# Pay Guide - Pharmaceutical Industry Award [MA000069]

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

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

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

**Disclaimer**

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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

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $865.20 | $22.77 | $34.16 | $45.54 | $45.54 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $875.70 | $23.04 | $34.56 | $46.08 | $46.08 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $885.70 | $23.31 | $34.97 | $46.62 | $46.62 | $58.28 |
| Manufacturing/production worker grade 2 | $893.50 | $23.51 | $35.27 | $47.02 | $47.02 | $58.78 |
| Manufacturing/production worker grade 3 | $919.00 | $24.18 | $36.27 | $48.36 | $48.36 | $60.45 |
| Manufacturing/production worker grade 4 | $946.10 | $24.90 | $37.35 | $49.80 | $49.80 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $865.20 | $22.77 | $34.16 | $45.54 | $45.54 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $875.70 | $23.04 | $34.56 | $46.08 | $46.08 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $885.70 | $23.31 | $34.97 | $46.62 | $46.62 | $58.28 |
| Warehouse/distribution worker grade 2 | $893.50 | $23.51 | $35.27 | $47.02 | $47.02 | $58.78 |
| Warehouse/distribution worker grade 3 | $919.00 | $24.18 | $36.27 | $48.36 | $48.36 | $60.45 |
| Warehouse/distribution worker grade 4 | $946.10 | $24.90 | $37.35 | $49.80 | $49.80 | $62.25 |

**Table 2 of 3**

| **Classification** | **Working on RDO** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $56.93 | $34.16 | $45.54 | $34.16 | $45.54 |
| Manufacturing/production worker grade 1 - after 3 months | $57.60 | $34.56 | $46.08 | $34.56 | $46.08 |
| Manufacturing/production worker grade 1 - after 12 months | $58.28 | $34.97 | $46.62 | $34.97 | $46.62 |
| Manufacturing/production worker grade 2 | $58.78 | $35.27 | $47.02 | $35.27 | $47.02 |
| Manufacturing/production worker grade 3 | $60.45 | $36.27 | $48.36 | $36.27 | $48.36 |
| Manufacturing/production worker grade 4 | $62.25 | $37.35 | $49.80 | $37.35 | $49.80 |
| Warehouse/distribution worker grade 1 - on commencement | $56.93 | $34.16 | $45.54 | $34.16 | $45.54 |
| Warehouse/distribution worker grade 1 - after 3 months | $57.60 | $34.56 | $46.08 | $34.56 | $46.08 |
| Warehouse/distribution worker grade 1 - after 12 months | $58.28 | $34.97 | $46.62 | $34.97 | $46.62 |
| Warehouse/distribution worker grade 2 | $58.78 | $35.27 | $47.02 | $35.27 | $47.02 |
| Warehouse/distribution worker grade 3 | $60.45 | $36.27 | $48.36 | $36.27 | $48.36 |
| Warehouse/distribution worker grade 4 | $62.25 | $37.35 | $49.80 | $37.35 | $49.80 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $26.19 | $26.19 | $29.60 | $34.16 | $34.16 |
| Manufacturing/production worker grade 1 - after 3 months | $26.50 | $26.50 | $29.95 | $34.56 | $34.56 |
| Manufacturing/production worker grade 1 - after 12 months | $26.81 | $26.81 | $30.30 | $34.97 | $34.97 |
| Manufacturing/production worker grade 2 | $27.04 | $27.04 | $30.56 | $35.27 | $35.27 |
| Manufacturing/production worker grade 3 | $27.81 | $27.81 | $31.43 | $36.27 | $36.27 |
| Manufacturing/production worker grade 4 | $28.64 | $28.64 | $32.37 | $37.35 | $37.35 |
| Warehouse/distribution worker grade 1 - on commencement | $26.19 | $26.19 | $29.60 | $34.16 | $34.16 |
| Warehouse/distribution worker grade 1 - after 3 months | $26.50 | $26.50 | $29.95 | $34.56 | $34.56 |
| Warehouse/distribution worker grade 1 - after 12 months | $26.81 | $26.81 | $30.30 | $34.97 | $34.97 |
| Warehouse/distribution worker grade 2 | $27.04 | $27.04 | $30.56 | $35.27 | $35.27 |
| Warehouse/distribution worker grade 3 | $27.81 | $27.81 | $31.43 | $36.27 | $36.27 |
| Warehouse/distribution worker grade 4 | $28.64 | $28.64 | $32.37 | $37.35 | $37.35 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** | **Working on RDO** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $28.46 | $34.16 | $45.54 | $45.54 | $62.62 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $28.80 | $34.56 | $46.08 | $46.08 | $63.36 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $29.14 | $34.97 | $46.62 | $46.62 | $64.10 | $58.28 |
| Manufacturing/production worker grade 2 | $29.39 | $35.27 | $47.02 | $47.02 | $64.65 | $58.78 |
| Manufacturing/production worker grade 3 | $30.23 | $36.27 | $48.36 | $48.36 | $66.50 | $60.45 |
| Manufacturing/production worker grade 4 | $31.13 | $37.35 | $49.80 | $49.80 | $68.48 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $28.46 | $34.16 | $45.54 | $45.54 | $62.62 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $28.80 | $34.56 | $46.08 | $46.08 | $63.36 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $29.14 | $34.97 | $46.62 | $46.62 | $64.10 | $58.28 |
| Warehouse/distribution worker grade 2 | $29.39 | $35.27 | $47.02 | $47.02 | $64.65 | $58.78 |
| Warehouse/distribution worker grade 3 | $30.23 | $36.27 | $48.36 | $48.36 | $66.50 | $60.45 |
| Warehouse/distribution worker grade 4 | $31.13 | $37.35 | $49.80 | $49.80 | $68.48 | $62.25 |

**Table 2 of 3**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $34.16 | $45.54 | $34.16 | $45.54 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $34.56 | $46.08 | $34.56 | $46.08 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $34.97 | $46.62 | $34.97 | $46.62 | $58.28 |
| Manufacturing/production worker grade 2 | $35.27 | $47.02 | $35.27 | $47.02 | $58.78 |
| Manufacturing/production worker grade 3 | $36.27 | $48.36 | $36.27 | $48.36 | $60.45 |
| Manufacturing/production worker grade 4 | $37.35 | $49.80 | $37.35 | $49.80 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $34.16 | $45.54 | $34.16 | $45.54 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $34.56 | $46.08 | $34.56 | $46.08 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $34.97 | $46.62 | $34.97 | $46.62 | $58.28 |
| Warehouse/distribution worker grade 2 | $35.27 | $47.02 | $35.27 | $47.02 | $58.78 |
| Warehouse/distribution worker grade 3 | $36.27 | $48.36 | $36.27 | $48.36 | $60.45 |
| Warehouse/distribution worker grade 4 | $37.35 | $49.80 | $37.35 | $49.80 | $62.25 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $31.88 | $31.88 | $35.29 | $39.85 | $39.85 |
| Manufacturing/production worker grade 1 - after 3 months | $32.26 | $32.26 | $35.71 | $40.32 | $40.32 |
| Manufacturing/production worker grade 1 - after 12 months | $32.63 | $32.63 | $36.13 | $40.79 | $40.79 |
| Manufacturing/production worker grade 2 | $32.91 | $32.91 | $36.44 | $41.14 | $41.14 |
| Manufacturing/production worker grade 3 | $33.85 | $33.85 | $37.48 | $42.32 | $42.32 |
| Manufacturing/production worker grade 4 | $34.86 | $34.86 | $38.60 | $43.58 | $43.58 |
| Warehouse/distribution worker grade 1 - on commencement | $31.88 | $31.88 | $35.29 | $39.85 | $39.85 |
| Warehouse/distribution worker grade 1 - after 3 months | $32.26 | $32.26 | $35.71 | $40.32 | $40.32 |
| Warehouse/distribution worker grade 1 - after 12 months | $32.63 | $32.63 | $36.13 | $40.79 | $40.79 |
| Warehouse/distribution worker grade 2 | $32.91 | $32.91 | $36.44 | $41.14 | $41.14 |
| Warehouse/distribution worker grade 3 | $33.85 | $33.85 | $37.48 | $42.32 | $42.32 |
| Warehouse/distribution worker grade 4 | $34.86 | $34.86 | $38.60 | $43.58 | $43.58 |

### Junior - Full-time & part-time - under 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $11.38 | $17.07 | $22.76 | $22.76 | $28.45 |
| Manufacturing/production worker grade 1 - after 3 months | $11.52 | $17.28 | $23.04 | $23.04 | $28.80 |
| Manufacturing/production worker grade 1 - after 12 months | $11.65 | $17.48 | $23.30 | $23.30 | $29.13 |
| Manufacturing/production worker grade 2 | $11.76 | $17.64 | $23.52 | $23.52 | $29.40 |
| Manufacturing/production worker grade 3 | $12.09 | $18.14 | $24.18 | $24.18 | $30.23 |
| Manufacturing/production worker grade 4 | $12.45 | $18.68 | $24.90 | $24.90 | $31.13 |
| Warehouse/distribution worker grade 1 - on commencement | $11.38 | $17.07 | $22.76 | $22.76 | $28.45 |
| Warehouse/distribution worker grade 1 - after 3 months | $11.52 | $17.28 | $23.04 | $23.04 | $28.80 |
| Warehouse/distribution worker grade 1 - after 12 months | $11.65 | $17.48 | $23.30 | $23.30 | $29.13 |
| Warehouse/distribution worker grade 2 | $11.76 | $17.64 | $23.52 | $23.52 | $29.40 |
| Warehouse/distribution worker grade 3 | $12.09 | $18.14 | $24.18 | $24.18 | $30.23 |
| Warehouse/distribution worker grade 4 | $12.45 | $18.68 | $24.90 | $24.90 | $31.13 |

**Table 2 of 3**

| **Classification** | **Working on RDO** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $28.45 | $17.07 | $22.76 | $17.07 | $22.76 |
| Manufacturing/production worker grade 1 - after 3 months | $28.80 | $17.28 | $23.04 | $17.28 | $23.04 |
| Manufacturing/production worker grade 1 - after 12 months | $29.13 | $17.48 | $23.30 | $17.48 | $23.30 |
| Manufacturing/production worker grade 2 | $29.40 | $17.64 | $23.52 | $17.64 | $23.52 |
| Manufacturing/production worker grade 3 | $30.23 | $18.14 | $24.18 | $18.14 | $24.18 |
| Manufacturing/production worker grade 4 | $31.13 | $18.68 | $24.90 | $18.68 | $24.90 |
| Warehouse/distribution worker grade 1 - on commencement | $28.45 | $17.07 | $22.76 | $17.07 | $22.76 |
| Warehouse/distribution worker grade 1 - after 3 months | $28.80 | $17.28 | $23.04 | $17.28 | $23.04 |
| Warehouse/distribution worker grade 1 - after 12 months | $29.13 | $17.48 | $23.30 | $17.48 | $23.30 |
| Warehouse/distribution worker grade 2 | $29.40 | $17.64 | $23.52 | $17.64 | $23.52 |
| Warehouse/distribution worker grade 3 | $30.23 | $18.14 | $24.18 | $18.14 | $24.18 |
| Warehouse/distribution worker grade 4 | $31.13 | $18.68 | $24.90 | $18.68 | $24.90 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $13.09 | $13.09 | $14.79 | $17.07 | $17.07 |
| Manufacturing/production worker grade 1 - after 3 months | $13.25 | $13.25 | $14.98 | $17.28 | $17.28 |
| Manufacturing/production worker grade 1 - after 12 months | $13.40 | $13.40 | $15.15 | $17.48 | $17.48 |
| Manufacturing/production worker grade 2 | $13.52 | $13.52 | $15.29 | $17.64 | $17.64 |
| Manufacturing/production worker grade 3 | $13.90 | $13.90 | $15.72 | $18.14 | $18.14 |
| Manufacturing/production worker grade 4 | $14.32 | $14.32 | $16.19 | $18.68 | $18.68 |
| Warehouse/distribution worker grade 1 - on commencement | $13.09 | $13.09 | $14.79 | $17.07 | $17.07 |
| Warehouse/distribution worker grade 1 - after 3 months | $13.25 | $13.25 | $14.98 | $17.28 | $17.28 |
| Warehouse/distribution worker grade 1 - after 12 months | $13.40 | $13.40 | $15.15 | $17.48 | $17.48 |
| Warehouse/distribution worker grade 2 | $13.52 | $13.52 | $15.29 | $17.64 | $17.64 |
| Warehouse/distribution worker grade 3 | $13.90 | $13.90 | $15.72 | $18.14 | $18.14 |
| Warehouse/distribution worker grade 4 | $14.32 | $14.32 | $16.19 | $18.68 | $18.68 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $13.66 | $20.49 | $27.32 | $27.32 | $34.15 |
| Manufacturing/production worker grade 1 - after 3 months | $13.83 | $20.75 | $27.66 | $27.66 | $34.58 |
| Manufacturing/production worker grade 1 - after 12 months | $13.98 | $20.97 | $27.96 | $27.96 | $34.95 |
| Manufacturing/production worker grade 2 | $14.11 | $21.17 | $28.22 | $28.22 | $35.28 |
| Manufacturing/production worker grade 3 | $14.51 | $21.77 | $29.02 | $29.02 | $36.28 |
| Manufacturing/production worker grade 4 | $14.94 | $22.41 | $29.88 | $29.88 | $37.35 |
| Warehouse/distribution worker grade 1 - on commencement | $13.66 | $20.49 | $27.32 | $27.32 | $34.15 |
| Warehouse/distribution worker grade 1 - after 3 months | $13.83 | $20.75 | $27.66 | $27.66 | $34.58 |
| Warehouse/distribution worker grade 1 - after 12 months | $13.98 | $20.97 | $27.96 | $27.96 | $34.95 |
| Warehouse/distribution worker grade 2 | $14.11 | $21.17 | $28.22 | $28.22 | $35.28 |
| Warehouse/distribution worker grade 3 | $14.51 | $21.77 | $29.02 | $29.02 | $36.28 |
| Warehouse/distribution worker grade 4 | $14.94 | $22.41 | $29.88 | $29.88 | $37.35 |

**Table 2 of 3**

| **Classification** | **Working on RDO** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $34.15 | $20.49 | $27.32 | $20.49 | $27.32 |
| Manufacturing/production worker grade 1 - after 3 months | $34.58 | $20.75 | $27.66 | $20.75 | $27.66 |
| Manufacturing/production worker grade 1 - after 12 months | $34.95 | $20.97 | $27.96 | $20.97 | $27.96 |
| Manufacturing/production worker grade 2 | $35.28 | $21.17 | $28.22 | $21.17 | $28.22 |
| Manufacturing/production worker grade 3 | $36.28 | $21.77 | $29.02 | $21.77 | $29.02 |
| Manufacturing/production worker grade 4 | $37.35 | $22.41 | $29.88 | $22.41 | $29.88 |
| Warehouse/distribution worker grade 1 - on commencement | $34.15 | $20.49 | $27.32 | $20.49 | $27.32 |
| Warehouse/distribution worker grade 1 - after 3 months | $34.58 | $20.75 | $27.66 | $20.75 | $27.66 |
| Warehouse/distribution worker grade 1 - after 12 months | $34.95 | $20.97 | $27.96 | $20.97 | $27.96 |
| Warehouse/distribution worker grade 2 | $35.28 | $21.17 | $28.22 | $21.17 | $28.22 |
| Warehouse/distribution worker grade 3 | $36.28 | $21.77 | $29.02 | $21.77 | $29.02 |
| Warehouse/distribution worker grade 4 | $37.35 | $22.41 | $29.88 | $22.41 | $29.88 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $15.71 | $15.71 | $17.76 | $20.49 | $20.49 |
| Manufacturing/production worker grade 1 - after 3 months | $15.90 | $15.90 | $17.98 | $20.75 | $20.75 |
| Manufacturing/production worker grade 1 - after 12 months | $16.08 | $16.08 | $18.17 | $20.97 | $20.97 |
| Manufacturing/production worker grade 2 | $16.23 | $16.23 | $18.34 | $21.17 | $21.17 |
| Manufacturing/production worker grade 3 | $16.69 | $16.69 | $18.86 | $21.77 | $21.77 |
| Manufacturing/production worker grade 4 | $17.18 | $17.18 | $19.42 | $22.41 | $22.41 |
| Warehouse/distribution worker grade 1 - on commencement | $15.71 | $15.71 | $17.76 | $20.49 | $20.49 |
| Warehouse/distribution worker grade 1 - after 3 months | $15.90 | $15.90 | $17.98 | $20.75 | $20.75 |
| Warehouse/distribution worker grade 1 - after 12 months | $16.08 | $16.08 | $18.17 | $20.97 | $20.97 |
| Warehouse/distribution worker grade 2 | $16.23 | $16.23 | $18.34 | $21.17 | $21.17 |
| Warehouse/distribution worker grade 3 | $16.69 | $16.69 | $18.86 | $21.77 | $21.77 |
| Warehouse/distribution worker grade 4 | $17.18 | $17.18 | $19.42 | $22.41 | $22.41 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $18.21 | $27.32 | $36.42 | $36.42 | $45.53 |
| Manufacturing/production worker grade 1 - after 3 months | $18.44 | $27.66 | $36.88 | $36.88 | $46.10 |
| Manufacturing/production worker grade 1 - after 12 months | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 |
| Manufacturing/production worker grade 2 | $18.81 | $28.22 | $37.62 | $37.62 | $47.03 |
| Manufacturing/production worker grade 3 | $19.35 | $29.03 | $38.70 | $38.70 | $48.38 |
| Manufacturing/production worker grade 4 | $19.92 | $29.88 | $39.84 | $39.84 | $49.80 |
| Warehouse/distribution worker grade 1 - on commencement | $18.21 | $27.32 | $36.42 | $36.42 | $45.53 |
| Warehouse/distribution worker grade 1 - after 3 months | $18.44 | $27.66 | $36.88 | $36.88 | $46.10 |
| Warehouse/distribution worker grade 1 - after 12 months | $18.65 | $27.98 | $37.30 | $37.30 | $46.63 |
| Warehouse/distribution worker grade 2 | $18.81 | $28.22 | $37.62 | $37.62 | $47.03 |
| Warehouse/distribution worker grade 3 | $19.35 | $29.03 | $38.70 | $38.70 | $48.38 |
| Warehouse/distribution worker grade 4 | $19.92 | $29.88 | $39.84 | $39.84 | $49.80 |

**Table 2 of 3**

| **Classification** | **Working on RDO** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $45.53 | $27.32 | $36.42 | $27.32 | $36.42 |
| Manufacturing/production worker grade 1 - after 3 months | $46.10 | $27.66 | $36.88 | $27.66 | $36.88 |
| Manufacturing/production worker grade 1 - after 12 months | $46.63 | $27.98 | $37.30 | $27.98 | $37.30 |
| Manufacturing/production worker grade 2 | $47.03 | $28.22 | $37.62 | $28.22 | $37.62 |
| Manufacturing/production worker grade 3 | $48.38 | $29.03 | $38.70 | $29.03 | $38.70 |
| Manufacturing/production worker grade 4 | $49.80 | $29.88 | $39.84 | $29.88 | $39.84 |
| Warehouse/distribution worker grade 1 - on commencement | $45.53 | $27.32 | $36.42 | $27.32 | $36.42 |
| Warehouse/distribution worker grade 1 - after 3 months | $46.10 | $27.66 | $36.88 | $27.66 | $36.88 |
| Warehouse/distribution worker grade 1 - after 12 months | $46.63 | $27.98 | $37.30 | $27.98 | $37.30 |
| Warehouse/distribution worker grade 2 | $47.03 | $28.22 | $37.62 | $28.22 | $37.62 |
| Warehouse/distribution worker grade 3 | $48.38 | $29.03 | $38.70 | $29.03 | $38.70 |
| Warehouse/distribution worker grade 4 | $49.80 | $29.88 | $39.84 | $29.88 | $39.84 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $20.94 | $20.94 | $23.67 | $27.32 | $27.32 |
| Manufacturing/production worker grade 1 - after 3 months | $21.21 | $21.21 | $23.97 | $27.66 | $27.66 |
| Manufacturing/production worker grade 1 - after 12 months | $21.45 | $21.45 | $24.25 | $27.98 | $27.98 |
| Manufacturing/production worker grade 2 | $21.63 | $21.63 | $24.45 | $28.22 | $28.22 |
| Manufacturing/production worker grade 3 | $22.25 | $22.25 | $25.16 | $29.03 | $29.03 |
| Manufacturing/production worker grade 4 | $22.91 | $22.91 | $25.90 | $29.88 | $29.88 |
| Warehouse/distribution worker grade 1 - on commencement | $20.94 | $20.94 | $23.67 | $27.32 | $27.32 |
| Warehouse/distribution worker grade 1 - after 3 months | $21.21 | $21.21 | $23.97 | $27.66 | $27.66 |
| Warehouse/distribution worker grade 1 - after 12 months | $21.45 | $21.45 | $24.25 | $27.98 | $27.98 |
| Warehouse/distribution worker grade 2 | $21.63 | $21.63 | $24.45 | $28.22 | $28.22 |
| Warehouse/distribution worker grade 3 | $22.25 | $22.25 | $25.16 | $29.03 | $29.03 |
| Warehouse/distribution worker grade 4 | $22.91 | $22.91 | $25.90 | $29.88 | $29.88 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $22.77 | $34.16 | $45.54 | $45.54 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $23.04 | $34.56 | $46.08 | $46.08 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $23.31 | $34.97 | $46.62 | $46.62 | $58.28 |
| Manufacturing/production worker grade 2 | $23.51 | $35.27 | $47.02 | $47.02 | $58.78 |
| Manufacturing/production worker grade 3 | $24.18 | $36.27 | $48.36 | $48.36 | $60.45 |
| Manufacturing/production worker grade 4 | $24.90 | $37.35 | $49.80 | $49.80 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $22.77 | $34.16 | $45.54 | $45.54 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $23.04 | $34.56 | $46.08 | $46.08 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $23.31 | $34.97 | $46.62 | $46.62 | $58.28 |
| Warehouse/distribution worker grade 2 | $23.51 | $35.27 | $47.02 | $47.02 | $58.78 |
| Warehouse/distribution worker grade 3 | $24.18 | $36.27 | $48.36 | $48.36 | $60.45 |
| Warehouse/distribution worker grade 4 | $24.90 | $37.35 | $49.80 | $49.80 | $62.25 |

**Table 2 of 3**

| **Classification** | **Working on RDO** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $56.93 | $34.16 | $45.54 | $34.16 | $45.54 |
| Manufacturing/production worker grade 1 - after 3 months | $57.60 | $34.56 | $46.08 | $34.56 | $46.08 |
| Manufacturing/production worker grade 1 - after 12 months | $58.28 | $34.97 | $46.62 | $34.97 | $46.62 |
| Manufacturing/production worker grade 2 | $58.78 | $35.27 | $47.02 | $35.27 | $47.02 |
| Manufacturing/production worker grade 3 | $60.45 | $36.27 | $48.36 | $36.27 | $48.36 |
| Manufacturing/production worker grade 4 | $62.25 | $37.35 | $49.80 | $37.35 | $49.80 |
| Warehouse/distribution worker grade 1 - on commencement | $56.93 | $34.16 | $45.54 | $34.16 | $45.54 |
| Warehouse/distribution worker grade 1 - after 3 months | $57.60 | $34.56 | $46.08 | $34.56 | $46.08 |
| Warehouse/distribution worker grade 1 - after 12 months | $58.28 | $34.97 | $46.62 | $34.97 | $46.62 |
| Warehouse/distribution worker grade 2 | $58.78 | $35.27 | $47.02 | $35.27 | $47.02 |
| Warehouse/distribution worker grade 3 | $60.45 | $36.27 | $48.36 | $36.27 | $48.36 |
| Warehouse/distribution worker grade 4 | $62.25 | $37.35 | $49.80 | $37.35 | $49.80 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $26.19 | $26.19 | $29.60 | $34.16 | $34.16 |
| Manufacturing/production worker grade 1 - after 3 months | $26.50 | $26.50 | $29.95 | $34.56 | $34.56 |
| Manufacturing/production worker grade 1 - after 12 months | $26.81 | $26.81 | $30.30 | $34.97 | $34.97 |
| Manufacturing/production worker grade 2 | $27.04 | $27.04 | $30.56 | $35.27 | $35.27 |
| Manufacturing/production worker grade 3 | $27.81 | $27.81 | $31.43 | $36.27 | $36.27 |
| Manufacturing/production worker grade 4 | $28.64 | $28.64 | $32.37 | $37.35 | $37.35 |
| Warehouse/distribution worker grade 1 - on commencement | $26.19 | $26.19 | $29.60 | $34.16 | $34.16 |
| Warehouse/distribution worker grade 1 - after 3 months | $26.50 | $26.50 | $29.95 | $34.56 | $34.56 |
| Warehouse/distribution worker grade 1 - after 12 months | $26.81 | $26.81 | $30.30 | $34.97 | $34.97 |
| Warehouse/distribution worker grade 2 | $27.04 | $27.04 | $30.56 | $35.27 | $35.27 |
| Warehouse/distribution worker grade 3 | $27.81 | $27.81 | $31.43 | $36.27 | $36.27 |
| Warehouse/distribution worker grade 4 | $28.64 | $28.64 | $32.37 | $37.35 | $37.35 |

### Junior - Casual - under 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** | **Working on RDO** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $14.23 | $17.07 | $22.76 | $22.76 | $31.30 | $28.45 |
| Manufacturing/production worker grade 1 - after 3 months | $14.40 | $17.28 | $23.04 | $23.04 | $31.68 | $28.80 |
| Manufacturing/production worker grade 1 - after 12 months | $14.56 | $17.48 | $23.30 | $23.30 | $32.04 | $29.13 |
| Manufacturing/production worker grade 2 | $14.70 | $17.64 | $23.52 | $23.52 | $32.34 | $29.40 |
| Manufacturing/production worker grade 3 | $15.11 | $18.14 | $24.18 | $24.18 | $33.25 | $30.23 |
| Manufacturing/production worker grade 4 | $15.56 | $18.68 | $24.90 | $24.90 | $34.24 | $31.13 |
| Warehouse/distribution worker grade 1 - on commencement | $14.23 | $17.07 | $22.76 | $22.76 | $31.30 | $28.45 |
| Warehouse/distribution worker grade 1 - after 3 months | $14.40 | $17.28 | $23.04 | $23.04 | $31.68 | $28.80 |
| Warehouse/distribution worker grade 1 - after 12 months | $14.56 | $17.48 | $23.30 | $23.30 | $32.04 | $29.13 |
| Warehouse/distribution worker grade 2 | $14.70 | $17.64 | $23.52 | $23.52 | $32.34 | $29.40 |
| Warehouse/distribution worker grade 3 | $15.11 | $18.14 | $24.18 | $24.18 | $33.25 | $30.23 |
| Warehouse/distribution worker grade 4 | $15.56 | $18.68 | $24.90 | $24.90 | $34.24 | $31.13 |

**Table 2 of 3**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $17.07 | $22.76 | $17.07 | $22.76 | $28.45 |
| Manufacturing/production worker grade 1 - after 3 months | $17.28 | $23.04 | $17.28 | $23.04 | $28.80 |
| Manufacturing/production worker grade 1 - after 12 months | $17.48 | $23.30 | $17.48 | $23.30 | $29.13 |
| Manufacturing/production worker grade 2 | $17.64 | $23.52 | $17.64 | $23.52 | $29.40 |
| Manufacturing/production worker grade 3 | $18.14 | $24.18 | $18.14 | $24.18 | $30.23 |
| Manufacturing/production worker grade 4 | $18.68 | $24.90 | $18.68 | $24.90 | $31.13 |
| Warehouse/distribution worker grade 1 - on commencement | $17.07 | $22.76 | $17.07 | $22.76 | $28.45 |
| Warehouse/distribution worker grade 1 - after 3 months | $17.28 | $23.04 | $17.28 | $23.04 | $28.80 |
| Warehouse/distribution worker grade 1 - after 12 months | $17.48 | $23.30 | $17.48 | $23.30 | $29.13 |
| Warehouse/distribution worker grade 2 | $17.64 | $23.52 | $17.64 | $23.52 | $29.40 |
| Warehouse/distribution worker grade 3 | $18.14 | $24.18 | $18.14 | $24.18 | $30.23 |
| Warehouse/distribution worker grade 4 | $18.68 | $24.90 | $18.68 | $24.90 | $31.13 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $15.93 | $15.93 | $17.64 | $19.92 | $19.92 |
| Manufacturing/production worker grade 1 - after 3 months | $16.13 | $16.13 | $17.86 | $20.16 | $20.16 |
| Manufacturing/production worker grade 1 - after 12 months | $16.31 | $16.31 | $18.06 | $20.39 | $20.39 |
| Manufacturing/production worker grade 2 | $16.46 | $16.46 | $18.23 | $20.58 | $20.58 |
| Manufacturing/production worker grade 3 | $16.93 | $16.93 | $18.74 | $21.16 | $21.16 |
| Manufacturing/production worker grade 4 | $17.43 | $17.43 | $19.30 | $21.79 | $21.79 |
| Warehouse/distribution worker grade 1 - on commencement | $15.93 | $15.93 | $17.64 | $19.92 | $19.92 |
| Warehouse/distribution worker grade 1 - after 3 months | $16.13 | $16.13 | $17.86 | $20.16 | $20.16 |
| Warehouse/distribution worker grade 1 - after 12 months | $16.31 | $16.31 | $18.06 | $20.39 | $20.39 |
| Warehouse/distribution worker grade 2 | $16.46 | $16.46 | $18.23 | $20.58 | $20.58 |
| Warehouse/distribution worker grade 3 | $16.93 | $16.93 | $18.74 | $21.16 | $21.16 |
| Warehouse/distribution worker grade 4 | $17.43 | $17.43 | $19.30 | $21.79 | $21.79 |

### Junior - Casual - 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** | **Working on RDO** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $17.08 | $20.49 | $27.32 | $27.32 | $37.57 | $34.15 |
| Manufacturing/production worker grade 1 - after 3 months | $17.29 | $20.75 | $27.66 | $27.66 | $38.03 | $34.58 |
| Manufacturing/production worker grade 1 - after 12 months | $17.48 | $20.97 | $27.96 | $27.96 | $38.45 | $34.95 |
| Manufacturing/production worker grade 2 | $17.64 | $21.17 | $28.22 | $28.22 | $38.80 | $35.28 |
| Manufacturing/production worker grade 3 | $18.14 | $21.77 | $29.02 | $29.02 | $39.90 | $36.28 |
| Manufacturing/production worker grade 4 | $18.68 | $22.41 | $29.88 | $29.88 | $41.09 | $37.35 |
| Warehouse/distribution worker grade 1 - on commencement | $17.08 | $20.49 | $27.32 | $27.32 | $37.57 | $34.15 |
| Warehouse/distribution worker grade 1 - after 3 months | $17.29 | $20.75 | $27.66 | $27.66 | $38.03 | $34.58 |
| Warehouse/distribution worker grade 1 - after 12 months | $17.48 | $20.97 | $27.96 | $27.96 | $38.45 | $34.95 |
| Warehouse/distribution worker grade 2 | $17.64 | $21.17 | $28.22 | $28.22 | $38.80 | $35.28 |
| Warehouse/distribution worker grade 3 | $18.14 | $21.77 | $29.02 | $29.02 | $39.90 | $36.28 |
| Warehouse/distribution worker grade 4 | $18.68 | $22.41 | $29.88 | $29.88 | $41.09 | $37.35 |

**Table 2 of 3**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $20.49 | $27.32 | $20.49 | $27.32 | $34.15 |
| Manufacturing/production worker grade 1 - after 3 months | $20.75 | $27.66 | $20.75 | $27.66 | $34.58 |
| Manufacturing/production worker grade 1 - after 12 months | $20.97 | $27.96 | $20.97 | $27.96 | $34.95 |
| Manufacturing/production worker grade 2 | $21.17 | $28.22 | $21.17 | $28.22 | $35.28 |
| Manufacturing/production worker grade 3 | $21.77 | $29.02 | $21.77 | $29.02 | $36.28 |
| Manufacturing/production worker grade 4 | $22.41 | $29.88 | $22.41 | $29.88 | $37.35 |
| Warehouse/distribution worker grade 1 - on commencement | $20.49 | $27.32 | $20.49 | $27.32 | $34.15 |
| Warehouse/distribution worker grade 1 - after 3 months | $20.75 | $27.66 | $20.75 | $27.66 | $34.58 |
| Warehouse/distribution worker grade 1 - after 12 months | $20.97 | $27.96 | $20.97 | $27.96 | $34.95 |
| Warehouse/distribution worker grade 2 | $21.17 | $28.22 | $21.17 | $28.22 | $35.28 |
| Warehouse/distribution worker grade 3 | $21.77 | $29.02 | $21.77 | $29.02 | $36.28 |
| Warehouse/distribution worker grade 4 | $22.41 | $29.88 | $22.41 | $29.88 | $37.35 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $19.12 | $19.12 | $21.17 | $23.91 | $23.91 |
| Manufacturing/production worker grade 1 - after 3 months | $19.36 | $19.36 | $21.44 | $24.20 | $24.20 |
| Manufacturing/production worker grade 1 - after 12 months | $19.57 | $19.57 | $21.67 | $24.47 | $24.47 |
| Manufacturing/production worker grade 2 | $19.75 | $19.75 | $21.87 | $24.69 | $24.69 |
| Manufacturing/production worker grade 3 | $20.31 | $20.31 | $22.49 | $25.39 | $25.39 |
| Manufacturing/production worker grade 4 | $20.92 | $20.92 | $23.16 | $26.15 | $26.15 |
| Warehouse/distribution worker grade 1 - on commencement | $19.12 | $19.12 | $21.17 | $23.91 | $23.91 |
| Warehouse/distribution worker grade 1 - after 3 months | $19.36 | $19.36 | $21.44 | $24.20 | $24.20 |
| Warehouse/distribution worker grade 1 - after 12 months | $19.57 | $19.57 | $21.67 | $24.47 | $24.47 |
| Warehouse/distribution worker grade 2 | $19.75 | $19.75 | $21.87 | $24.69 | $24.69 |
| Warehouse/distribution worker grade 3 | $20.31 | $20.31 | $22.49 | $25.39 | $25.39 |
| Warehouse/distribution worker grade 4 | $20.92 | $20.92 | $23.16 | $26.15 | $26.15 |

### Junior - Casual - 18 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** | **Working on RDO** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $22.76 | $27.32 | $36.42 | $36.42 | $50.08 | $45.53 |
| Manufacturing/production worker grade 1 - after 3 months | $23.05 | $27.66 | $36.88 | $36.88 | $50.71 | $46.10 |
| Manufacturing/production worker grade 1 - after 12 months | $23.31 | $27.98 | $37.30 | $37.30 | $51.29 | $46.63 |
| Manufacturing/production worker grade 2 | $23.51 | $28.22 | $37.62 | $37.62 | $51.73 | $47.03 |
| Manufacturing/production worker grade 3 | $24.19 | $29.03 | $38.70 | $38.70 | $53.21 | $48.38 |
| Manufacturing/production worker grade 4 | $24.90 | $29.88 | $39.84 | $39.84 | $54.78 | $49.80 |
| Warehouse/distribution worker grade 1 - on commencement | $22.76 | $27.32 | $36.42 | $36.42 | $50.08 | $45.53 |
| Warehouse/distribution worker grade 1 - after 3 months | $23.05 | $27.66 | $36.88 | $36.88 | $50.71 | $46.10 |
| Warehouse/distribution worker grade 1 - after 12 months | $23.31 | $27.98 | $37.30 | $37.30 | $51.29 | $46.63 |
| Warehouse/distribution worker grade 2 | $23.51 | $28.22 | $37.62 | $37.62 | $51.73 | $47.03 |
| Warehouse/distribution worker grade 3 | $24.19 | $29.03 | $38.70 | $38.70 | $53.21 | $48.38 |
| Warehouse/distribution worker grade 4 | $24.90 | $29.88 | $39.84 | $39.84 | $54.78 | $49.80 |

**Table 2 of 3**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $27.32 | $36.42 | $27.32 | $36.42 | $45.53 |
| Manufacturing/production worker grade 1 - after 3 months | $27.66 | $36.88 | $27.66 | $36.88 | $46.10 |
| Manufacturing/production worker grade 1 - after 12 months | $27.98 | $37.30 | $27.98 | $37.30 | $46.63 |
| Manufacturing/production worker grade 2 | $28.22 | $37.62 | $28.22 | $37.62 | $47.03 |
| Manufacturing/production worker grade 3 | $29.03 | $38.70 | $29.03 | $38.70 | $48.38 |
| Manufacturing/production worker grade 4 | $29.88 | $39.84 | $29.88 | $39.84 | $49.80 |
| Warehouse/distribution worker grade 1 - on commencement | $27.32 | $36.42 | $27.32 | $36.42 | $45.53 |
| Warehouse/distribution worker grade 1 - after 3 months | $27.66 | $36.88 | $27.66 | $36.88 | $46.10 |
| Warehouse/distribution worker grade 1 - after 12 months | $27.98 | $37.30 | $27.98 | $37.30 | $46.63 |
| Warehouse/distribution worker grade 2 | $28.22 | $37.62 | $28.22 | $37.62 | $47.03 |
| Warehouse/distribution worker grade 3 | $29.03 | $38.70 | $29.03 | $38.70 | $48.38 |
| Warehouse/distribution worker grade 4 | $29.88 | $39.84 | $29.88 | $39.84 | $49.80 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $25.49 | $25.49 | $28.23 | $31.87 | $31.87 |
| Manufacturing/production worker grade 1 - after 3 months | $25.82 | $25.82 | $28.58 | $32.27 | $32.27 |
| Manufacturing/production worker grade 1 - after 12 months | $26.11 | $26.11 | $28.91 | $32.64 | $32.64 |
| Manufacturing/production worker grade 2 | $26.33 | $26.33 | $29.16 | $32.92 | $32.92 |
| Manufacturing/production worker grade 3 | $27.09 | $27.09 | $29.99 | $33.86 | $33.86 |
| Manufacturing/production worker grade 4 | $27.89 | $27.89 | $30.88 | $34.86 | $34.86 |
| Warehouse/distribution worker grade 1 - on commencement | $25.49 | $25.49 | $28.23 | $31.87 | $31.87 |
| Warehouse/distribution worker grade 1 - after 3 months | $25.82 | $25.82 | $28.58 | $32.27 | $32.27 |
| Warehouse/distribution worker grade 1 - after 12 months | $26.11 | $26.11 | $28.91 | $32.64 | $32.64 |
| Warehouse/distribution worker grade 2 | $26.33 | $26.33 | $29.16 | $32.92 | $32.92 |
| Warehouse/distribution worker grade 3 | $27.09 | $27.09 | $29.99 | $33.86 | $33.86 |
| Warehouse/distribution worker grade 4 | $27.89 | $27.89 | $30.88 | $34.86 | $34.86 |

### Junior - Casual - 19 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - first 2 hours** | **Saturday - after 2 hours** | **Sunday** | **Public holiday** | **Working on RDO** |
| --- | --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $28.46 | $34.16 | $45.54 | $45.54 | $62.62 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $28.80 | $34.56 | $46.08 | $46.08 | $63.36 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $29.14 | $34.97 | $46.62 | $46.62 | $64.10 | $58.28 |
| Manufacturing/production worker grade 2 | $29.39 | $35.27 | $47.02 | $47.02 | $64.65 | $58.78 |
| Manufacturing/production worker grade 3 | $30.23 | $36.27 | $48.36 | $48.36 | $66.50 | $60.45 |
| Manufacturing/production worker grade 4 | $31.13 | $37.35 | $49.80 | $49.80 | $68.48 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $28.46 | $34.16 | $45.54 | $45.54 | $62.62 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $28.80 | $34.56 | $46.08 | $46.08 | $63.36 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $29.14 | $34.97 | $46.62 | $46.62 | $64.10 | $58.28 |
| Warehouse/distribution worker grade 2 | $29.39 | $35.27 | $47.02 | $47.02 | $64.65 | $58.78 |
| Warehouse/distribution worker grade 3 | $30.23 | $36.27 | $48.36 | $48.36 | $66.50 | $60.45 |
| Warehouse/distribution worker grade 4 | $31.13 | $37.35 | $49.80 | $49.80 | $68.48 | $62.25 |

**Table 2 of 3**

| **Classification** | **Overtime - first 2 hours** | **Overtime - after 2 hours** | **Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers** | **Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers** | **Overtime - Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $34.16 | $45.54 | $34.16 | $45.54 | $56.93 |
| Manufacturing/production worker grade 1 - after 3 months | $34.56 | $46.08 | $34.56 | $46.08 | $57.60 |
| Manufacturing/production worker grade 1 - after 12 months | $34.97 | $46.62 | $34.97 | $46.62 | $58.28 |
| Manufacturing/production worker grade 2 | $35.27 | $47.02 | $35.27 | $47.02 | $58.78 |
| Manufacturing/production worker grade 3 | $36.27 | $48.36 | $36.27 | $48.36 | $60.45 |
| Manufacturing/production worker grade 4 | $37.35 | $49.80 | $37.35 | $49.80 | $62.25 |
| Warehouse/distribution worker grade 1 - on commencement | $34.16 | $45.54 | $34.16 | $45.54 | $56.93 |
| Warehouse/distribution worker grade 1 - after 3 months | $34.56 | $46.08 | $34.56 | $46.08 | $57.60 |
| Warehouse/distribution worker grade 1 - after 12 months | $34.97 | $46.62 | $34.97 | $46.62 | $58.28 |
| Warehouse/distribution worker grade 2 | $35.27 | $47.02 | $35.27 | $47.02 | $58.78 |
| Warehouse/distribution worker grade 3 | $36.27 | $48.36 | $36.27 | $48.36 | $60.45 |
| Warehouse/distribution worker grade 4 | $37.35 | $49.80 | $37.35 | $49.80 | $62.25 |

**Table 3 of 3**

| **Classification** | **Afternoon shift - 5 or more successive shifts** | **Night shift - 5 or more successive shifts** | **Permanent night shift** | **Afternoon shift - less than 5 successive shifts** | **Night shift - less than 5 successive shifts** |
| --- | --- | --- | --- | --- | --- |
| Manufacturing/production worker grade 1 - on commencement | $31.88 | $31.88 | $35.29 | $39.85 | $39.85 |
| Manufacturing/production worker grade 1 - after 3 months | $32.26 | $32.26 | $35.71 | $40.32 | $40.32 |
| Manufacturing/production worker grade 1 - after 12 months | $32.63 | $32.63 | $36.13 | $40.79 | $40.79 |
| Manufacturing/production worker grade 2 | $32.91 | $32.91 | $36.44 | $41.14 | $41.14 |
| Manufacturing/production worker grade 3 | $33.85 | $33.85 | $37.48 | $42.32 | $42.32 |
| Manufacturing/production worker grade 4 | $34.86 | $34.86 | $38.60 | $43.58 | $43.58 |
| Warehouse/distribution worker grade 1 - on commencement | $31.88 | $31.88 | $35.29 | $39.85 | $39.85 |
| Warehouse/distribution worker grade 1 - after 3 months | $32.26 | $32.26 | $35.71 | $40.32 | $40.32 |
| Warehouse/distribution worker grade 1 - after 12 months | $32.63 | $32.63 | $36.13 | $40.79 | $40.79 |
| Warehouse/distribution worker grade 2 | $32.91 | $32.91 | $36.44 | $41.14 | $41.14 |
| Warehouse/distribution worker grade 3 | $33.85 | $33.85 | $37.48 | $42.32 | $42.32 |
| Warehouse/distribution worker grade 4 | $34.86 | $34.86 | $38.60 | $43.58 | $43.58 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Chlorpromazine hydrochloride allowance | $0.52 per hour or part of an hour |
| Clothing reimbursement | reimbursement for the purchase and/or cleaning of two sets of overalls or other protective clothing per year plus additional overalls or protective clothing as necessary for work with materials harmful to clothing |
| Dust mask allowance (other than sterile areas) | $2.66 per day or part of a day |
| First aid allowance | $0.49 per hour up to a maximum of $18.72 per week |
| First aid reimbursement | reimbursement for the cost of approved books / manuals and other expenses associated with attending first aid training |
| Gentian Violet and similar substances allowance | $0.62 per hour, with a minimum payment of $1.89 per day |
| Meal allowance | $15.59 for a meal |
| Respirator allowance | $0.90 per hour or part of an hour |
| Safety footwear reimbursement | reimbursement for the cost of buying and cleaning suitable footwear |
| Safety footwear reimbursement – not required by employer | reimbursement for 50% of the cost and replacement of safety footwear |
| Sterile areas allowance | $2.66 per day or part of a day |
| Waterproof boots reimbursement | reimbursement for the cost of buying and cleaning waterproof boots |