# Pay Guide - Local Government Industry Award

# [MA000112]

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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.

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## Disclaimer

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

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

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

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

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $866.00 | $22.79 | $34.19 | $34.19 | $39.88 |
| Level 2 | $893.60 | $23.52 | $35.28 | $35.28 | $41.16 |
| Level 3 | $927.30 | $24.40 | $36.60 | $36.60 | $42.70 |
| Level 4 | $940.90 | $24.76 | $37.14 | $37.14 | $43.33 |
| Level 5 | $999.90 | $26.31 | $39.47 | $39.47 | $46.04 |
| Level 6 | $1,082.10 | $28.48 | $42.72 | $42.72 | $49.84 |
| Level 7 | $1,100.80 | $28.97 | $43.46 | $43.46 | $50.70 |
| Level 8 | $1,189.50 | $31.30 | $46.95 | $46.95 | $54.78 |
| Level 9 | $1,272.50 | $33.49 | $50.24 | $50.24 | $58.61 |
| Level 10 | $1,390.80 | $36.60 | $54.90 | $54.90 | $64.05 |
| Level 11 | $1,568.40 | $41.27 | $61.91 | $61.91 | $72.22 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $39.88 | $56.98 | $27.35 | $34.19 | $45.58 |
| Level 2 | $41.16 | $58.80 | $28.22 | $35.28 | $47.04 |
| Level 3 | $42.70 | $61.00 | $29.28 | $36.60 | $48.80 |
| Level 4 | $43.33 | $61.90 | $29.71 | $37.14 | $49.52 |
| Level 5 | $46.04 | $65.78 | $31.57 | $39.47 | $52.62 |
| Level 6 | $49.84 | $71.20 | $34.18 | $42.72 | $56.96 |
| Level 7 | $50.70 | $72.43 | $34.76 | $43.46 | $57.94 |
| Level 8 | $54.78 | $78.25 | $37.56 | $46.95 | $62.60 |
| Level 9 | $58.61 | $83.73 | $40.19 | $50.24 | $66.98 |
| Level 10 | $64.05 | $91.50 | $43.92 | $54.90 | $73.20 |
| Level 11 | $72.22 | $103.18 | $49.52 | $61.91 | $82.54 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $34.19 | $45.58 | $45.58 | $45.58 | $45.58 |
| Level 2 | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 |
| Level 3 | $36.60 | $48.80 | $48.80 | $48.80 | $48.80 |
| Level 4 | $37.14 | $49.52 | $49.52 | $49.52 | $49.52 |
| Level 5 | $39.47 | $52.62 | $52.62 | $52.62 | $52.62 |
| Level 6 | $42.72 | $56.96 | $56.96 | $56.96 | $56.96 |
| Level 7 | $43.46 | $57.94 | $57.94 | $57.94 | $57.94 |
| Level 8 | $46.95 | $62.60 | $62.60 | $62.60 | $62.60 |
| Level 9 | $50.24 | $66.98 | $66.98 | $66.98 | $66.98 |
| Level 10 | $54.90 | $73.20 | $73.20 | $73.20 | $73.20 |
| Level 11 | $61.91 | $82.54 | $82.54 | $82.54 | $82.54 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- |
| Level 1 | $28.49 | $39.88 | $39.88 | $45.58 |
| Level 2 | $29.40 | $41.16 | $41.16 | $47.04 |
| Level 3 | $30.50 | $42.70 | $42.70 | $48.80 |
| Level 4 | $30.95 | $43.33 | $43.33 | $49.52 |
| Level 5 | $32.89 | $46.04 | $46.04 | $52.62 |
| Level 6 | $35.60 | $49.84 | $49.84 | $56.96 |
| Level 7 | $36.21 | $50.70 | $50.70 | $57.94 |
| Level 8 | $39.13 | $54.78 | $54.78 | $62.60 |
| Level 9 | $41.86 | $58.61 | $58.61 | $66.98 |
| Level 10 | $45.75 | $64.05 | $64.05 | $73.20 |
| Level 11 | $51.59 | $72.22 | $72.22 | $82.54 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $45.58 | $62.67 | $33.05 | $34.19 | $45.58 |
| Level 2 | $47.04 | $64.68 | $34.10 | $35.28 | $47.04 |
| Level 3 | $48.80 | $67.10 | $35.38 | $36.60 | $48.80 |
| Level 4 | $49.52 | $68.09 | $35.90 | $37.14 | $49.52 |
| Level 5 | $52.62 | $72.35 | $38.15 | $39.47 | $52.62 |
| Level 6 | $56.96 | $78.32 | $41.30 | $42.72 | $56.96 |
| Level 7 | $57.94 | $79.67 | $42.01 | $43.46 | $57.94 |
| Level 8 | $62.60 | $86.08 | $45.39 | $46.95 | $62.60 |
| Level 9 | $66.98 | $92.10 | $48.56 | $50.24 | $66.98 |
| Level 10 | $73.20 | $100.65 | $53.07 | $54.90 | $73.20 |
| Level 11 | $82.54 | $113.49 | $59.84 | $61.91 | $82.54 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- |
| Level 1 | $34.19 | $45.58 | $45.58 | $45.58 |
| Level 2 | $35.28 | $47.04 | $47.04 | $47.04 |
| Level 3 | $36.60 | $48.80 | $48.80 | $48.80 |
| Level 4 | $37.14 | $49.52 | $49.52 | $49.52 |
| Level 5 | $39.47 | $52.62 | $52.62 | $52.62 |
| Level 6 | $42.72 | $56.96 | $56.96 | $56.96 |
| Level 7 | $43.46 | $57.94 | $57.94 | $57.94 |
| Level 8 | $46.95 | $62.60 | $62.60 | $62.60 |
| Level 9 | $50.24 | $66.98 | $66.98 | $66.98 |
| Level 10 | $54.90 | $73.20 | $73.20 | $73.20 |
| Level 11 | $61.91 | $82.54 | $82.54 | $82.54 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $476.30 | $12.53 | $18.80 | $18.80 | $21.93 |
| Level 2 | $491.48 | $12.93 | $19.40 | $19.40 | $22.63 |
| Level 3 | $510.02 | $13.42 | $20.13 | $20.13 | $23.49 |
| Level 4 | $517.50 | $13.62 | $20.43 | $20.43 | $23.84 |
| Level 5 | $549.95 | $14.47 | $21.71 | $21.71 | $25.32 |
| Level 6 | $595.16 | $15.66 | $23.49 | $23.49 | $27.41 |
| Level 7 | $605.44 | $15.93 | $23.90 | $23.90 | $27.88 |
| Level 8 | $654.23 | $17.22 | $25.83 | $25.83 | $30.14 |
| Level 9 | $699.88 | $18.42 | $27.63 | $27.63 | $32.24 |
| Level 10 | $764.94 | $20.13 | $30.20 | $30.20 | $35.23 |
| Level 11 | $862.62 | $22.70 | $34.05 | $34.05 | $39.73 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $21.93 | $31.33 | $15.04 | $18.80 | $25.06 |
| Level 2 | $22.63 | $32.33 | $15.52 | $19.40 | $25.86 |
| Level 3 | $23.49 | $33.55 | $16.10 | $20.13 | $26.84 |
| Level 4 | $23.84 | $34.05 | $16.34 | $20.43 | $27.24 |
| Level 5 | $25.32 | $36.18 | $17.36 | $21.71 | $28.94 |
| Level 6 | $27.41 | $39.15 | $18.79 | $23.49 | $31.32 |
| Level 7 | $27.88 | $39.83 | $19.12 | $23.90 | $31.86 |
| Level 8 | $30.14 | $43.05 | $20.66 | $25.83 | $34.44 |
| Level 9 | $32.24 | $46.05 | $22.10 | $27.63 | $36.84 |
| Level 10 | $35.23 | $50.33 | $24.16 | $30.20 | $40.26 |
| Level 11 | $39.73 | $56.75 | $27.24 | $34.05 | $45.40 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $18.80 | $25.06 | $25.06 | $25.06 | $25.06 |
| Level 2 | $19.40 | $25.86 | $25.86 | $25.86 | $25.86 |
| Level 3 | $20.13 | $26.84 | $26.84 | $26.84 | $26.84 |
| Level 4 | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 |
| Level 5 | $21.71 | $28.94 | $28.94 | $28.94 | $28.94 |
| Level 6 | $23.49 | $31.32 | $31.32 | $31.32 | $31.32 |
| Level 7 | $23.90 | $31.86 | $31.86 | $31.86 | $31.86 |
| Level 8 | $25.83 | $34.44 | $34.44 | $34.44 | $34.44 |
| Level 9 | $27.63 | $36.84 | $36.84 | $36.84 | $36.84 |
| Level 10 | $30.20 | $40.26 | $40.26 | $40.26 | $40.26 |
| Level 11 | $34.05 | $45.40 | $45.40 | $45.40 | $45.40 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $562.90 | $14.81 | $22.22 | $22.22 | $25.92 |
| Level 2 | $580.84 | $15.29 | $22.94 | $22.94 | $26.76 |
| Level 3 | $602.75 | $15.86 | $23.79 | $23.79 | $27.76 |
| Level 4 | $611.59 | $16.09 | $24.14 | $24.14 | $28.16 |
| Level 5 | $649.94 | $17.10 | $25.65 | $25.65 | $29.93 |
| Level 6 | $703.37 | $18.51 | $27.77 | $27.77 | $32.39 |
| Level 7 | $715.52 | $18.83 | $28.25 | $28.25 | $32.95 |
| Level 8 | $773.18 | $20.35 | $30.53 | $30.53 | $35.61 |
| Level 9 | $827.13 | $21.77 | $32.66 | $32.66 | $38.10 |
| Level 10 | $904.02 | $23.79 | $35.69 | $35.69 | $41.63 |
| Level 11 | $1,019.46 | $26.83 | $40.25 | $40.25 | $46.95 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $25.92 | $37.03 | $17.77 | $22.22 | $29.62 |
| Level 2 | $26.76 | $38.23 | $18.35 | $22.94 | $30.58 |
| Level 3 | $27.76 | $39.65 | $19.03 | $23.79 | $31.72 |
| Level 4 | $28.16 | $40.23 | $19.31 | $24.14 | $32.18 |
| Level 5 | $29.93 | $42.75 | $20.52 | $25.65 | $34.20 |
| Level 6 | $32.39 | $46.28 | $22.21 | $27.77 | $37.02 |
| Level 7 | $32.95 | $47.08 | $22.60 | $28.25 | $37.66 |
| Level 8 | $35.61 | $50.88 | $24.42 | $30.53 | $40.70 |
| Level 9 | $38.10 | $54.43 | $26.12 | $32.66 | $43.54 |
| Level 10 | $41.63 | $59.48 | $28.55 | $35.69 | $47.58 |
| Level 11 | $46.95 | $67.08 | $32.20 | $40.25 | $53.66 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $22.22 | $29.62 | $29.62 | $29.62 | $29.62 |
| Level 2 | $22.94 | $30.58 | $30.58 | $30.58 | $30.58 |
| Level 3 | $23.79 | $31.72 | $31.72 | $31.72 | $31.72 |
| Level 4 | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 |
| Level 5 | $25.65 | $34.20 | $34.20 | $34.20 | $34.20 |
| Level 6 | $27.77 | $37.02 | $37.02 | $37.02 | $37.02 |
| Level 7 | $28.25 | $37.66 | $37.66 | $37.66 | $37.66 |
| Level 8 | $30.53 | $40.70 | $40.70 | $40.70 | $40.70 |
| Level 9 | $32.66 | $43.54 | $43.54 | $43.54 | $43.54 |
| Level 10 | $35.69 | $47.58 | $47.58 | $47.58 | $47.58 |
| Level 11 | $40.25 | $53.66 | $53.66 | $53.66 | $53.66 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $649.50 | $17.09 | $25.64 | $25.64 | $29.91 |
| Level 2 | $670.20 | $17.64 | $26.46 | $26.46 | $30.87 |
| Level 3 | $695.48 | $18.30 | $27.45 | $27.45 | $32.03 |
| Level 4 | $705.68 | $18.57 | $27.86 | $27.86 | $32.50 |
| Level 5 | $749.93 | $19.74 | $29.61 | $29.61 | $34.55 |
| Level 6 | $811.58 | $21.36 | $32.04 | $32.04 | $37.38 |
| Level 7 | $825.60 | $21.73 | $32.60 | $32.60 | $38.03 |
| Level 8 | $892.13 | $23.48 | $35.22 | $35.22 | $41.09 |
| Level 9 | $954.38 | $25.12 | $37.68 | $37.68 | $43.96 |
| Level 10 | $1,043.10 | $27.45 | $41.18 | $41.18 | $48.04 |
| Level 11 | $1,176.30 | $30.96 | $46.44 | $46.44 | $54.18 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $29.91 | $42.73 | $20.51 | $25.64 | $34.18 |
| Level 2 | $30.87 | $44.10 | $21.17 | $26.46 | $35.28 |
| Level 3 | $32.03 | $45.75 | $21.96 | $27.45 | $36.60 |
| Level 4 | $32.50 | $46.43 | $22.28 | $27.86 | $37.14 |
| Level 5 | $34.55 | $49.35 | $23.69 | $29.61 | $39.48 |
| Level 6 | $37.38 | $53.40 | $25.63 | $32.04 | $42.72 |
| Level 7 | $38.03 | $54.33 | $26.08 | $32.60 | $43.46 |
| Level 8 | $41.09 | $58.70 | $28.18 | $35.22 | $46.96 |
| Level 9 | $43.96 | $62.80 | $30.14 | $37.68 | $50.24 |
| Level 10 | $48.04 | $68.63 | $32.94 | $41.18 | $54.90 |
| Level 11 | $54.18 | $77.40 | $37.15 | $46.44 | $61.92 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $25.64 | $34.18 | $34.18 | $34.18 | $34.18 |
| Level 2 | $26.46 | $35.28 | $35.28 | $35.28 | $35.28 |
| Level 3 | $27.45 | $36.60 | $36.60 | $36.60 | $36.60 |
| Level 4 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 |
| Level 5 | $29.61 | $39.48 | $39.48 | $39.48 | $39.48 |
| Level 6 | $32.04 | $42.72 | $42.72 | $42.72 | $42.72 |
| Level 7 | $32.60 | $43.46 | $43.46 | $43.46 | $43.46 |
| Level 8 | $35.22 | $46.96 | $46.96 | $46.96 | $46.96 |
| Level 9 | $37.68 | $50.24 | $50.24 | $50.24 | $50.24 |
| Level 10 | $41.18 | $54.90 | $54.90 | $54.90 | $54.90 |
| Level 11 | $46.44 | $61.92 | $61.92 | $61.92 | $61.92 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $736.10 | $19.37 | $29.06 | $29.06 | $33.90 |
| Level 2 | $759.56 | $19.99 | $29.99 | $29.99 | $34.98 |
| Level 3 | $788.21 | $20.74 | $31.11 | $31.11 | $36.30 |
| Level 4 | $799.77 | $21.05 | $31.58 | $31.58 | $36.84 |
| Level 5 | $849.92 | $22.37 | $33.56 | $33.56 | $39.15 |
| Level 6 | $919.79 | $24.21 | $36.32 | $36.32 | $42.37 |
| Level 7 | $935.68 | $24.62 | $36.93 | $36.93 | $43.09 |
| Level 8 | $1,011.08 | $26.61 | $39.92 | $39.92 | $46.57 |
| Level 9 | $1,081.63 | $28.46 | $42.69 | $42.69 | $49.81 |
| Level 10 | $1,182.18 | $31.11 | $46.67 | $46.67 | $54.44 |
| Level 11 | $1,333.14 | $35.08 | $52.62 | $52.62 | $61.39 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $33.90 | $48.43 | $23.24 | $29.06 | $38.74 |
| Level 2 | $34.98 | $49.98 | $23.99 | $29.99 | $39.98 |
| Level 3 | $36.30 | $51.85 | $24.89 | $31.11 | $41.48 |
| Level 4 | $36.84 | $52.63 | $25.26 | $31.58 | $42.10 |
| Level 5 | $39.15 | $55.93 | $26.84 | $33.56 | $44.74 |
| Level 6 | $42.37 | $60.53 | $29.05 | $36.32 | $48.42 |
| Level 7 | $43.09 | $61.55 | $29.54 | $36.93 | $49.24 |
| Level 8 | $46.57 | $66.53 | $31.93 | $39.92 | $53.22 |
| Level 9 | $49.81 | $71.15 | $34.15 | $42.69 | $56.92 |
| Level 10 | $54.44 | $77.78 | $37.33 | $46.67 | $62.22 |
| Level 11 | $61.39 | $87.70 | $42.10 | $52.62 | $70.16 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $29.06 | $38.74 | $38.74 | $38.74 | $38.74 |
| Level 2 | $29.99 | $39.98 | $39.98 | $39.98 | $39.98 |
| Level 3 | $31.11 | $41.48 | $41.48 | $41.48 | $41.48 |
| Level 4 | $31.58 | $42.10 | $42.10 | $42.10 | $42.10 |
| Level 5 | $33.56 | $44.74 | $44.74 | $44.74 | $44.74 |
| Level 6 | $36.32 | $48.42 | $48.42 | $48.42 | $48.42 |
| Level 7 | $36.93 | $49.24 | $49.24 | $49.24 | $49.24 |
| Level 8 | $39.92 | $53.22 | $53.22 | $53.22 | $53.22 |
| Level 9 | $42.69 | $56.92 | $56.92 | $56.92 | $56.92 |
| Level 10 | $46.67 | $62.22 | $62.22 | $62.22 | $62.22 |
| Level 11 | $52.62 | $70.16 | $70.16 | $70.16 | $70.16 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $822.70 | $21.65 | $32.48 | $32.48 | $37.89 |
| Level 2 | $848.92 | $22.34 | $33.51 | $33.51 | $39.10 |
| Level 3 | $880.94 | $23.18 | $34.77 | $34.77 | $40.57 |
| Level 4 | $893.86 | $23.52 | $35.28 | $35.28 | $41.16 |
| Level 5 | $949.91 | $25.00 | $37.50 | $37.50 | $43.75 |
| Level 6 | $1,028.00 | $27.05 | $40.58 | $40.58 | $47.34 |
| Level 7 | $1,045.76 | $27.52 | $41.28 | $41.28 | $48.16 |
| Level 8 | $1,130.03 | $29.74 | $44.61 | $44.61 | $52.05 |
| Level 9 | $1,208.88 | $31.81 | $47.72 | $47.72 | $55.67 |
| Level 10 | $1,321.26 | $34.77 | $52.16 | $52.16 | $60.85 |
| Level 11 | $1,489.98 | $39.21 | $58.82 | $58.82 | $68.62 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $37.89 | $54.13 | $25.98 | $32.48 | $43.30 |
| Level 2 | $39.10 | $55.85 | $26.81 | $33.51 | $44.68 |
| Level 3 | $40.57 | $57.95 | $27.82 | $34.77 | $46.36 |
| Level 4 | $41.16 | $58.80 | $28.22 | $35.28 | $47.04 |
| Level 5 | $43.75 | $62.50 | $30.00 | $37.50 | $50.00 |
| Level 6 | $47.34 | $67.63 | $32.46 | $40.58 | $54.10 |
| Level 7 | $48.16 | $68.80 | $33.02 | $41.28 | $55.04 |
| Level 8 | $52.05 | $74.35 | $35.69 | $44.61 | $59.48 |
| Level 9 | $55.67 | $79.53 | $38.17 | $47.72 | $63.62 |
| Level 10 | $60.85 | $86.93 | $41.72 | $52.16 | $69.54 |
| Level 11 | $68.62 | $98.03 | $47.05 | $58.82 | $78.42 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $32.48 | $43.30 | $43.30 | $43.30 | $43.30 |
| Level 2 | $33.51 | $44.68 | $44.68 | $44.68 | $44.68 |
| Level 3 | $34.77 | $46.36 | $46.36 | $46.36 | $46.36 |
| Level 4 | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 |
| Level 5 | $37.50 | $50.00 | $50.00 | $50.00 | $50.00 |
| Level 6 | $40.58 | $54.10 | $54.10 | $54.10 | $54.10 |
| Level 7 | $41.28 | $55.04 | $55.04 | $55.04 | $55.04 |
| Level 8 | $44.61 | $59.48 | $59.48 | $59.48 | $59.48 |
| Level 9 | $47.72 | $63.62 | $63.62 | $63.62 | $63.62 |
| Level 10 | $52.16 | $69.54 | $69.54 | $69.54 | $69.54 |
| Level 11 | $58.82 | $78.42 | $78.42 | $78.42 | $78.42 |

### Junior - Casual - Under 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $15.66 | $21.93 | $21.93 | $25.06 | $25.06 |
| Level 2 | $16.16 | $22.63 | $22.63 | $25.86 | $25.86 |
| Level 3 | $16.78 | $23.49 | $23.49 | $26.84 | $26.84 |
| Level 4 | $17.03 | $23.84 | $23.84 | $27.24 | $27.24 |
| Level 5 | $18.09 | $25.32 | $25.32 | $28.94 | $28.94 |
| Level 6 | $19.58 | $27.41 | $27.41 | $31.32 | $31.32 |
| Level 7 | $19.91 | $27.88 | $27.88 | $31.86 | $31.86 |
| Level 8 | $21.53 | $30.14 | $30.14 | $34.44 | $34.44 |
| Level 9 | $23.03 | $32.24 | $32.24 | $36.84 | $36.84 |
| Level 10 | $25.16 | $35.23 | $35.23 | $40.26 | $40.26 |
| Level 11 | $28.38 | $39.73 | $39.73 | $45.40 | $45.40 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday - before 12 noon - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $34.46 | $18.17 | $18.80 | $25.06 | $18.80 |
| Level 2 | $35.56 | $18.75 | $19.40 | $25.86 | $19.40 |
| Level 3 | $36.91 | $19.46 | $20.13 | $26.84 | $20.13 |
| Level 4 | $37.46 | $19.75 | $20.43 | $27.24 | $20.43 |
| Level 5 | $39.79 | $20.98 | $21.71 | $28.94 | $21.71 |
| Level 6 | $43.07 | $22.71 | $23.49 | $31.32 | $23.49 |
| Level 7 | $43.81 | $23.10 | $23.90 | $31.86 | $23.90 |
| Level 8 | $47.36 | $24.97 | $25.83 | $34.44 | $25.83 |
| Level 9 | $50.66 | $26.71 | $27.63 | $36.84 | $27.63 |
| Level 10 | $55.36 | $29.19 | $30.20 | $40.26 | $30.20 |
| Level 11 | $62.43 | $32.92 | $34.05 | $45.40 | $34.05 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- |
| Level 1 | $25.06 | $25.06 | $25.06 |
| Level 2 | $25.86 | $25.86 | $25.86 |
| Level 3 | $26.84 | $26.84 | $26.84 |
| Level 4 | $27.24 | $27.24 | $27.24 |
| Level 5 | $28.94 | $28.94 | $28.94 |
| Level 6 | $31.32 | $31.32 | $31.32 |
| Level 7 | $31.86 | $31.86 | $31.86 |
| Level 8 | $34.44 | $34.44 | $34.44 |
| Level 9 | $36.84 | $36.84 | $36.84 |
| Level 10 | $40.26 | $40.26 | $40.26 |
| Level 11 | $45.40 | $45.40 | $45.40 |

### Junior - Casual - 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $18.51 | $25.92 | $25.92 | $29.62 | $29.62 |
| Level 2 | $19.11 | $26.76 | $26.76 | $30.58 | $30.58 |
| Level 3 | $19.83 | $27.76 | $27.76 | $31.72 | $31.72 |
| Level 4 | $20.11 | $28.16 | $28.16 | $32.18 | $32.18 |
| Level 5 | $21.38 | $29.93 | $29.93 | $34.20 | $34.20 |
| Level 6 | $23.14 | $32.39 | $32.39 | $37.02 | $37.02 |
| Level 7 | $23.54 | $32.95 | $32.95 | $37.66 | $37.66 |
| Level 8 | $25.44 | $35.61 | $35.61 | $40.70 | $40.70 |
| Level 9 | $27.21 | $38.10 | $38.10 | $43.54 | $43.54 |
| Level 10 | $29.74 | $41.63 | $41.63 | $47.58 | $47.58 |
| Level 11 | $33.54 | $46.95 | $46.95 | $53.66 | $53.66 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday - before 12 noon - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $40.73 | $21.47 | $22.22 | $29.62 | $22.22 |
| Level 2 | $42.05 | $22.17 | $22.94 | $30.58 | $22.94 |
| Level 3 | $43.62 | $23.00 | $23.79 | $31.72 | $23.79 |
| Level 4 | $44.25 | $23.33 | $24.14 | $32.18 | $24.14 |
| Level 5 | $47.03 | $24.80 | $25.65 | $34.20 | $25.65 |
| Level 6 | $50.90 | $26.84 | $27.77 | $37.02 | $27.77 |
| Level 7 | $51.78 | $27.30 | $28.25 | $37.66 | $28.25 |
| Level 8 | $55.96 | $29.51 | $30.53 | $40.70 | $30.53 |
| Level 9 | $59.87 | $31.57 | $32.66 | $43.54 | $32.66 |
| Level 10 | $65.42 | $34.50 | $35.69 | $47.58 | $35.69 |
| Level 11 | $73.78 | $38.90 | $40.25 | $53.66 | $40.25 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- |
| Level 1 | $29.62 | $29.62 | $29.62 |
| Level 2 | $30.58 | $30.58 | $30.58 |
| Level 3 | $31.72 | $31.72 | $31.72 |
| Level 4 | $32.18 | $32.18 | $32.18 |
| Level 5 | $34.20 | $34.20 | $34.20 |
| Level 6 | $37.02 | $37.02 | $37.02 |
| Level 7 | $37.66 | $37.66 | $37.66 |
| Level 8 | $40.70 | $40.70 | $40.70 |
| Level 9 | $43.54 | $43.54 | $43.54 |
| Level 10 | $47.58 | $47.58 | $47.58 |
| Level 11 | $53.66 | $53.66 | $53.66 |

### Junior - Casual - 18 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $21.36 | $29.91 | $29.91 | $34.18 | $34.18 |
| Level 2 | $22.05 | $30.87 | $30.87 | $35.28 | $35.28 |
| Level 3 | $22.88 | $32.03 | $32.03 | $36.60 | $36.60 |
| Level 4 | $23.21 | $32.50 | $32.50 | $37.14 | $37.14 |
| Level 5 | $24.68 | $34.55 | $34.55 | $39.48 | $39.48 |
| Level 6 | $26.70 | $37.38 | $37.38 | $42.72 | $42.72 |
| Level 7 | $27.16 | $38.03 | $38.03 | $43.46 | $43.46 |
| Level 8 | $29.35 | $41.09 | $41.09 | $46.96 | $46.96 |
| Level 9 | $31.40 | $43.96 | $43.96 | $50.24 | $50.24 |
| Level 10 | $34.31 | $48.04 | $48.04 | $54.90 | $54.90 |
| Level 11 | $38.70 | $54.18 | $54.18 | $61.92 | $61.92 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday - before 12 noon - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $47.00 | $24.78 | $25.64 | $34.18 | $25.64 |
| Level 2 | $48.51 | $25.58 | $26.46 | $35.28 | $26.46 |
| Level 3 | $50.33 | $26.54 | $27.45 | $36.60 | $27.45 |
| Level 4 | $51.07 | $26.93 | $27.86 | $37.14 | $27.86 |
| Level 5 | $54.29 | $28.62 | $29.61 | $39.48 | $29.61 |
| Level 6 | $58.74 | $30.97 | $32.04 | $42.72 | $32.04 |
| Level 7 | $59.76 | $31.51 | $32.60 | $43.46 | $32.60 |
| Level 8 | $64.57 | $34.05 | $35.22 | $46.96 | $35.22 |
| Level 9 | $69.08 | $36.42 | $37.68 | $50.24 | $37.68 |
| Level 10 | $75.49 | $39.80 | $41.18 | $54.90 | $41.18 |
| Level 11 | $85.14 | $44.89 | $46.44 | $61.92 | $46.44 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- |
| Level 1 | $34.18 | $34.18 | $34.18 |
| Level 2 | $35.28 | $35.28 | $35.28 |
| Level 3 | $36.60 | $36.60 | $36.60 |
| Level 4 | $37.14 | $37.14 | $37.14 |
| Level 5 | $39.48 | $39.48 | $39.48 |
| Level 6 | $42.72 | $42.72 | $42.72 |
| Level 7 | $43.46 | $43.46 | $43.46 |
| Level 8 | $46.96 | $46.96 | $46.96 |
| Level 9 | $50.24 | $50.24 | $50.24 |
| Level 10 | $54.90 | $54.90 | $54.90 |
| Level 11 | $61.92 | $61.92 | $61.92 |

### Junior - Casual - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $24.21 | $33.90 | $33.90 | $38.74 | $38.74 |
| Level 2 | $24.99 | $34.98 | $34.98 | $39.98 | $39.98 |
| Level 3 | $25.93 | $36.30 | $36.30 | $41.48 | $41.48 |
| Level 4 | $26.31 | $36.84 | $36.84 | $42.10 | $42.10 |
| Level 5 | $27.96 | $39.15 | $39.15 | $44.74 | $44.74 |
| Level 6 | $30.26 | $42.37 | $42.37 | $48.42 | $48.42 |
| Level 7 | $30.78 | $43.09 | $43.09 | $49.24 | $49.24 |
| Level 8 | $33.26 | $46.57 | $46.57 | $53.22 | $53.22 |
| Level 9 | $35.58 | $49.81 | $49.81 | $56.92 | $56.92 |
| Level 10 | $38.89 | $54.44 | $54.44 | $62.22 | $62.22 |
| Level 11 | $43.85 | $61.39 | $61.39 | $70.16 | $70.16 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday - before 12 noon - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $53.27 | $28.09 | $29.06 | $38.74 | $29.06 |
| Level 2 | $54.97 | $28.99 | $29.99 | $39.98 | $29.99 |
| Level 3 | $57.04 | $30.07 | $31.11 | $41.48 | $31.11 |
| Level 4 | $57.89 | $30.52 | $31.58 | $42.10 | $31.58 |
| Level 5 | $61.52 | $32.44 | $33.56 | $44.74 | $33.56 |
| Level 6 | $66.58 | $35.10 | $36.32 | $48.42 | $36.32 |
| Level 7 | $67.71 | $35.70 | $36.93 | $49.24 | $36.93 |
| Level 8 | $73.18 | $38.58 | $39.92 | $53.22 | $39.92 |
| Level 9 | $78.27 | $41.27 | $42.69 | $56.92 | $42.69 |
| Level 10 | $85.55 | $45.11 | $46.67 | $62.22 | $46.67 |
| Level 11 | $96.47 | $50.87 | $52.62 | $70.16 | $52.62 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- |
| Level 1 | $38.74 | $38.74 | $38.74 |
| Level 2 | $39.98 | $39.98 | $39.98 |
| Level 3 | $41.48 | $41.48 | $41.48 |
| Level 4 | $42.10 | $42.10 | $42.10 |
| Level 5 | $44.74 | $44.74 | $44.74 |
| Level 6 | $48.42 | $48.42 | $48.42 |
| Level 7 | $49.24 | $49.24 | $49.24 |
| Level 8 | $53.22 | $53.22 | $53.22 |
| Level 9 | $56.92 | $56.92 | $56.92 |
| Level 10 | $62.22 | $62.22 | $62.22 |
| Level 11 | $70.16 | $70.16 | $70.16 |

### Junior - Casual - 20 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $27.06 | $37.89 | $37.89 | $43.30 | $43.30 |
| Level 2 | $27.93 | $39.10 | $39.10 | $44.68 | $44.68 |
| Level 3 | $28.98 | $40.57 | $40.57 | $46.36 | $46.36 |
| Level 4 | $29.40 | $41.16 | $41.16 | $47.04 | $47.04 |
| Level 5 | $31.25 | $43.75 | $43.75 | $50.00 | $50.00 |
| Level 6 | $33.81 | $47.34 | $47.34 | $54.10 | $54.10 |
| Level 7 | $34.40 | $48.16 | $48.16 | $55.04 | $55.04 |
| Level 8 | $37.18 | $52.05 | $52.05 | $59.48 | $59.48 |
| Level 9 | $39.76 | $55.67 | $55.67 | $63.62 | $63.62 |
| Level 10 | $43.46 | $60.85 | $60.85 | $69.54 | $69.54 |
| Level 11 | $49.01 | $68.62 | $68.62 | $78.42 | $78.42 |

**Table 2 of 3**

| **Classification** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** | **Overtime - Saturday - before 12 noon - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $59.54 | $31.39 | $32.48 | $43.30 | $32.48 |
| Level 2 | $61.44 | $32.39 | $33.51 | $44.68 | $33.51 |
| Level 3 | $63.75 | $33.61 | $34.77 | $46.36 | $34.77 |
| Level 4 | $64.68 | $34.10 | $35.28 | $47.04 | $35.28 |
| Level 5 | $68.75 | $36.25 | $37.50 | $50.00 | $37.50 |
| Level 6 | $74.39 | $39.22 | $40.58 | $54.10 | $40.58 |
| Level 7 | $75.68 | $39.90 | $41.28 | $55.04 | $41.28 |
| Level 8 | $81.79 | $43.12 | $44.61 | $59.48 | $44.61 |
| Level 9 | $87.48 | $46.12 | $47.72 | $63.62 | $47.72 |
| Level 10 | $95.62 | $50.42 | $52.16 | $69.54 | $52.16 |
| Level 11 | $107.83 | $56.85 | $58.82 | $78.42 | $58.82 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** |
| --- | --- | --- | --- |
| Level 1 | $43.30 | $43.30 | $43.30 |
| Level 2 | $44.68 | $44.68 | $44.68 |
| Level 3 | $46.36 | $46.36 | $46.36 |
| Level 4 | $47.04 | $47.04 | $47.04 |
| Level 5 | $50.00 | $50.00 | $50.00 |
| Level 6 | $54.10 | $54.10 | $54.10 |
| Level 7 | $55.04 | $55.04 | $55.04 |
| Level 8 | $59.48 | $59.48 | $59.48 |
| Level 9 | $63.62 | $63.62 | $63.62 |
| Level 10 | $69.54 | $69.54 | $69.54 |
| Level 11 | $78.42 | $78.42 | $78.42 |

### Apprentice - 4 years - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $423.41 | $11.14 | $16.71 | $16.71 | $19.50 |
| Apprentice 2nd year | $564.54 | $14.86 | $22.29 | $22.29 | $26.01 |
| Apprentice 3rd year | $705.68 | $18.57 | $27.86 | $27.86 | $32.50 |
| Apprentice 4th year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $19.50 | $27.85 | $13.37 | $16.71 | $22.28 |
| Apprentice 2nd year | $26.01 | $37.15 | $17.83 | $22.29 | $29.72 |
| Apprentice 3rd year | $32.50 | $46.43 | $22.28 | $27.86 | $37.14 |
| Apprentice 4th year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.71 | $22.28 | $22.28 | $22.28 | $22.28 |
| Apprentice 2nd year | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 |
| Apprentice 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $470.45 | $12.38 | $18.57 | $18.57 | $21.67 |
| Apprentice 2nd year | $564.54 | $14.86 | $22.29 | $22.29 | $26.01 |
| Apprentice 3rd year | $705.68 | $18.57 | $27.86 | $27.86 | $32.50 |
| Apprentice 4th year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.67 | $30.95 | $14.86 | $18.57 | $24.76 |
| Apprentice 2nd year | $26.01 | $37.15 | $17.83 | $22.29 | $29.72 |
| Apprentice 3rd year | $32.50 | $46.43 | $22.28 | $27.86 | $37.14 |
| Apprentice 4th year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 |
| Apprentice 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $517.50 | $13.62 | $20.43 | $20.43 | $23.84 |
| Apprentice 2nd year | $611.59 | $16.09 | $24.14 | $24.14 | $28.16 |
| Apprentice 3rd year | $705.68 | $18.57 | $27.86 | $27.86 | $32.50 |
| Apprentice 4th year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $23.84 | $34.05 | $16.34 | $20.43 | $27.24 |
| Apprentice 2nd year | $28.16 | $40.23 | $19.31 | $24.14 | $32.18 |
| Apprentice 3rd year | $32.50 | $46.43 | $22.28 | $27.86 | $37.14 |
| Apprentice 4th year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 |
| Apprentice 3rd year | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 3 years - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $423.41 | $11.14 | $16.71 | $16.71 | $19.50 |
| Apprentice 2nd year | $658.63 | $17.33 | $26.00 | $26.00 | $30.33 |
| Apprentice 3rd year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $19.50 | $27.85 | $13.37 | $16.71 | $22.28 |
| Apprentice 2nd year | $30.33 | $43.33 | $20.80 | $26.00 | $34.66 |
| Apprentice 3rd year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $16.71 | $22.28 | $22.28 | $22.28 | $22.28 |
| Apprentice 2nd year | $26.00 | $34.66 | $34.66 | $34.66 | $34.66 |
| Apprentice 3rd year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 3 years - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $470.45 | $12.38 | $18.57 | $18.57 | $21.67 |
| Apprentice 2nd year | $658.63 | $17.33 | $26.00 | $26.00 | $30.33 |
| Apprentice 3rd year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $21.67 | $30.95 | $14.86 | $18.57 | $24.76 |
| Apprentice 2nd year | $30.33 | $43.33 | $20.80 | $26.00 | $34.66 |
| Apprentice 3rd year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year | $26.00 | $34.66 | $34.66 | $34.66 | $34.66 |
| Apprentice 3rd year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 3 years - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $517.50 | $13.62 | $20.43 | $20.43 | $23.84 |
| Apprentice 2nd year | $658.63 | $17.33 | $26.00 | $26.00 | $30.33 |
| Apprentice 3rd year | $846.81 | $22.28 | $33.42 | $33.42 | $38.99 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $23.84 | $34.05 | $16.34 | $20.43 | $27.24 |
| Apprentice 2nd year | $30.33 | $43.33 | $20.80 | $26.00 | $34.66 |
| Apprentice 3rd year | $38.99 | $55.70 | $26.74 | $33.42 | $44.56 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year | $26.00 | $34.66 | $34.66 | $34.66 | $34.66 |
| Apprentice 3rd year | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 |

### Adult apprentice

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not community services, recreation centres or childcare services** | **Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Sunday - not community services, recreation centres or childcare services** |
| --- | --- | --- | --- | --- | --- |
| All years of apprenticeship | $893.60 | $23.52 | $35.28 | $35.28 | $41.16 |

**Table 2 of 3**

| **Classification** | **Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services** | **Public holiday** | **Working outside span of hours - Monday to Friday** | **Overtime - Monday to Friday - first 2 hours** | **Overtime - Monday to Friday - after 2 hours** |
| --- | --- | --- | --- | --- | --- |
| All years of apprenticeship | $41.16 | $58.80 | $28.22 | $35.28 | $47.04 |

**Table 3 of 3**

| **Classification** | **Overtime - Saturday - before 12 noon - first 2 hours** | **Overtime - Saturday - before 12 noon - after 2 hours** | **Overtime - Saturday - after 12 noon** | **Overtime - Sunday** | **Less than 10 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| All years of apprenticeship | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 |

## 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 |
| Adverse working conditions allowance level 1 - working outdoors or in moderately obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $0.87 per hour |
| Adverse working conditions allowance level 2 - highly obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $1.24 per hour |
| Adverse working conditions allowance level 3 - septic and sewerage treatment services - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $12.38 per hour |
| Camping allowance | $28.47 per night |
| Excess travel time allowance - full-time & part-time employees | payment at the minimum hourly rate for time spent travelling to and from the job in excess of the time spent travelling between home and the normal starting point. |
| Excess fares reimbursement - full-time & part-time employees | reimbursement for the cost of fares in excess of fares normally incurred travelling between home and the normal starting point |
| Travel time between work locations - community services employees providing home care | the appropriate rate of pay for the time spent travelling between service points |
| Travel expenses reimbursement for travel between work locations - community services employees providing home care | reimbursement for the cost of travel expenses incurred travelling between service points |
| Expenses reimbursement | reimbursement for all money spent at the direction of the employer, including out-of-pocket expenses, course fees and materials, telephones, accommodation, travelling expenses and special protective clothing |
| First aid allowance | $0.46 per hour, up to a maximum of $17.33 per week |
| Leading hand allowance - Level 3 or 4 classification supervising 1-5 employees | $0.72 per hour, up to a maximum of $27.24 per week |
| Leading hand allowance - Level 3 or 4 classification supervising 6-15 employees | $0.98 per hour, up to a maximum of $37.14 per week |
| Leading hand allowance - Level 3, 4 or 5 classification supervising more than 15 employees | $1.24 per hour, up to a maximum of $47.04 per week |
| Meal allowance | $16.91 for the first meal and $16.91 for an extra meal after a further 4 hours |
| On call allowance - Monday to Friday | $24.76 per day |
| On call allowance - Saturday | $37.14 per day |
| On call allowance - Sunday or public holiday | $49.52 per day |
| Sleepover allowance | $12.38 per hour plus the relevant on call allowance |
| Tool allowance - tradesperson or apprentice | $20.83 per week |
| Tool, instruments & special equipment reimbursement - not tradesperson or apprentice | reimbursement for the cost of tools, instruments or special equipment |
| Vehicle allowance - motor vehicle | $0.91 per km |
| Vehicle allowance - motorcycle | $0.31 per km |