
| Legal clerical and administrative employee, level 5 | $32.15 | $25.72 | $19.29 | $25.72 | $25.72 | $19.29 | $25.72 | $25.72 |
| Law graduate, level 5 | $32.15 | $25.72 | $19.29 | $25.72 | $25.72 | $19.29 | $25.72 | $25.72 |
| Law clerk, level 6 | $34.08 | $27.26 | $20.45 | $27.26 | $27.26 | $20.45 | $27.26 | $27.26 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $11.87 | $13.06 | $13.65 | $17.81 | $23.74 | $15.43 | $17.81 |
| Legal clerical and administrative employee, level 2 | $12.38 | $13.62 | $14.24 | $18.57 | $24.76 | $16.09 | $18.57 |
| Legal clerical and administrative employee, level 3 | $13.08 | $14.39 | $15.04 | $19.62 | $26.16 | $17.00 | $19.62 |
| Legal clerical and administrative employee, level 4 | $13.73 | $15.10 | $15.79 | $20.60 | $27.46 | $17.85 | $20.60 |
| Legal clerical and administrative employee, level 5 | $14.29 | $15.72 | $16.43 | $21.44 | $28.58 | $18.58 | $21.44 |
| Law graduate, level 5 | $14.29 | $15.72 | $16.43 | $21.44 | $28.58 | $18.58 | $21.44 |
| Law clerk, level 6 | $15.15 | $16.67 | $17.42 | $22.73 | $30.30 | $19.70 | $22.73 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $17.81 | $23.74 | $23.74 | $23.74 | $23.74 | $23.74 | $29.68 |
| Legal clerical and administrative employee, level 2 | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 | $24.76 | $30.95 |
| Legal clerical and administrative employee, level 3 | $19.62 | $26.16 | $26.16 | $26.16 | $26.16 | $26.16 | $32.70 |
| Legal clerical and administrative employee, level 4 | $20.60 | $27.46 | $27.46 | $27.46 | $27.46 | $27.46 | $34.33 |
| Legal clerical and administrative employee, level 5 | $21.44 | $28.58 | $28.58 | $28.58 | $28.58 | $28.58 | $35.73 |
| Law graduate, level 5 | $21.44 | $28.58 | $28.58 | $28.58 | $28.58 | $28.58 | $35.73 |
| Law clerk, level 6 | $22.73 | $30.30 | $30.30 | $30.30 | $30.30 | $30.30 | $37.88 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $17.81 | $23.74 | $23.74 | $23.74 | $17.81 | $23.74 | $23.74 |
| Legal clerical and administrative employee, level 2 | $18.57 | $24.76 | $24.76 | $24.76 | $18.57 | $24.76 | $24.76 |
| Legal clerical and administrative employee, level 3 | $19.62 | $26.16 | $26.16 | $26.16 | $19.62 | $26.16 | $26.16 |
| Legal clerical and administrative employee, level 4 | $20.60 | $27.46 | $27.46 | $27.46 | $20.60 | $27.46 | $27.46 |
| Legal clerical and administrative employee, level 5 | $21.44 | $28.58 | $28.58 | $28.58 | $21.44 | $28.58 | $28.58 |
| Law graduate, level 5 | $21.44 | $28.58 | $28.58 | $28.58 | $21.44 | $28.58 | $28.58 |
| Law clerk, level 6 | $22.73 | $30.30 | $30.30 | $30.30 | $22.73 | $30.30 | $30.30 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $29.68 | $23.74 | $17.81 | $23.74 | $23.74 | $17.81 | $23.74 | $23.74 |
| Legal clerical and administrative employee, level 2 | $30.95 | $24.76 | $18.57 | $24.76 | $24.76 | $18.57 | $24.76 | $24.76 |
| Legal clerical and administrative employee, level 3 | $32.70 | $26.16 | $19.62 | $26.16 | $26.16 | $19.62 | $26.16 | $26.16 |
| Legal clerical and administrative employee, level 4 | $34.33 | $27.46 | $20.60 | $27.46 | $27.46 | $20.60 | $27.46 | $27.46 |
| Legal clerical and administrative employee, level 5 | $35.73 | $28.58 | $21.44 | $28.58 | $28.58 | $21.44 | $28.58 | $28.58 |
| Law graduate, level 5 | $35.73 | $28.58 | $21.44 | $28.58 | $28.58 | $21.44 | $28.58 | $28.58 |
| Law clerk, level 6 | $37.88 | $30.30 | $22.73 | $30.30 | $30.30 | $22.73 | $30.30 | $30.30 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $14.24 | $15.66 | $16.38 | $21.36 | $28.48 | $18.51 | $21.36 |
| Legal clerical and administrative employee, level 2 | $14.86 | $16.35 | $17.09 | $22.29 | $29.72 | $19.32 | $22.29 |
| Legal clerical and administrative employee, level 3 | $15.69 | $17.26 | $18.04 | $23.54 | $31.38 | $20.40 | $23.54 |
| Legal clerical and administrative employee, level 4 | $16.48 | $18.13 | $18.95 | $24.72 | $32.96 | $21.42 | $24.72 |
| Legal clerical and administrative employee, level 5 | $17.15 | $18.87 | $19.72 | $25.73 | $34.30 | $22.30 | $25.73 |
| Law graduate, level 5 | $17.15 | $18.87 | $19.72 | $25.73 | $34.30 | $22.30 | $25.73 |
| Law clerk, level 6 | $18.17 | $19.99 | $20.90 | $27.26 | $36.34 | $23.62 | $27.26 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $21.36 | $28.48 | $28.48 | $28.48 | $28.48 | $28.48 | $35.60 |
| Legal clerical and administrative employee, level 2 | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 | $29.72 | $37.15 |
| Legal clerical and administrative employee, level 3 | $23.54 | $31.38 | $31.38 | $31.38 | $31.38 | $31.38 | $39.23 |
| Legal clerical and administrative employee, level 4 | $24.72 | $32.96 | $32.96 | $32.96 | $32.96 | $32.96 | $41.20 |
| Legal clerical and administrative employee, level 5 | $25.73 | $34.30 | $34.30 | $34.30 | $34.30 | $34.30 | $42.88 |
| Law graduate, level 5 | $25.73 | $34.30 | $34.30 | $34.30 | $34.30 | $34.30 | $42.88 |
| Law clerk, level 6 | $27.26 | $36.34 | $36.34 | $36.34 | $36.34 | $36.34 | $45.43 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $21.36 | $28.48 | $28.48 | $28.48 | $21.36 | $28.48 | $28.48 |
| Legal clerical and administrative employee, level 2 | $22.29 | $29.72 | $29.72 | $29.72 | $22.29 | $29.72 | $29.72 |
| Legal clerical and administrative employee, level 3 | $23.54 | $31.38 | $31.38 | $31.38 | $23.54 | $31.38 | $31.38 |
| Legal clerical and administrative employee, level 4 | $24.72 | $32.96 | $32.96 | $32.96 | $24.72 | $32.96 | $32.96 |
| Legal clerical and administrative employee, level 5 | $25.73 | $34.30 | $34.30 | $34.30 | $25.73 | $34.30 | $34.30 |
| Law graduate, level 5 | $25.73 | $34.30 | $34.30 | $34.30 | $25.73 | $34.30 | $34.30 |
| Law clerk, level 6 | $27.26 | $36.34 | $36.34 | $36.34 | $27.26 | $36.34 | $36.34 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $35.60 | $28.48 | $21.36 | $28.48 | $28.48 | $21.36 | $28.48 | $28.48 |
| Legal clerical and administrative employee, level 2 | $37.15 | $29.72 | $22.29 | $29.72 | $29.72 | $22.29 | $29.72 | $29.72 |
| Legal clerical and administrative employee, level 3 | $39.23 | $31.38 | $23.54 | $31.38 | $31.38 | $23.54 | $31.38 | $31.38 |
| Legal clerical and administrative employee, level 4 | $41.20 | $32.96 | $24.72 | $32.96 | $32.96 | $24.72 | $32.96 | $32.96 |
| Legal clerical and administrative employee, level 5 | $42.88 | $34.30 | $25.73 | $34.30 | $34.30 | $25.73 | $34.30 | $34.30 |
| Law graduate, level 5 | $42.88 | $34.30 | $25.73 | $34.30 | $34.30 | $25.73 | $34.30 | $34.30 |
| Law clerk, level 6 | $45.43 | $36.34 | $27.26 | $36.34 | $36.34 | $27.26 | $36.34 | $36.34 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $16.62 | $18.28 | $19.11 | $24.93 | $33.24 | $21.61 | $24.93 |
| Legal clerical and administrative employee, level 2 | $17.33 | $19.06 | $19.93 | $26.00 | $34.66 | $22.53 | $26.00 |
| Legal clerical and administrative employee, level 3 | $18.31 | $20.14 | $21.06 | $27.47 | $36.62 | $23.80 | $27.47 |
| Legal clerical and administrative employee, level 4 | $19.22 | $21.14 | $22.10 | $28.83 | $38.44 | $24.99 | $28.83 |
| Legal clerical and administrative employee, level 5 | $20.01 | $22.01 | $23.01 | $30.02 | $40.02 | $26.01 | $30.02 |
| Law graduate, level 5 | $20.01 | $22.01 | $23.01 | $30.02 | $40.02 | $26.01 | $30.02 |
| Law clerk, level 6 | $21.20 | $23.32 | $24.38 | $31.80 | $42.40 | $27.56 | $31.80 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $24.93 | $33.24 | $33.24 | $33.24 | $33.24 | $33.24 | $41.55 |
| Legal clerical and administrative employee, level 2 | $26.00 | $34.66 | $34.66 | $34.66 | $34.66 | $34.66 | $43.33 |
| Legal clerical and administrative employee, level 3 | $27.47 | $36.62 | $36.62 | $36.62 | $36.62 | $36.62 | $45.78 |
| Legal clerical and administrative employee, level 4 | $28.83 | $38.44 | $38.44 | $38.44 | $38.44 | $38.44 | $48.05 |
| Legal clerical and administrative employee, level 5 | $30.02 | $40.02 | $40.02 | $40.02 | $40.02 | $40.02 | $50.03 |
| Law graduate, level 5 | $30.02 | $40.02 | $40.02 | $40.02 | $40.02 | $40.02 | $50.03 |
| Law clerk, level 6 | $31.80 | $42.40 | $42.40 | $42.40 | $42.40 | $42.40 | $53.00 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $24.93 | $33.24 | $33.24 | $33.24 | $24.93 | $33.24 | $33.24 |
| Legal clerical and administrative employee, level 2 | $26.00 | $34.66 | $34.66 | $34.66 | $26.00 | $34.66 | $34.66 |
| Legal clerical and administrative employee, level 3 | $27.47 | $36.62 | $36.62 | $36.62 | $27.47 | $36.62 | $36.62 |
| Legal clerical and administrative employee, level 4 | $28.83 | $38.44 | $38.44 | $38.44 | $28.83 | $38.44 | $38.44 |
| Legal clerical and administrative employee, level 5 | $30.02 | $40.02 | $40.02 | $40.02 | $30.02 | $40.02 | $40.02 |
| Law graduate, level 5 | $30.02 | $40.02 | $40.02 | $40.02 | $30.02 | $40.02 | $40.02 |
| Law clerk, level 6 | $31.80 | $42.40 | $42.40 | $42.40 | $31.80 | $42.40 | $42.40 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $41.55 | $33.24 | $24.93 | $33.24 | $33.24 | $24.93 | $33.24 | $33.24 |
| Legal clerical and administrative employee, level 2 | $43.33 | $34.66 | $26.00 | $34.66 | $34.66 | $26.00 | $34.66 | $34.66 |
| Legal clerical and administrative employee, level 3 | $45.78 | $36.62 | $27.47 | $36.62 | $36.62 | $27.47 | $36.62 | $36.62 |
| Legal clerical and administrative employee, level 4 | $48.05 | $38.44 | $28.83 | $38.44 | $38.44 | $28.83 | $38.44 | $38.44 |
| Legal clerical and administrative employee, level 5 | $50.03 | $40.02 | $30.02 | $40.02 | $40.02 | $30.02 | $40.02 | $40.02 |
| Law graduate, level 5 | $50.03 | $40.02 | $30.02 | $40.02 | $40.02 | $30.02 | $40.02 | $40.02 |
| Law clerk, level 6 | $53.00 | $42.40 | $31.80 | $42.40 | $42.40 | $31.80 | $42.40 | $42.40 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $18.99 | $20.89 | $21.84 | $28.49 | $37.98 | $24.69 | $28.49 |
| Legal clerical and administrative employee, level 2 | $19.81 | $21.79 | $22.78 | $29.72 | $39.62 | $25.75 | $29.72 |
| Legal clerical and administrative employee, level 3 | $20.92 | $23.01 | $24.06 | $31.38 | $41.84 | $27.20 | $31.38 |
| Legal clerical and administrative employee, level 4 | $21.97 | $24.17 | $25.27 | $32.96 | $43.94 | $28.56 | $32.96 |
| Legal clerical and administrative employee, level 5 | $22.86 | $25.15 | $26.29 | $34.29 | $45.72 | $29.72 | $34.29 |
| Law graduate, level 5 | $22.86 | $25.15 | $26.29 | $34.29 | $45.72 | $29.72 | $34.29 |
| Law clerk, level 6 | $24.23 | $26.65 | $27.86 | $36.35 | $48.46 | $31.50 | $36.35 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $28.49 | $37.98 | $37.98 | $37.98 | $37.98 | $37.98 | $47.48 |
| Legal clerical and administrative employee, level 2 | $29.72 | $39.62 | $39.62 | $39.62 | $39.62 | $39.62 | $49.53 |
| Legal clerical and administrative employee, level 3 | $31.38 | $41.84 | $41.84 | $41.84 | $41.84 | $41.84 | $52.30 |
| Legal clerical and administrative employee, level 4 | $32.96 | $43.94 | $43.94 | $43.94 | $43.94 | $43.94 | $54.93 |
| Legal clerical and administrative employee, level 5 | $34.29 | $45.72 | $45.72 | $45.72 | $45.72 | $45.72 | $57.15 |
| Law graduate, level 5 | $34.29 | $45.72 | $45.72 | $45.72 | $45.72 | $45.72 | $57.15 |
| Law clerk, level 6 | $36.35 | $48.46 | $48.46 | $48.46 | $48.46 | $48.46 | $60.58 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $28.49 | $37.98 | $37.98 | $37.98 | $28.49 | $37.98 | $37.98 |
| Legal clerical and administrative employee, level 2 | $29.72 | $39.62 | $39.62 | $39.62 | $29.72 | $39.62 | $39.62 |
| Legal clerical and administrative employee, level 3 | $31.38 | $41.84 | $41.84 | $41.84 | $31.38 | $41.84 | $41.84 |
| Legal clerical and administrative employee, level 4 | $32.96 | $43.94 | $43.94 | $43.94 | $32.96 | $43.94 | $43.94 |
| Legal clerical and administrative employee, level 5 | $34.29 | $45.72 | $45.72 | $45.72 | $34.29 | $45.72 | $45.72 |
| Law graduate, level 5 | $34.29 | $45.72 | $45.72 | $45.72 | $34.29 | $45.72 | $45.72 |
| Law clerk, level 6 | $36.35 | $48.46 | $48.46 | $48.46 | $36.35 | $48.46 | $48.46 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $47.48 | $37.98 | $28.49 | $37.98 | $37.98 | $28.49 | $37.98 | $37.98 |
| Legal clerical and administrative employee, level 2 | $49.53 | $39.62 | $29.72 | $39.62 | $39.62 | $29.72 | $39.62 | $39.62 |
| Legal clerical and administrative employee, level 3 | $52.30 | $41.84 | $31.38 | $41.84 | $41.84 | $31.38 | $41.84 | $41.84 |
| Legal clerical and administrative employee, level 4 | $54.93 | $43.94 | $32.96 | $43.94 | $43.94 | $32.96 | $43.94 | $43.94 |
| Legal clerical and administrative employee, level 5 | $57.15 | $45.72 | $34.29 | $45.72 | $45.72 | $34.29 | $45.72 | $45.72 |
| Law graduate, level 5 | $57.15 | $45.72 | $34.29 | $45.72 | $45.72 | $34.29 | $45.72 | $45.72 |
| Law clerk, level 6 | $60.58 | $48.46 | $36.35 | $48.46 | $48.46 | $36.35 | $48.46 | $48.46 |

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

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $21.37 | $23.51 | $24.58 | $32.06 | $42.74 | $27.78 | $32.06 |
| Legal clerical and administrative employee, level 2 | $22.28 | $24.51 | $25.62 | $33.42 | $44.56 | $28.96 | $33.42 |
| Legal clerical and administrative employee, level 3 | $23.54 | $25.89 | $27.07 | $35.31 | $47.08 | $30.60 | $35.31 |
| Legal clerical and administrative employee, level 4 | $24.71 | $27.18 | $28.42 | $37.07 | $49.42 | $32.12 | $37.07 |
| Legal clerical and administrative employee, level 5 | $25.72 | $28.29 | $29.58 | $38.58 | $51.44 | $33.44 | $38.58 |
| Law graduate, level 5 | $25.72 | $28.29 | $29.58 | $38.58 | $51.44 | $33.44 | $38.58 |
| Law clerk, level 6 | $27.26 | $29.99 | $31.35 | $40.89 | $54.52 | $35.44 | $40.89 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $32.06 | $42.74 | $42.74 | $42.74 | $42.74 | $42.74 | $53.43 |
| Legal clerical and administrative employee, level 2 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 | $55.70 |
| Legal clerical and administrative employee, level 3 | $35.31 | $47.08 | $47.08 | $47.08 | $47.08 | $47.08 | $58.85 |
| Legal clerical and administrative employee, level 4 | $37.07 | $49.42 | $49.42 | $49.42 | $49.42 | $49.42 | $61.78 |
| Legal clerical and administrative employee, level 5 | $38.58 | $51.44 | $51.44 | $51.44 | $51.44 | $51.44 | $64.30 |
| Law graduate, level 5 | $38.58 | $51.44 | $51.44 | $51.44 | $51.44 | $51.44 | $64.30 |
| Law clerk, level 6 | $40.89 | $54.52 | $54.52 | $54.52 | $54.52 | $54.52 | $68.15 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $32.06 | $42.74 | $42.74 | $42.74 | $32.06 | $42.74 | $42.74 |
| Legal clerical and administrative employee, level 2 | $33.42 | $44.56 | $44.56 | $44.56 | $33.42 | $44.56 | $44.56 |
| Legal clerical and administrative employee, level 3 | $35.31 | $47.08 | $47.08 | $47.08 | $35.31 | $47.08 | $47.08 |
| Legal clerical and administrative employee, level 4 | $37.07 | $49.42 | $49.42 | $49.42 | $37.07 | $49.42 | $49.42 |
| Legal clerical and administrative employee, level 5 | $38.58 | $51.44 | $51.44 | $51.44 | $38.58 | $51.44 | $51.44 |
| Law graduate, level 5 | $38.58 | $51.44 | $51.44 | $51.44 | $38.58 | $51.44 | $51.44 |
| Law clerk, level 6 | $40.89 | $54.52 | $54.52 | $54.52 | $40.89 | $54.52 | $54.52 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $53.43 | $42.74 | $32.06 | $42.74 | $42.74 | $32.06 | $42.74 | $42.74 |
| Legal clerical and administrative employee, level 2 | $55.70 | $44.56 | $33.42 | $44.56 | $44.56 | $33.42 | $44.56 | $44.56 |
| Legal clerical and administrative employee, level 3 | $58.85 | $47.08 | $35.31 | $47.08 | $47.08 | $35.31 | $47.08 | $47.08 |
| Legal clerical and administrative employee, level 4 | $61.78 | $49.42 | $37.07 | $49.42 | $49.42 | $37.07 | $49.42 | $49.42 |
| Legal clerical and administrative employee, level 5 | $64.30 | $51.44 | $38.58 | $51.44 | $51.44 | $38.58 | $51.44 | $51.44 |
| Law graduate, level 5 | $64.30 | $51.44 | $38.58 | $51.44 | $51.44 | $38.58 | $51.44 | $51.44 |
| Law clerk, level 6 | $68.15 | $54.52 | $40.89 | $54.52 | $54.52 | $40.89 | $54.52 | $54.52 |

### Junior - Casual - Under 16 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $13.35 | $14.42 | $14.95 | $18.69 | $24.03 | $16.55 | $18.69 |
| Legal clerical and administrative employee, level 2 | $13.93 | $15.04 | $15.60 | $19.50 | $25.07 | $17.27 | $19.50 |
| Legal clerical and administrative employee, level 3 | $14.71 | $15.89 | $16.48 | $20.60 | $26.48 | $18.24 | $20.60 |
| Legal clerical and administrative employee, level 4 | $15.45 | $16.69 | $17.30 | $21.63 | $27.81 | $19.16 | $21.63 |
| Legal clerical and administrative employee, level 5 | $16.08 | $17.36 | $18.00 | $22.51 | $28.94 | $19.93 | $22.51 |
| Law graduate, level 5 | $16.08 | $17.36 | $18.00 | $22.51 | $28.94 | $19.93 | $22.51 |
| Law clerk, level 6 | $17.04 | $18.40 | $19.08 | $23.85 | $30.67 | $21.13 | $23.85 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $18.69 | $24.03 | $24.03 | $24.03 | $24.03 | $24.03 | $29.37 |
| Legal clerical and administrative employee, level 2 | $19.50 | $25.07 | $25.07 | $25.07 | $25.07 | $25.07 | $30.64 |
| Legal clerical and administrative employee, level 3 | $20.60 | $26.48 | $26.48 | $26.48 | $26.48 | $26.48 | $32.37 |
| Legal clerical and administrative employee, level 4 | $21.63 | $27.81 | $27.81 | $27.81 | $27.81 | $27.81 | $33.99 |
| Legal clerical and administrative employee, level 5 | $22.51 | $28.94 | $28.94 | $28.94 | $28.94 | $28.94 | $35.37 |
| Law graduate, level 5 | $22.51 | $28.94 | $28.94 | $28.94 | $28.94 | $28.94 | $35.37 |
| Law clerk, level 6 | $23.85 | $30.67 | $30.67 | $30.67 | $30.67 | $30.67 | $37.48 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $18.69 | $24.03 | $24.03 | $24.03 | $18.69 | $24.03 | $24.03 |
| Legal clerical and administrative employee, level 2 | $19.50 | $25.07 | $25.07 | $25.07 | $19.50 | $25.07 | $25.07 |
| Legal clerical and administrative employee, level 3 | $20.60 | $26.48 | $26.48 | $26.48 | $20.60 | $26.48 | $26.48 |
| Legal clerical and administrative employee, level 4 | $21.63 | $27.81 | $27.81 | $27.81 | $21.63 | $27.81 | $27.81 |
| Legal clerical and administrative employee, level 5 | $22.51 | $28.94 | $28.94 | $28.94 | $22.51 | $28.94 | $28.94 |
| Law graduate, level 5 | $22.51 | $28.94 | $28.94 | $28.94 | $22.51 | $28.94 | $28.94 |
| Law clerk, level 6 | $23.85 | $30.67 | $30.67 | $30.67 | $23.85 | $30.67 | $30.67 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $29.37 | $24.03 | $18.69 | $18.69 | $24.03 | $24.03 |
| Legal clerical and administrative employee, level 2 | $30.64 | $25.07 | $19.50 | $19.50 | $25.07 | $25.07 |
| Legal clerical and administrative employee, level 3 | $32.37 | $26.48 | $20.60 | $20.60 | $26.48 | $26.48 |
| Legal clerical and administrative employee, level 4 | $33.99 | $27.81 | $21.63 | $21.63 | $27.81 | $27.81 |
| Legal clerical and administrative employee, level 5 | $35.37 | $28.94 | $22.51 | $22.51 | $28.94 | $28.94 |
| Law graduate, level 5 | $35.37 | $28.94 | $22.51 | $22.51 | $28.94 | $28.94 |
| Law clerk, level 6 | $37.48 | $30.67 | $23.85 | $23.85 | $30.67 | $30.67 |

### Junior - Casual - 16 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $14.84 | $16.02 | $16.62 | $20.77 | $26.71 | $18.40 | $20.77 |
| Legal clerical and administrative employee, level 2 | $15.48 | $16.71 | $17.33 | $21.67 | $27.86 | $19.19 | $21.67 |
| Legal clerical and administrative employee, level 3 | $16.35 | $17.66 | $18.31 | $22.89 | $29.43 | $20.27 | $22.89 |
| Legal clerical and administrative employee, level 4 | $17.16 | $18.54 | $19.22 | $24.03 | $30.89 | $21.28 | $24.03 |
| Legal clerical and administrative employee, level 5 | $17.86 | $19.29 | $20.01 | $25.01 | $32.15 | $22.15 | $25.01 |
| Law graduate, level 5 | $17.86 | $19.29 | $20.01 | $25.01 | $32.15 | $22.15 | $25.01 |
| Law clerk, level 6 | $18.94 | $20.45 | $21.21 | $26.51 | $34.09 | $23.48 | $26.51 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $20.77 | $26.71 | $26.71 | $26.71 | $26.71 | $26.71 | $32.64 |
| Legal clerical and administrative employee, level 2 | $21.67 | $27.86 | $27.86 | $27.86 | $27.86 | $27.86 | $34.05 |
| Legal clerical and administrative employee, level 3 | $22.89 | $29.43 | $29.43 | $29.43 | $29.43 | $29.43 | $35.97 |
| Legal clerical and administrative employee, level 4 | $24.03 | $30.89 | $30.89 | $30.89 | $30.89 | $30.89 | $37.76 |
| Legal clerical and administrative employee, level 5 | $25.01 | $32.15 | $32.15 | $32.15 | $32.15 | $32.15 | $39.30 |
| Law graduate, level 5 | $25.01 | $32.15 | $32.15 | $32.15 | $32.15 | $32.15 | $39.30 |
| Law clerk, level 6 | $26.51 | $34.09 | $34.09 | $34.09 | $34.09 | $34.09 | $41.66 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $20.77 | $26.71 | $26.71 | $26.71 | $20.77 | $26.71 | $26.71 |
| Legal clerical and administrative employee, level 2 | $21.67 | $27.86 | $27.86 | $27.86 | $21.67 | $27.86 | $27.86 |
| Legal clerical and administrative employee, level 3 | $22.89 | $29.43 | $29.43 | $29.43 | $22.89 | $29.43 | $29.43 |
| Legal clerical and administrative employee, level 4 | $24.03 | $30.89 | $30.89 | $30.89 | $24.03 | $30.89 | $30.89 |
| Legal clerical and administrative employee, level 5 | $25.01 | $32.15 | $32.15 | $32.15 | $25.01 | $32.15 | $32.15 |
| Law graduate, level 5 | $25.01 | $32.15 | $32.15 | $32.15 | $25.01 | $32.15 | $32.15 |
| Law clerk, level 6 | $26.51 | $34.09 | $34.09 | $34.09 | $26.51 | $34.09 | $34.09 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $32.64 | $26.71 | $20.77 | $20.77 | $26.71 | $26.71 |
| Legal clerical and administrative employee, level 2 | $34.05 | $27.86 | $21.67 | $21.67 | $27.86 | $27.86 |
| Legal clerical and administrative employee, level 3 | $35.97 | $29.43 | $22.89 | $22.89 | $29.43 | $29.43 |
| Legal clerical and administrative employee, level 4 | $37.76 | $30.89 | $24.03 | $24.03 | $30.89 | $30.89 |
| Legal clerical and administrative employee, level 5 | $39.30 | $32.15 | $25.01 | $25.01 | $32.15 | $32.15 |
| Law graduate, level 5 | $39.30 | $32.15 | $25.01 | $25.01 | $32.15 | $32.15 |
| Law clerk, level 6 | $41.66 | $34.09 | $26.51 | $26.51 | $34.09 | $34.09 |

### Junior - Casual - 17 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $17.80 | $19.22 | $19.94 | $24.92 | $32.04 | $22.07 | $24.92 |
| Legal clerical and administrative employee, level 2 | $18.58 | $20.06 | $20.80 | $26.01 | $33.44 | $23.03 | $26.01 |
| Legal clerical and administrative employee, level 3 | $19.61 | $21.18 | $21.97 | $27.46 | $35.30 | $24.32 | $27.46 |
| Legal clerical and administrative employee, level 4 | $20.60 | $22.25 | $23.07 | $28.84 | $37.08 | $25.54 | $28.84 |
| Legal clerical and administrative employee, level 5 | $21.44 | $23.15 | $24.01 | $30.01 | $38.59 | $26.58 | $30.01 |
| Law graduate, level 5 | $21.44 | $23.15 | $24.01 | $30.01 | $38.59 | $26.58 | $30.01 |
| Law clerk, level 6 | $22.71 | $24.53 | $25.44 | $31.80 | $40.88 | $28.16 | $31.80 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $24.92 | $32.04 | $32.04 | $32.04 | $32.04 | $32.04 | $39.16 |
| Legal clerical and administrative employee, level 2 | $26.01 | $33.44 | $33.44 | $33.44 | $33.44 | $33.44 | $40.87 |
| Legal clerical and administrative employee, level 3 | $27.46 | $35.30 | $35.30 | $35.30 | $35.30 | $35.30 | $43.15 |
| Legal clerical and administrative employee, level 4 | $28.84 | $37.08 | $37.08 | $37.08 | $37.08 | $37.08 | $45.32 |
| Legal clerical and administrative employee, level 5 | $30.01 | $38.59 | $38.59 | $38.59 | $38.59 | $38.59 | $47.16 |
| Law graduate, level 5 | $30.01 | $38.59 | $38.59 | $38.59 | $38.59 | $38.59 | $47.16 |
| Law clerk, level 6 | $31.80 | $40.88 | $40.88 | $40.88 | $40.88 | $40.88 | $49.97 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $24.92 | $32.04 | $32.04 | $32.04 | $24.92 | $32.04 | $32.04 |
| Legal clerical and administrative employee, level 2 | $26.01 | $33.44 | $33.44 | $33.44 | $26.01 | $33.44 | $33.44 |
| Legal clerical and administrative employee, level 3 | $27.46 | $35.30 | $35.30 | $35.30 | $27.46 | $35.30 | $35.30 |
| Legal clerical and administrative employee, level 4 | $28.84 | $37.08 | $37.08 | $37.08 | $28.84 | $37.08 | $37.08 |
| Legal clerical and administrative employee, level 5 | $30.01 | $38.59 | $38.59 | $38.59 | $30.01 | $38.59 | $38.59 |
| Law graduate, level 5 | $30.01 | $38.59 | $38.59 | $38.59 | $30.01 | $38.59 | $38.59 |
| Law clerk, level 6 | $31.80 | $40.88 | $40.88 | $40.88 | $31.80 | $40.88 | $40.88 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $39.16 | $32.04 | $24.92 | $24.92 | $32.04 | $32.04 |
| Legal clerical and administrative employee, level 2 | $40.87 | $33.44 | $26.01 | $26.01 | $33.44 | $33.44 |
| Legal clerical and administrative employee, level 3 | $43.15 | $35.30 | $27.46 | $27.46 | $35.30 | $35.30 |
| Legal clerical and administrative employee, level 4 | $45.32 | $37.08 | $28.84 | $28.84 | $37.08 | $37.08 |
| Legal clerical and administrative employee, level 5 | $47.16 | $38.59 | $30.01 | $30.01 | $38.59 | $38.59 |
| Law graduate, level 5 | $47.16 | $38.59 | $30.01 | $30.01 | $38.59 | $38.59 |
| Law clerk, level 6 | $49.97 | $40.88 | $31.80 | $31.80 | $40.88 | $40.88 |

### Junior - Casual - 18 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $20.78 | $22.44 | $23.27 | $29.09 | $37.40 | $25.76 | $29.09 |
| Legal clerical and administrative employee, level 2 | $21.66 | $23.40 | $24.26 | $30.33 | $38.99 | $26.86 | $30.33 |
| Legal clerical and administrative employee, level 3 | $22.89 | $24.72 | $25.63 | $32.04 | $41.20 | $28.38 | $32.04 |
| Legal clerical and administrative employee, level 4 | $24.03 | $25.95 | $26.91 | $33.64 | $43.25 | $29.79 | $33.64 |
| Legal clerical and administrative employee, level 5 | $25.01 | $27.01 | $28.01 | $35.02 | $45.02 | $31.02 | $35.02 |
| Law graduate, level 5 | $25.01 | $27.01 | $28.01 | $35.02 | $45.02 | $31.02 | $35.02 |
| Law clerk, level 6 | $26.50 | $28.62 | $29.68 | $37.10 | $47.70 | $32.86 | $37.10 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $29.09 | $37.40 | $37.40 | $37.40 | $37.40 | $37.40 | $45.71 |
| Legal clerical and administrative employee, level 2 | $30.33 | $38.99 | $38.99 | $38.99 | $38.99 | $38.99 | $47.66 |
| Legal clerical and administrative employee, level 3 | $32.04 | $41.20 | $41.20 | $41.20 | $41.20 | $41.20 | $50.35 |
| Legal clerical and administrative employee, level 4 | $33.64 | $43.25 | $43.25 | $43.25 | $43.25 | $43.25 | $52.86 |
| Legal clerical and administrative employee, level 5 | $35.02 | $45.02 | $45.02 | $45.02 | $45.02 | $45.02 | $55.03 |
| Law graduate, level 5 | $35.02 | $45.02 | $45.02 | $45.02 | $45.02 | $45.02 | $55.03 |
| Law clerk, level 6 | $37.10 | $47.70 | $47.70 | $47.70 | $47.70 | $47.70 | $58.30 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $29.09 | $37.40 | $37.40 | $37.40 | $29.09 | $37.40 | $37.40 |
| Legal clerical and administrative employee, level 2 | $30.33 | $38.99 | $38.99 | $38.99 | $30.33 | $38.99 | $38.99 |
| Legal clerical and administrative employee, level 3 | $32.04 | $41.20 | $41.20 | $41.20 | $32.04 | $41.20 | $41.20 |
| Legal clerical and administrative employee, level 4 | $33.64 | $43.25 | $43.25 | $43.25 | $33.64 | $43.25 | $43.25 |
| Legal clerical and administrative employee, level 5 | $35.02 | $45.02 | $45.02 | $45.02 | $35.02 | $45.02 | $45.02 |
| Law graduate, level 5 | $35.02 | $45.02 | $45.02 | $45.02 | $35.02 | $45.02 | $45.02 |
| Law clerk, level 6 | $37.10 | $47.70 | $47.70 | $47.70 | $37.10 | $47.70 | $47.70 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $45.71 | $37.40 | $29.09 | $29.09 | $37.40 | $37.40 |
| Legal clerical and administrative employee, level 2 | $47.66 | $38.99 | $30.33 | $30.33 | $38.99 | $38.99 |
| Legal clerical and administrative employee, level 3 | $50.35 | $41.20 | $32.04 | $32.04 | $41.20 | $41.20 |
| Legal clerical and administrative employee, level 4 | $52.86 | $43.25 | $33.64 | $33.64 | $43.25 | $43.25 |
| Legal clerical and administrative employee, level 5 | $55.03 | $45.02 | $35.02 | $35.02 | $45.02 | $45.02 |
| Law graduate, level 5 | $55.03 | $45.02 | $35.02 | $35.02 | $45.02 | $45.02 |
| Law clerk, level 6 | $58.30 | $47.70 | $37.10 | $37.10 | $47.70 | $47.70 |

### Junior - Casual - 19 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $23.74 | $25.64 | $26.59 | $33.23 | $42.73 | $29.43 | $33.23 |
| Legal clerical and administrative employee, level 2 | $24.76 | $26.74 | $27.73 | $34.67 | $44.57 | $30.71 | $34.67 |
| Legal clerical and administrative employee, level 3 | $26.15 | $28.24 | $29.29 | $36.61 | $47.07 | $32.43 | $36.61 |
| Legal clerical and administrative employee, level 4 | $27.46 | $29.66 | $30.76 | $38.45 | $49.43 | $34.05 | $38.45 |
| Legal clerical and administrative employee, level 5 | $28.58 | $30.86 | $32.00 | $40.01 | $51.44 | $35.43 | $40.01 |
| Law graduate, level 5 | $28.58 | $30.86 | $32.00 | $40.01 | $51.44 | $35.43 | $40.01 |
| Law clerk, level 6 | $30.29 | $32.71 | $33.92 | $42.40 | $54.52 | $37.56 | $42.40 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $33.23 | $42.73 | $42.73 | $42.73 | $42.73 | $42.73 | $52.22 |
| Legal clerical and administrative employee, level 2 | $34.67 | $44.57 | $44.57 | $44.57 | $44.57 | $44.57 | $54.48 |
| Legal clerical and administrative employee, level 3 | $36.61 | $47.07 | $47.07 | $47.07 | $47.07 | $47.07 | $57.53 |
| Legal clerical and administrative employee, level 4 | $38.45 | $49.43 | $49.43 | $49.43 | $49.43 | $49.43 | $60.42 |
| Legal clerical and administrative employee, level 5 | $40.01 | $51.44 | $51.44 | $51.44 | $51.44 | $51.44 | $62.87 |
| Law graduate, level 5 | $40.01 | $51.44 | $51.44 | $51.44 | $51.44 | $51.44 | $62.87 |
| Law clerk, level 6 | $42.40 | $54.52 | $54.52 | $54.52 | $54.52 | $54.52 | $66.63 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $33.23 | $42.73 | $42.73 | $42.73 | $33.23 | $42.73 | $42.73 |
| Legal clerical and administrative employee, level 2 | $34.67 | $44.57 | $44.57 | $44.57 | $34.67 | $44.57 | $44.57 |
| Legal clerical and administrative employee, level 3 | $36.61 | $47.07 | $47.07 | $47.07 | $36.61 | $47.07 | $47.07 |
| Legal clerical and administrative employee, level 4 | $38.45 | $49.43 | $49.43 | $49.43 | $38.45 | $49.43 | $49.43 |
| Legal clerical and administrative employee, level 5 | $40.01 | $51.44 | $51.44 | $51.44 | $40.01 | $51.44 | $51.44 |
| Law graduate, level 5 | $40.01 | $51.44 | $51.44 | $51.44 | $40.01 | $51.44 | $51.44 |
| Law clerk, level 6 | $42.40 | $54.52 | $54.52 | $54.52 | $42.40 | $54.52 | $54.52 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $52.22 | $42.73 | $33.23 | $33.23 | $42.73 | $42.73 |
| Legal clerical and administrative employee, level 2 | $54.48 | $44.57 | $34.67 | $34.67 | $44.57 | $44.57 |
| Legal clerical and administrative employee, level 3 | $57.53 | $47.07 | $36.61 | $36.61 | $47.07 | $47.07 |
| Legal clerical and administrative employee, level 4 | $60.42 | $49.43 | $38.45 | $38.45 | $49.43 | $49.43 |
| Legal clerical and administrative employee, level 5 | $62.87 | $51.44 | $40.01 | $40.01 | $51.44 | $51.44 |
| Law graduate, level 5 | $62.87 | $51.44 | $40.01 | $40.01 | $51.44 | $51.44 |
| Law clerk, level 6 | $66.63 | $54.52 | $42.40 | $42.40 | $54.52 | $54.52 |

### Junior - Casual - 20 years

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Early morning shift** | **Afternoon or night shift - 5 or more successive shifts (6 in six day workplace)** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - first 3 hours** | **Afternoon or night shift - less than 5 successive shifts (6 in six day workplace) - after 3 hours** | **Permanent night shift** | **Saturday - all shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $26.71 | $28.85 | $29.92 | $37.40 | $48.08 | $33.12 | $37.40 |
| Legal clerical and administrative employee, level 2 | $27.85 | $30.08 | $31.19 | $38.99 | $50.13 | $34.53 | $38.99 |
| Legal clerical and administrative employee, level 3 | $29.43 | $31.78 | $32.96 | $41.20 | $52.97 | $36.49 | $41.20 |
| Legal clerical and administrative employee, level 4 | $30.89 | $33.36 | $34.59 | $43.24 | $55.60 | $38.30 | $43.24 |
| Legal clerical and administrative employee, level 5 | $32.15 | $34.72 | $36.01 | $45.01 | $57.87 | $39.87 | $45.01 |
| Law graduate, level 5 | $32.15 | $34.72 | $36.01 | $45.01 | $57.87 | $39.87 | $45.01 |
| Law clerk, level 6 | $34.08 | $36.80 | $38.16 | $47.71 | $61.34 | $42.25 | $47.71 |

**Table 2 of 4**

| **Classification** | **Overtime - Saturday before 12 noon - first 3 hours - other than continuous shiftworkers** | **Overtime - Saturday before 12 noon - after 3 hours - other than continuous shiftworkers** | **Overtime - Saturday after 12 noon - other than continuous shiftworkers** | **Sunday - shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Public holiday - continuous shiftworkers** | **Public holiday - other than continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $37.40 | $48.08 | $48.08 | $48.08 | $48.08 | $48.08 | $58.77 |
| Legal clerical and administrative employee, level 2 | $38.99 | $50.13 | $50.13 | $50.13 | $50.13 | $50.13 | $61.27 |
| Legal clerical and administrative employee, level 3 | $41.20 | $52.97 | $52.97 | $52.97 | $52.97 | $52.97 | $64.74 |
| Legal clerical and administrative employee, level 4 | $43.24 | $55.60 | $55.60 | $55.60 | $55.60 | $55.60 | $67.95 |
| Legal clerical and administrative employee, level 5 | $45.01 | $57.87 | $57.87 | $57.87 | $57.87 | $57.87 | $70.73 |
| Law graduate, level 5 | $45.01 | $57.87 | $57.87 | $57.87 | $57.87 | $57.87 | $70.73 |
| Law clerk, level 6 | $47.71 | $61.34 | $61.34 | $61.34 | $61.34 | $61.34 | $74.97 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Friday - first 3 hours - other than continuous shiftworkers** | **Overtime - Monday to Friday - after 3 hours - other than continuous shiftworkers** | **Overtime - any day - continuous shiftworkers** | **Overtime - not relieved for RDO - shiftworkers** | **Working on an RDO - Monday to Saturday - first 3 hours - other than continuous shiftworkers** | **Working on an RDO - Monday to Saturday - after 3 hours - other than continuous shiftworkers** | **Working on an RDO - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $37.40 | $48.08 | $48.08 | $48.08 | $37.40 | $48.08 | $48.08 |
| Legal clerical and administrative employee, level 2 | $38.99 | $50.13 | $50.13 | $50.13 | $38.99 | $50.13 | $50.13 |
| Legal clerical and administrative employee, level 3 | $41.20 | $52.97 | $52.97 | $52.97 | $41.20 | $52.97 | $52.97 |
| Legal clerical and administrative employee, level 4 | $43.24 | $55.60 | $55.60 | $55.60 | $43.24 | $55.60 | $55.60 |
| Legal clerical and administrative employee, level 5 | $45.01 | $57.87 | $57.87 | $57.87 | $45.01 | $57.87 | $57.87 |
| Law graduate, level 5 | $45.01 | $57.87 | $57.87 | $57.87 | $45.01 | $57.87 | $57.87 |
| Law clerk, level 6 | $47.71 | $61.34 | $61.34 | $61.34 | $47.71 | $61.34 | $61.34 |

**Table 4 of 4**

| **Classification** | **Working on an RDO - public holiday** | **Working on an RDO - Monday to Saturday - continuous shiftworkers** | **Delayed meal break** | **Overtime - call back - first 3 hours - not continuous shiftworkers** | **Overtime - call back - after 3 hours - not continuous shiftworkers** | **Overtime - call back - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Legal clerical and administrative employee, level 1 | $58.77 | $48.08 | $37.40 | $37.40 | $48.08 | $48.08 |
| Legal clerical and administrative employee, level 2 | $61.27 | $50.13 | $38.99 | $38.99 | $50.13 | $50.13 |
| Legal clerical and administrative employee, level 3 | $64.74 | $52.97 | $41.20 | $41.20 | $52.97 | $52.97 |
| Legal clerical and administrative employee, level 4 | $67.95 | $55.60 | $43.24 | $43.24 | $55.60 | $55.60 |
| Legal clerical and administrative employee, level 5 | $70.73 | $57.87 | $45.01 | $45.01 | $57.87 | $57.87 |
| Law graduate, level 5 | $70.73 | $57.87 | $45.01 | $45.01 | $57.87 | $57.87 |
| Law clerk, level 6 | $74.97 | $61.34 | $47.71 | $47.71 | $61.34 | $61.34 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Living away from home allowance - board and lodging | payment to cover all reasonable expenses for board and lodging |
| Living away from home - fares allowance | payment to cover all fares to and from the temporary place of work |
| Living away from home - travelling time allowance | payment at the minimum hourly rate with a maximum payment of 8 hours in each 24 hour period |
| Meal allowance | $16.91 for the first meal and $13.48 for an extra meal |
| Uniform or special clothing allowance | $3.65 per week |
| Protective clothing reimbursement | reimbursement for the cost of uniforms and/or protective clothing |
| Standing by allowance | payment at the minimum hourly rate for time spent standing by |
| Transport after overtime reimbursement | reimbursement for the cost of transport to return home |
| Vehicle allowance - motor car | $0.91 per km |
| Vehicle allowance - motorcycle | $0.31 per km |