# Pay Guide - Oil Refining and Manufacturing Award [MA000072]

Published 15 November 2022

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

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

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

**Disclaimer**

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

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

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

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

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

## Rates of pay

### Adult

The rates below include industry disability allowance.

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $867.74 | $24.80 | $28.52 | $28.52 | $29.76 | $32.24 | $37.20 |
| Refinery operations - outside operator level 2 | $936.44 | $26.76 | $30.77 | $30.77 | $32.11 | $34.79 | $40.14 |
| Refinery operations - advanced outside operator level 3 | $1,012.94 | $28.95 | $33.29 | $33.29 | $34.74 | $37.64 | $43.43 |
| Refinery operations - console operator level 4 | $1,122.94 | $32.09 | $36.90 | $36.90 | $38.51 | $41.72 | $48.14 |
| Refinery operations - head operator level 5 | $1,209.04 | $34.55 | $39.73 | $39.73 | $41.46 | $44.92 | $51.83 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $850.24 | $24.30 | $27.95 | $27.95 | $29.16 | $31.59 | $36.45 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $896.54 | $25.62 | $29.46 | $29.46 | $30.74 | $33.31 | $38.43 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $934.44 | $26.70 | $30.71 | $30.71 | $32.04 | $34.71 | $40.05 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $973.04 | $27.81 | $31.98 | $31.98 | $33.37 | $36.15 | $41.72 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $1,012.24 | $28.93 | $33.27 | $33.27 | $34.72 | $37.61 | $43.40 |
| Maintenance - tradesperson | $978.54 | $27.96 | $32.15 | $32.15 | $33.55 | $36.35 | $41.94 |
| Maintenance - advanced tradesperson | $1,041.44 | $29.76 | $34.22 | $34.22 | $35.71 | $38.69 | $44.64 |
| Maintenance - dual trade tradesperson | $1,114.14 | $31.84 | $36.62 | $36.62 | $38.21 | $41.39 | $47.76 |
| Maintenance - maintenance co-ordinator | $1,159.24 | $33.13 | $38.10 | $38.10 | $39.76 | $43.07 | $49.70 |
| Clerical level 1 - year 1 | $861.40 | $24.61 | $28.30 | $28.30 | $29.53 | $31.99 | $36.92 |
| Clerical level 1 - year 2 | $902.10 | $25.77 | $29.64 | $29.64 | $30.92 | $33.50 | $38.66 |
| Clerical level 1 - year 3 | $929.90 | $26.57 | $30.56 | $30.56 | $31.88 | $34.54 | $39.86 |
| Clerical level 2 - year 1 | $940.90 | $26.88 | $30.91 | $30.91 | $32.26 | $34.94 | $40.32 |
| Clerical level 2 - year 2 | $958.30 | $27.38 | $31.49 | $31.49 | $32.86 | $35.59 | $41.07 |
| Clerical level 3 | $993.80 | $28.39 | $32.65 | $32.65 | $34.07 | $36.91 | $42.59 |
| Clerical level 4 | $1,043.60 | $29.82 | $34.29 | $34.29 | $35.78 | $38.77 | $44.73 |
| Clerical level 5 | $1,086.00 | $31.03 | $35.68 | $35.68 | $37.24 | $40.34 | $46.55 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $49.60 | $49.60 | $74.40 | $37.20 | $49.60 | $49.60 | $62.00 | $49.60 |
| Refinery operations - outside operator level 2 | $53.52 | $53.52 | $80.28 | $40.14 | $53.52 | $53.52 | $66.90 | $53.52 |
| Refinery operations - advanced outside operator level 3 | $57.90 | $57.90 | $86.85 | $43.43 | $57.90 | $57.90 | $72.38 | $57.90 |
| Refinery operations - console operator level 4 | $64.18 | $64.18 | $96.27 | $48.14 | $64.18 | $64.18 | $80.23 | $64.18 |
| Refinery operations - head operator level 5 | $69.10 | $69.10 | $103.65 | $51.83 | $69.10 | $69.10 | $86.38 | $69.10 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $48.60 | $48.60 | $72.90 | $36.45 | $48.60 | $48.60 | $60.75 | $48.60 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $51.24 | $51.24 | $76.86 | $38.43 | $51.24 | $51.24 | $64.05 | $51.24 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $53.40 | $53.40 | $80.10 | $40.05 | $53.40 | $53.40 | $66.75 | $53.40 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $55.62 | $55.62 | $83.43 | $41.72 | $55.62 | $55.62 | $69.53 | $55.62 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $57.86 | $57.86 | $86.79 | $43.40 | $57.86 | $57.86 | $72.33 | $57.86 |
| Maintenance - tradesperson | $55.92 | $55.92 | $83.88 | $41.94 | $55.92 | $55.92 | $69.90 | $55.92 |
| Maintenance - advanced tradesperson | $59.52 | $59.52 | $89.28 | $44.64 | $59.52 | $59.52 | $74.40 | $59.52 |
| Maintenance - dual trade tradesperson | $63.68 | $63.68 | $95.52 | $47.76 | $63.68 | $63.68 | $79.60 | $63.68 |
| Maintenance - maintenance co-ordinator | $66.26 | $66.26 | $99.39 | $49.70 | $66.26 | $66.26 | $82.83 | $66.26 |
| Clerical level 1 - year 1 | $49.22 | $49.22 | $73.83 | $36.92 | $49.22 | $49.22 | $61.53 | $49.22 |
| Clerical level 1 - year 2 | $51.54 | $51.54 | $77.31 | $38.66 | $51.54 | $51.54 | $64.43 | $51.54 |
| Clerical level 1 - year 3 | $53.14 | $53.14 | $79.71 | $39.86 | $53.14 | $53.14 | $66.43 | $53.14 |
| Clerical level 2 - year 1 | $53.76 | $53.76 | $80.64 | $40.32 | $53.76 | $53.76 | $67.20 | $53.76 |
| Clerical level 2 - year 2 | $54.76 | $54.76 | $82.14 | $41.07 | $54.76 | $54.76 | $68.45 | $54.76 |
| Clerical level 3 | $56.78 | $56.78 | $85.17 | $42.59 | $56.78 | $56.78 | $70.98 | $56.78 |
| Clerical level 4 | $59.64 | $59.64 | $89.46 | $44.73 | $59.64 | $59.64 | $74.55 | $59.64 |
| Clerical level 5 | $62.06 | $62.06 | $93.09 | $46.55 | $62.06 | $62.06 | $77.58 | $62.06 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** | **Saturday - after 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $31.00 | $34.72 | $34.72 | $35.96 | $38.44 | $43.40 | $55.80 |
| Refinery operations - outside operator level 2 | $33.45 | $37.46 | $37.46 | $38.80 | $41.48 | $46.83 | $60.21 |
| Refinery operations - advanced outside operator level 3 | $36.19 | $40.53 | $40.53 | $41.98 | $44.87 | $50.66 | $65.14 |
| Refinery operations - console operator level 4 | $40.11 | $44.93 | $44.93 | $46.53 | $49.74 | $56.16 | $72.20 |
| Refinery operations - head operator level 5 | $43.19 | $48.37 | $48.37 | $50.10 | $53.55 | $60.46 | $77.74 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $30.38 | $34.02 | $34.02 | $35.24 | $37.67 | $42.53 | $54.68 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $32.03 | $35.87 | $35.87 | $37.15 | $39.71 | $44.84 | $57.65 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $33.38 | $37.38 | $37.38 | $38.72 | $41.39 | $46.73 | $60.08 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $34.76 | $38.93 | $38.93 | $40.32 | $43.11 | $48.67 | $62.57 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $36.16 | $40.50 | $40.50 | $41.95 | $44.84 | $50.63 | $65.09 |
| Maintenance - tradesperson | $34.95 | $39.14 | $39.14 | $40.54 | $43.34 | $48.93 | $62.91 |
| Maintenance - advanced tradesperson | $37.20 | $41.66 | $41.66 | $43.15 | $46.13 | $52.08 | $66.96 |
| Maintenance - dual trade tradesperson | $39.80 | $44.58 | $44.58 | $46.17 | $49.35 | $55.72 | $71.64 |
| Maintenance - maintenance co-ordinator | $41.41 | $46.38 | $46.38 | $48.04 | $51.35 | $57.98 | $74.54 |
| Clerical level 1 - year 1 | $30.76 | $34.45 | $34.45 | $35.68 | $38.15 | $43.07 | $55.37 |
| Clerical level 1 - year 2 | $32.21 | $36.08 | $36.08 | $37.37 | $39.94 | $45.10 | $57.98 |
| Clerical level 1 - year 3 | $33.21 | $37.20 | $37.20 | $38.53 | $41.18 | $46.50 | $59.78 |
| Clerical level 2 - year 1 | $33.60 | $37.63 | $37.63 | $38.98 | $41.66 | $47.04 | $60.48 |
| Clerical level 2 - year 2 | $34.23 | $38.33 | $38.33 | $39.70 | $42.44 | $47.92 | $61.61 |
| Clerical level 3 | $35.49 | $39.75 | $39.75 | $41.17 | $44.00 | $49.68 | $63.88 |
| Clerical level 4 | $37.28 | $41.75 | $41.75 | $43.24 | $46.22 | $52.19 | $67.10 |
| Clerical level 5 | $38.79 | $43.44 | $43.44 | $44.99 | $48.10 | $54.30 | $69.82 |

**Table 2 of 2**

| **Classification** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $55.80 | $80.60 | $43.40 | $55.80 | $55.80 | $68.20 | $55.80 |
| Refinery operations - outside operator level 2 | $60.21 | $86.97 | $46.83 | $60.21 | $60.21 | $73.59 | $60.21 |
| Refinery operations - advanced outside operator level 3 | $65.14 | $94.09 | $50.66 | $65.14 | $65.14 | $79.61 | $65.14 |
| Refinery operations - console operator level 4 | $72.20 | $104.29 | $56.16 | $72.20 | $72.20 | $88.25 | $72.20 |
| Refinery operations - head operator level 5 | $77.74 | $112.29 | $60.46 | $77.74 | $77.74 | $95.01 | $77.74 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $54.68 | $78.98 | $42.53 | $54.68 | $54.68 | $66.83 | $54.68 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $57.65 | $83.27 | $44.84 | $57.65 | $57.65 | $70.46 | $57.65 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $60.08 | $86.78 | $46.73 | $60.08 | $60.08 | $73.43 | $60.08 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $62.57 | $90.38 | $48.67 | $62.57 | $62.57 | $76.48 | $62.57 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $65.09 | $94.02 | $50.63 | $65.09 | $65.09 | $79.56 | $65.09 |
| Maintenance - tradesperson | $62.91 | $90.87 | $48.93 | $62.91 | $62.91 | $76.89 | $62.91 |
| Maintenance - advanced tradesperson | $66.96 | $96.72 | $52.08 | $66.96 | $66.96 | $81.84 | $66.96 |
| Maintenance - dual trade tradesperson | $71.64 | $103.48 | $55.72 | $71.64 | $71.64 | $87.56 | $71.64 |
| Maintenance - maintenance co-ordinator | $74.54 | $107.67 | $57.98 | $74.54 | $74.54 | $91.11 | $74.54 |
| Clerical level 1 - year 1 | $55.37 | $79.98 | $43.07 | $55.37 | $55.37 | $67.68 | $55.37 |
| Clerical level 1 - year 2 | $57.98 | $83.75 | $45.10 | $57.98 | $57.98 | $70.87 | $57.98 |
| Clerical level 1 - year 3 | $59.78 | $86.35 | $46.50 | $59.78 | $59.78 | $73.07 | $59.78 |
| Clerical level 2 - year 1 | $60.48 | $87.36 | $47.04 | $60.48 | $60.48 | $73.92 | $60.48 |
| Clerical level 2 - year 2 | $61.61 | $88.99 | $47.92 | $61.61 | $61.61 | $75.30 | $61.61 |
| Clerical level 3 | $63.88 | $92.27 | $49.68 | $63.88 | $63.88 | $78.07 | $63.88 |
| Clerical level 4 | $67.10 | $96.92 | $52.19 | $67.10 | $67.10 | $82.01 | $67.10 |
| Clerical level 5 | $69.82 | $100.85 | $54.30 | $69.82 | $69.82 | $85.33 | $69.82 |

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

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $660.22 | $18.87 | $21.70 | $21.70 | $22.64 | $24.53 | $28.31 |
| Refinery operations - outside operator level 2 | $711.74 | $20.34 | $23.39 | $23.39 | $24.41 | $26.44 | $30.51 |
| Refinery operations - advanced outside operator level 3 | $769.12 | $21.98 | $25.28 | $25.28 | $26.38 | $28.57 | $32.97 |
| Refinery operations - console operator level 4 | $851.62 | $24.34 | $27.99 | $27.99 | $29.21 | $31.64 | $36.51 |
| Refinery operations - head operator level 5 | $916.19 | $26.18 | $30.11 | $30.11 | $31.42 | $34.03 | $39.27 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $647.09 | $18.49 | $21.26 | $21.26 | $22.19 | $24.04 | $27.74 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $681.82 | $19.49 | $22.41 | $22.41 | $23.39 | $25.34 | $29.24 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $710.24 | $20.30 | $23.35 | $23.35 | $24.36 | $26.39 | $30.45 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $739.19 | $21.12 | $24.29 | $24.29 | $25.34 | $27.46 | $31.68 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $768.59 | $21.96 | $25.25 | $25.25 | $26.35 | $28.55 | $32.94 |
| Maintenance - maintenance co-ordinator | $878.84 | $25.11 | $28.88 | $28.88 | $30.13 | $32.64 | $37.67 |
| Clerical level 1 - year 1 | $646.05 | $18.46 | $21.23 | $21.23 | $22.15 | $24.00 | $27.69 |
| Clerical level 1 - year 2 | $676.58 | $19.33 | $22.23 | $22.23 | $23.20 | $25.13 | $29.00 |
| Clerical level 1 - year 3 | $697.43 | $19.93 | $22.92 | $22.92 | $23.92 | $25.91 | $29.90 |
| Clerical level 2 - year 1 | $705.68 | $20.16 | $23.18 | $23.18 | $24.19 | $26.21 | $30.24 |
| Clerical level 2 - year 2 | $718.73 | $20.54 | $23.62 | $23.62 | $24.65 | $26.70 | $30.81 |
| Clerical level 3 | $745.35 | $21.30 | $24.50 | $24.50 | $25.56 | $27.69 | $31.95 |
| Clerical level 4 | $782.70 | $22.36 | $25.71 | $25.71 | $26.83 | $29.07 | $33.54 |
| Clerical level 5 | $814.50 | $23.27 | $26.76 | $26.76 | $27.92 | $30.25 | $34.91 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $37.74 | $37.74 | $56.61 | $28.31 | $37.74 | $37.74 | $47.18 | $37.74 |
| Refinery operations - outside operator level 2 | $40.68 | $40.68 | $61.02 | $30.51 | $40.68 | $40.68 | $50.85 | $40.68 |
| Refinery operations - advanced outside operator level 3 | $43.96 | $43.96 | $65.94 | $32.97 | $43.96 | $43.96 | $54.95 | $43.96 |
| Refinery operations - console operator level 4 | $48.68 | $48.68 | $73.02 | $36.51 | $48.68 | $48.68 | $60.85 | $48.68 |
| Refinery operations - head operator level 5 | $52.36 | $52.36 | $78.54 | $39.27 | $52.36 | $52.36 | $65.45 | $52.36 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $36.98 | $36.98 | $55.47 | $27.74 | $36.98 | $36.98 | $46.23 | $36.98 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $38.98 | $38.98 | $58.47 | $29.24 | $38.98 | $38.98 | $48.73 | $38.98 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $40.60 | $40.60 | $60.90 | $30.45 | $40.60 | $40.60 | $50.75 | $40.60 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $42.24 | $42.24 | $63.36 | $31.68 | $42.24 | $42.24 | $52.80 | $42.24 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $43.92 | $43.92 | $65.88 | $32.94 | $43.92 | $43.92 | $54.90 | $43.92 |
| Maintenance - maintenance co-ordinator | $50.22 | $50.22 | $75.33 | $37.67 | $50.22 | $50.22 | $62.78 | $50.22 |
| Clerical level 1 - year 1 | $36.92 | $36.92 | $55.38 | $27.69 | $36.92 | $36.92 | $46.15 | $36.92 |
| Clerical level 1 - year 2 | $38.66 | $38.66 | $57.99 | $29.00 | $38.66 | $38.66 | $48.33 | $38.66 |
| Clerical level 1 - year 3 | $39.86 | $39.86 | $59.79 | $29.90 | $39.86 | $39.86 | $49.83 | $39.86 |
| Clerical level 2 - year 1 | $40.32 | $40.32 | $60.48 | $30.24 | $40.32 | $40.32 | $50.40 | $40.32 |
| Clerical level 2 - year 2 | $41.08 | $41.08 | $61.62 | $30.81 | $41.08 | $41.08 | $51.35 | $41.08 |
| Clerical level 3 | $42.60 | $42.60 | $63.90 | $31.95 | $42.60 | $42.60 | $53.25 | $42.60 |
| Clerical level 4 | $44.72 | $44.72 | $67.08 | $33.54 | $44.72 | $44.72 | $55.90 | $44.72 |
| Clerical level 5 | $46.54 | $46.54 | $69.81 | $34.91 | $46.54 | $46.54 | $58.18 | $46.54 |

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

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $743.23 | $21.24 | $24.43 | $24.43 | $25.49 | $27.61 | $31.86 |
| Refinery operations - outside operator level 2 | $801.62 | $22.91 | $26.35 | $26.35 | $27.49 | $29.78 | $34.37 |
| Refinery operations - advanced outside operator level 3 | $866.65 | $24.77 | $28.49 | $28.49 | $29.72 | $32.20 | $37.16 |
| Refinery operations - console operator level 4 | $960.15 | $27.44 | $31.56 | $31.56 | $32.93 | $35.67 | $41.16 |
| Refinery operations - head operator level 5 | $1,033.33 | $29.53 | $33.96 | $33.96 | $35.44 | $38.39 | $44.30 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $728.35 | $20.81 | $23.93 | $23.93 | $24.97 | $27.05 | $31.22 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $767.71 | $21.94 | $25.23 | $25.23 | $26.33 | $28.52 | $32.91 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $799.92 | $22.86 | $26.29 | $26.29 | $27.43 | $29.72 | $34.29 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $832.73 | $23.80 | $27.37 | $27.37 | $28.56 | $30.94 | $35.70 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $866.05 | $24.75 | $28.46 | $28.46 | $29.70 | $32.18 | $37.13 |
| Maintenance - maintenance co-ordinator | $991.00 | $28.32 | $32.57 | $32.57 | $33.98 | $36.82 | $42.48 |
| Clerical level 1 - year 1 | $732.19 | $20.92 | $24.06 | $24.06 | $25.10 | $27.20 | $31.38 |
| Clerical level 1 - year 2 | $766.79 | $21.91 | $25.20 | $25.20 | $26.29 | $28.48 | $32.87 |
| Clerical level 1 - year 3 | $790.42 | $22.58 | $25.97 | $25.97 | $27.10 | $29.35 | $33.87 |
| Clerical level 2 - year 1 | $799.77 | $22.85 | $26.28 | $26.28 | $27.42 | $29.71 | $34.28 |
| Clerical level 2 - year 2 | $814.56 | $23.27 | $26.76 | $26.76 | $27.92 | $30.25 | $34.91 |
| Clerical level 3 | $844.73 | $24.14 | $27.76 | $27.76 | $28.97 | $31.38 | $36.21 |
| Clerical level 4 | $887.06 | $25.34 | $29.14 | $29.14 | $30.41 | $32.94 | $38.01 |
| Clerical level 5 | $923.10 | $26.37 | $30.33 | $30.33 | $31.64 | $34.28 | $39.56 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $42.48 | $42.48 | $63.72 | $31.86 | $42.48 | $42.48 | $53.10 | $42.48 |
| Refinery operations - outside operator level 2 | $45.82 | $45.82 | $68.73 | $34.37 | $45.82 | $45.82 | $57.28 | $45.82 |
| Refinery operations - advanced outside operator level 3 | $49.54 | $49.54 | $74.31 | $37.16 | $49.54 | $49.54 | $61.93 | $49.54 |
| Refinery operations - console operator level 4 | $54.88 | $54.88 | $82.32 | $41.16 | $54.88 | $54.88 | $68.60 | $54.88 |
| Refinery operations - head operator level 5 | $59.06 | $59.06 | $88.59 | $44.30 | $59.06 | $59.06 | $73.83 | $59.06 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $41.62 | $41.62 | $62.43 | $31.22 | $41.62 | $41.62 | $52.03 | $41.62 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $43.88 | $43.88 | $65.82 | $32.91 | $43.88 | $43.88 | $54.85 | $43.88 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $45.72 | $45.72 | $68.58 | $34.29 | $45.72 | $45.72 | $57.15 | $45.72 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $47.60 | $47.60 | $71.40 | $35.70 | $47.60 | $47.60 | $59.50 | $47.60 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $49.50 | $49.50 | $74.25 | $37.13 | $49.50 | $49.50 | $61.88 | $49.50 |
| Maintenance - maintenance co-ordinator | $56.64 | $56.64 | $84.96 | $42.48 | $56.64 | $56.64 | $70.80 | $56.64 |
| Clerical level 1 - year 1 | $41.84 | $41.84 | $62.76 | $31.38 | $41.84 | $41.84 | $52.30 | $41.84 |
| Clerical level 1 - year 2 | $43.82 | $43.82 | $65.73 | $32.87 | $43.82 | $43.82 | $54.78 | $43.82 |
| Clerical level 1 - year 3 | $45.16 | $45.16 | $67.74 | $33.87 | $45.16 | $45.16 | $56.45 | $45.16 |
| Clerical level 2 - year 1 | $45.70 | $45.70 | $68.55 | $34.28 | $45.70 | $45.70 | $57.13 | $45.70 |
| Clerical level 2 - year 2 | $46.54 | $46.54 | $69.81 | $34.91 | $46.54 | $46.54 | $58.18 | $46.54 |
| Clerical level 3 | $48.28 | $48.28 | $72.42 | $36.21 | $48.28 | $48.28 | $60.35 | $48.28 |
| Clerical level 4 | $50.68 | $50.68 | $76.02 | $38.01 | $50.68 | $50.68 | $63.35 | $50.68 |
| Clerical level 5 | $52.74 | $52.74 | $79.11 | $39.56 | $52.74 | $52.74 | $65.93 | $52.74 |

### Junior - Casual - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** | **Saturday - after 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $23.59 | $26.42 | $26.42 | $27.36 | $29.25 | $33.02 | $42.46 |
| Refinery operations - outside operator level 2 | $25.43 | $28.48 | $28.48 | $29.49 | $31.53 | $35.60 | $45.77 |
| Refinery operations - advanced outside operator level 3 | $27.48 | $30.77 | $30.77 | $31.87 | $34.07 | $38.47 | $49.46 |
| Refinery operations - console operator level 4 | $30.43 | $34.08 | $34.08 | $35.29 | $37.73 | $42.60 | $54.77 |
| Refinery operations - head operator level 5 | $32.73 | $36.65 | $36.65 | $37.96 | $40.58 | $45.82 | $58.91 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $23.11 | $25.89 | $25.89 | $26.81 | $28.66 | $32.36 | $41.60 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $24.36 | $27.29 | $27.29 | $28.26 | $30.21 | $34.11 | $43.85 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $25.38 | $28.42 | $28.42 | $29.44 | $31.47 | $35.53 | $45.68 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $26.40 | $29.57 | $29.57 | $30.62 | $32.74 | $36.96 | $47.52 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $27.45 | $30.74 | $30.74 | $31.84 | $34.04 | $38.43 | $49.41 |
| Maintenance - maintenance co-ordinator | $31.39 | $35.15 | $35.15 | $36.41 | $38.92 | $43.94 | $56.50 |
| Clerical level 1 - year 1 | $23.08 | $25.84 | $25.84 | $26.77 | $28.61 | $32.31 | $41.54 |
| Clerical level 1 - year 2 | $24.16 | $27.06 | $27.06 | $28.03 | $29.96 | $33.83 | $43.49 |
| Clerical level 1 - year 3 | $24.91 | $27.90 | $27.90 | $28.90 | $30.89 | $34.88 | $44.84 |
| Clerical level 2 - year 1 | $25.20 | $28.22 | $28.22 | $29.23 | $31.25 | $35.28 | $45.36 |
| Clerical level 2 - year 2 | $25.68 | $28.76 | $28.76 | $29.78 | $31.84 | $35.95 | $46.22 |
| Clerical level 3 | $26.63 | $29.82 | $29.82 | $30.89 | $33.02 | $37.28 | $47.93 |
| Clerical level 4 | $27.95 | $31.30 | $31.30 | $32.42 | $34.66 | $39.13 | $50.31 |
| Clerical level 5 | $29.09 | $32.58 | $32.58 | $33.74 | $36.07 | $40.72 | $52.36 |

**Table 2 of 2**

| **Classification** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $42.46 | $61.33 | $33.02 | $42.46 | $42.46 | $51.89 | $42.46 |
| Refinery operations - outside operator level 2 | $45.77 | $66.11 | $35.60 | $45.77 | $45.77 | $55.94 | $45.77 |
| Refinery operations - advanced outside operator level 3 | $49.46 | $71.44 | $38.47 | $49.46 | $49.46 | $60.45 | $49.46 |
| Refinery operations - console operator level 4 | $54.77 | $79.11 | $42.60 | $54.77 | $54.77 | $66.94 | $54.77 |
| Refinery operations - head operator level 5 | $58.91 | $85.09 | $45.82 | $58.91 | $58.91 | $72.00 | $58.91 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $41.60 | $60.09 | $32.36 | $41.60 | $41.60 | $50.85 | $41.60 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $43.85 | $63.34 | $34.11 | $43.85 | $43.85 | $53.60 | $43.85 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $45.68 | $65.98 | $35.53 | $45.68 | $45.68 | $55.83 | $45.68 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $47.52 | $68.64 | $36.96 | $47.52 | $47.52 | $58.08 | $47.52 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $49.41 | $71.37 | $38.43 | $49.41 | $49.41 | $60.39 | $49.41 |
| Maintenance - maintenance co-ordinator | $56.50 | $81.61 | $43.94 | $56.50 | $56.50 | $69.05 | $56.50 |
| Clerical level 1 - year 1 | $41.54 | $60.00 | $32.31 | $41.54 | $41.54 | $50.77 | $41.54 |
| Clerical level 1 - year 2 | $43.49 | $62.82 | $33.83 | $43.49 | $43.49 | $53.16 | $43.49 |
| Clerical level 1 - year 3 | $44.84 | $64.77 | $34.88 | $44.84 | $44.84 | $54.81 | $44.84 |
| Clerical level 2 - year 1 | $45.36 | $65.52 | $35.28 | $45.36 | $45.36 | $55.44 | $45.36 |
| Clerical level 2 - year 2 | $46.22 | $66.76 | $35.95 | $46.22 | $46.22 | $56.49 | $46.22 |
| Clerical level 3 | $47.93 | $69.23 | $37.28 | $47.93 | $47.93 | $58.58 | $47.93 |
| Clerical level 4 | $50.31 | $72.67 | $39.13 | $50.31 | $50.31 | $61.49 | $50.31 |
| Clerical level 5 | $52.36 | $75.63 | $40.72 | $52.36 | $52.36 | $63.99 | $52.36 |

### Junior - Casual - 17 years

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables).

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** | **Saturday - after 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $26.55 | $29.74 | $29.74 | $30.80 | $32.92 | $37.17 | $47.79 |
| Refinery operations - outside operator level 2 | $28.64 | $32.07 | $32.07 | $33.22 | $35.51 | $40.09 | $51.55 |
| Refinery operations - advanced outside operator level 3 | $30.96 | $34.68 | $34.68 | $35.92 | $38.39 | $43.35 | $55.73 |
| Refinery operations - console operator level 4 | $34.30 | $38.42 | $38.42 | $39.79 | $42.53 | $48.02 | $61.74 |
| Refinery operations - head operator level 5 | $36.91 | $41.34 | $41.34 | $42.82 | $45.77 | $51.68 | $66.44 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $26.01 | $29.13 | $29.13 | $30.17 | $32.26 | $36.42 | $46.82 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $27.43 | $30.72 | $30.72 | $31.81 | $34.01 | $38.40 | $49.37 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $28.58 | $32.00 | $32.00 | $33.15 | $35.43 | $40.01 | $51.44 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $29.75 | $33.32 | $33.32 | $34.51 | $36.89 | $41.65 | $53.55 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $30.94 | $34.65 | $34.65 | $35.89 | $38.36 | $43.31 | $55.69 |
| Maintenance - maintenance co-ordinator | $35.40 | $39.65 | $39.65 | $41.06 | $43.90 | $49.56 | $63.72 |
| Clerical level 1 - year 1 | $26.15 | $29.29 | $29.29 | $30.33 | $32.43 | $36.61 | $47.07 |
| Clerical level 1 - year 2 | $27.39 | $30.67 | $30.67 | $31.77 | $33.96 | $38.34 | $49.30 |
| Clerical level 1 - year 3 | $28.23 | $31.61 | $31.61 | $32.74 | $35.00 | $39.52 | $50.81 |
| Clerical level 2 - year 1 | $28.56 | $31.99 | $31.99 | $33.13 | $35.42 | $39.99 | $51.41 |
| Clerical level 2 - year 2 | $29.09 | $32.58 | $32.58 | $33.74 | $36.07 | $40.72 | $52.36 |
| Clerical level 3 | $30.18 | $33.80 | $33.80 | $35.00 | $37.42 | $42.25 | $54.32 |
| Clerical level 4 | $31.68 | $35.48 | $35.48 | $36.74 | $39.28 | $44.35 | $57.02 |
| Clerical level 5 | $32.96 | $36.92 | $36.92 | $38.24 | $40.87 | $46.15 | $59.33 |

**Table 2 of 2**

| **Classification** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Refinery operations - trainee operator level 1 | $47.79 | $69.03 | $37.17 | $47.79 | $47.79 | $58.41 | $47.79 |
| Refinery operations - outside operator level 2 | $51.55 | $74.46 | $40.09 | $51.55 | $51.55 | $63.00 | $51.55 |
| Refinery operations - advanced outside operator level 3 | $55.73 | $80.50 | $43.35 | $55.73 | $55.73 | $68.12 | $55.73 |
| Refinery operations - console operator level 4 | $61.74 | $89.18 | $48.02 | $61.74 | $61.74 | $75.46 | $61.74 |
| Refinery operations - head operator level 5 | $66.44 | $95.97 | $51.68 | $66.44 | $66.44 | $81.21 | $66.44 |
| Lubricants/bitumen plants and terminals - trainee level 1 | $46.82 | $67.63 | $36.42 | $46.82 | $46.82 | $57.23 | $46.82 |
| Lubricants/bitumen plants and terminals - operator (competent) level 2 | $49.37 | $71.31 | $38.40 | $49.37 | $49.37 | $60.34 | $49.37 |
| Lubricants/bitumen plants and terminals - operator (advanced) level 3 | $51.44 | $74.30 | $40.01 | $51.44 | $51.44 | $62.87 | $51.44 |
| Lubricants/bitumen plants and terminals - specialist blender level 4 | $53.55 | $77.35 | $41.65 | $53.55 | $53.55 | $65.45 | $53.55 |
| Lubricants/bitumen plants and terminals - head operator level 5 | $55.69 | $80.44 | $43.31 | $55.69 | $55.69 | $68.06 | $55.69 |
| Maintenance - maintenance co-ordinator | $63.72 | $92.04 | $49.56 | $63.72 | $63.72 | $77.88 | $63.72 |
| Clerical level 1 - year 1 | $47.07 | $67.99 | $36.61 | $47.07 | $47.07 | $57.53 | $47.07 |
| Clerical level 1 - year 2 | $49.30 | $71.21 | $38.34 | $49.30 | $49.30 | $60.25 | $49.30 |
| Clerical level 1 - year 3 | $50.81 | $73.39 | $39.52 | $50.81 | $50.81 | $62.10 | $50.81 |
| Clerical level 2 - year 1 | $51.41 | $74.26 | $39.99 | $51.41 | $51.41 | $62.84 | $51.41 |
| Clerical level 2 - year 2 | $52.36 | $75.63 | $40.72 | $52.36 | $52.36 | $63.99 | $52.36 |
| Clerical level 3 | $54.32 | $78.46 | $42.25 | $54.32 | $54.32 | $66.39 | $54.32 |
| Clerical level 4 | $57.02 | $82.36 | $44.35 | $57.02 | $57.02 | $69.69 | $57.02 |
| Clerical level 5 | $59.33 | $85.70 | $46.15 | $59.33 | $59.33 | $72.52 | $59.33 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $461.05 | $13.18 | $15.16 | $15.16 | $15.82 | $17.13 | $19.77 |
| Apprentice 2nd year | $555.14 | $15.87 | $18.25 | $18.25 | $19.04 | $20.63 | $23.81 |
| Apprentice 3rd year | $743.32 | $21.24 | $24.43 | $24.43 | $25.49 | $27.61 | $31.86 |
| Apprentice 4th year | $865.63 | $24.74 | $28.45 | $28.45 | $29.69 | $32.16 | $37.11 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $26.36 | $26.36 | $39.54 | $19.77 | $26.36 | $26.36 | $32.95 | $26.36 |
| Apprentice 2nd year | $31.74 | $31.74 | $47.61 | $23.81 | $31.74 | $31.74 | $39.68 | $31.74 |
| Apprentice 3rd year | $42.48 | $42.48 | $63.72 | $31.86 | $42.48 | $42.48 | $53.10 | $42.48 |
| Apprentice 4th year | $49.48 | $49.48 | $74.22 | $37.11 | $49.48 | $49.48 | $61.85 | $49.48 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $508.09 | $14.52 | $16.70 | $16.70 | $17.42 | $18.88 | $21.78 |
| Apprentice 2nd year | $602.18 | $17.21 | $19.79 | $19.79 | $20.65 | $22.37 | $25.82 |
| Apprentice 3rd year | $743.32 | $21.24 | $24.43 | $24.43 | $25.49 | $27.61 | $31.86 |
| Apprentice 4th year | $865.63 | $24.74 | $28.45 | $28.45 | $29.69 | $32.16 | $37.11 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $29.04 | $29.04 | $43.56 | $21.78 | $29.04 | $29.04 | $36.30 | $29.04 |
| Apprentice 2nd year | $34.42 | $34.42 | $51.63 | $25.82 | $34.42 | $34.42 | $43.03 | $34.42 |
| Apprentice 3rd year | $42.48 | $42.48 | $63.72 | $31.86 | $42.48 | $42.48 | $53.10 | $42.48 |
| Apprentice 4th year | $49.48 | $49.48 | $74.22 | $37.11 | $49.48 | $49.48 | $61.85 | $49.48 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $555.14 | $15.87 | $18.25 | $18.25 | $19.04 | $20.63 | $23.81 |
| Apprentice 2nd year | $649.23 | $18.55 | $21.33 | $21.33 | $22.26 | $24.12 | $27.83 |
| Apprentice 3rd year | $743.32 | $21.24 | $24.43 | $24.43 | $25.49 | $27.61 | $31.86 |
| Apprentice 4th year | $865.63 | $24.74 | $28.45 | $28.45 | $29.69 | $32.16 | $37.11 |

**Table 2 of 2**

| **Classification** | **Saturday - after 2 hours - shiftworker** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $31.74 | $31.74 | $47.61 | $23.81 | $31.74 | $31.74 | $39.68 | $31.74 |
| Apprentice 2nd year | $37.10 | $37.10 | $55.65 | $27.83 | $37.10 | $37.10 | $46.38 | $37.10 |
| Apprentice 3rd year | $42.48 | $42.48 | $63.72 | $31.86 | $42.48 | $42.48 | $53.10 | $42.48 |
| Apprentice 4th year | $49.48 | $49.48 | $74.22 | $37.11 | $49.48 | $49.48 | $61.85 | $49.48 |

### Adult Apprentice - Started after 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Afternoon shift** | **Night shift** | **Permanent afternoon shift** | **Permanent night shift** | **Saturday - first 2 hours - shiftworker** | **Saturday - after 2 hours - shiftworker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $22.59 | $25.98 | $25.98 | $27.11 | $29.37 | $33.89 | $45.18 |
| Apprentice 2nd year | $24.30 | $27.95 | $27.95 | $29.16 | $31.59 | $36.45 | $48.60 |
| Apprentice 3rd year | $24.30 | $27.95 | $27.95 | $29.16 | $31.59 | $36.45 | $48.60 |
| Apprentice 4th year | $24.74 | $28.45 | $28.45 | $29.69 | $32.16 | $37.11 | $49.48 |

**Table 2 of 2**

| **Classification** | **Sunday - shiftworker** | **Public holiday** | **Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers** | **Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers** | **Overtime - Sunday - other than continuous shiftworkers** | **Overtime - public holiday - other than continuous shiftworkers** | **Overtime - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $45.18 | $67.77 | $33.89 | $45.18 | $45.18 | $56.48 | $45.18 |
| Apprentice 2nd year | $48.60 | $72.90 | $36.45 | $48.60 | $48.60 | $60.75 | $48.60 |
| Apprentice 3rd year | $48.60 | $72.90 | $36.45 | $48.60 | $48.60 | $60.75 | $48.60 |
| Apprentice 4th year | $49.48 | $74.22 | $37.11 | $49.48 | $49.48 | $61.85 | $49.48 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| First aid allowance | $0.54 per hour up to a maximum of $18.82 per week |
| \* Industry allowance (already included in the rate tables above) - not clerical employees | $1.08 per hour |
| Leading hand allowance - in charge of 3-10 employees | $1.18 per hour up to a maximum of $41.40 per week |
| Leading hand allowance - in charge of 11-20 employees | $1.51 per hour up to a maximum of $52.69 per week |
| Leading hand allowance - in charge of more than 20 employees | $2.02 per hour up to a maximum of $70.85 per week |
| Meal allowance | $15.59 per meal |
| Protective clothing and equipment reimbursement | reimbursement for the cost of purchasing additional protective clothing and equipment |
| Tool allowance | $0.48 per hour up to a maximum of $16.76 per week |
| Travel reimbursement | reimbursement for the cost of transport or travel costs |
| Vehicle allowance | $0.91 per km |