# Pay Guide - Stevedoring Industry Award

# [MA000053]

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

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

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

## Disclaimer

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

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

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

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

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

## Rates of pay

### Adult

If Electrician's licence or Operational and clerical allowances apply, please use the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/) to calculate minimum rates, penalties and overtime.

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $812.60 | $23.22 | $46.44 | $58.05 | $34.83 | $46.44 | $58.05 |
| Grade 2 | $840.80 | $24.02 | $48.04 | $60.05 | $36.03 | $48.04 | $60.05 |
| Grade 3 | $883.40 | $25.24 | $50.48 | $63.10 | $37.86 | $50.48 | $63.10 |
| Grade 4 | $934.10 | $26.69 | $53.38 | $66.73 | $40.04 | $53.38 | $66.73 |
| Grade 5 | $953.60 | $27.25 | $54.50 | $68.13 | $40.88 | $54.50 | $68.13 |
| Grade 6 | $1,016.90 | $29.05 | $58.10 | $72.63 | $43.58 | $58.10 | $72.63 |
| Grade 7 | $1,145.00 | $32.71 | $65.42 | $81.78 | $49.07 | $65.42 | $81.78 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $58.05 | $46.44 | $46.44 | $58.05 | $58.05 | $69.66 | $81.27 |
| Grade 2 | $60.05 | $48.04 | $48.04 | $60.05 | $60.05 | $72.06 | $84.07 |
| Grade 3 | $63.10 | $50.48 | $50.48 | $63.10 | $63.10 | $75.72 | $88.34 |
| Grade 4 | $66.73 | $53.38 | $53.38 | $66.73 | $66.73 | $80.07 | $93.42 |
| Grade 5 | $68.13 | $54.50 | $54.50 | $68.13 | $68.13 | $81.75 | $95.38 |
| Grade 6 | $72.63 | $58.10 | $58.10 | $72.63 | $72.63 | $87.15 | $101.68 |
| Grade 7 | $81.78 | $65.42 | $65.42 | $81.78 | $81.78 | $98.13 | $114.49 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $81.27 | $69.66 | $46.44 | $58.05 | $81.27 | $92.88 | $46.44 |
| Grade 2 | $84.07 | $72.06 | $48.04 | $60.05 | $84.07 | $96.08 | $48.04 |
| Grade 3 | $88.34 | $75.72 | $50.48 | $63.10 | $88.34 | $100.96 | $50.48 |
| Grade 4 | $93.42 | $80.07 | $53.38 | $66.73 | $93.42 | $106.76 | $53.38 |
| Grade 5 | $95.38 | $81.75 | $54.50 | $68.13 | $95.38 | $109.00 | $54.50 |
| Grade 6 | $101.68 | $87.15 | $58.10 | $72.63 | $101.68 | $116.20 | $58.10 |
| Grade 7 | $114.49 | $98.13 | $65.42 | $81.78 | $114.49 | $130.84 | $65.42 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $58.05 | $69.66 | $58.05 | $58.05 | $69.66 | $69.66 |
| Grade 2 | $60.05 | $72.06 | $60.05 | $60.05 | $72.06 | $72.06 |
| Grade 3 | $63.10 | $75.72 | $63.10 | $63.10 | $75.72 | $75.72 |
| Grade 4 | $66.73 | $80.07 | $66.73 | $66.73 | $80.07 | $80.07 |
| Grade 5 | $68.13 | $81.75 | $68.13 | $68.13 | $81.75 | $81.75 |
| Grade 6 | $72.63 | $87.15 | $72.63 | $72.63 | $87.15 | $87.15 |
| Grade 7 | $81.78 | $98.13 | $81.78 | $81.78 | $98.13 | $98.13 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $69.66 | $69.66 | $58.05 | $81.27 | $69.66 | $58.05 |
| Grade 2 | $72.06 | $72.06 | $60.05 | $84.07 | $72.06 | $60.05 |
| Grade 3 | $75.72 | $75.72 | $63.10 | $88.34 | $75.72 | $63.10 |
| Grade 4 | $80.07 | $80.07 | $66.73 | $93.42 | $80.07 | $66.73 |
| Grade 5 | $81.75 | $81.75 | $68.13 | $95.38 | $81.75 | $68.13 |
| Grade 6 | $87.15 | $87.15 | $72.63 | $101.68 | $87.15 | $72.63 |
| Grade 7 | $98.13 | $98.13 | $81.78 | $114.49 | $98.13 | $81.78 |

### Casual

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $29.03 | $52.25 | $63.86 | $40.64 | $52.25 | $63.86 |
| Grade 2 | $30.03 | $54.05 | $66.06 | $42.04 | $54.05 | $66.06 |
| Grade 3 | $31.55 | $56.79 | $69.41 | $44.17 | $56.79 | $69.41 |
| Grade 4 | $33.36 | $60.05 | $73.40 | $46.71 | $60.05 | $73.40 |
| Grade 5 | $34.06 | $61.31 | $74.94 | $47.69 | $61.31 | $74.94 |
| Grade 6 | $36.31 | $65.36 | $79.89 | $50.84 | $65.36 | $79.89 |
| Grade 7 | $40.89 | $73.60 | $89.95 | $57.24 | $73.60 | $89.95 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $63.86 | $52.25 | $58.05 | $72.56 | $63.86 | $75.47 | $87.08 |
| Grade 2 | $66.06 | $54.05 | $60.05 | $75.06 | $66.06 | $78.07 | $90.08 |
| Grade 3 | $69.41 | $56.79 | $63.10 | $78.88 | $69.41 | $82.03 | $94.65 |
| Grade 4 | $73.40 | $60.05 | $66.73 | $83.41 | $73.40 | $86.74 | $100.09 |
| Grade 5 | $74.94 | $61.31 | $68.13 | $85.16 | $74.94 | $88.56 | $102.19 |
| Grade 6 | $79.89 | $65.36 | $72.63 | $90.78 | $79.89 | $94.41 | $108.94 |
| Grade 7 | $89.95 | $73.60 | $81.78 | $102.22 | $89.95 | $106.31 | $122.66 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $87.08 | $75.47 | $58.05 | $72.56 | $87.08 | $98.69 | $52.25 |
| Grade 2 | $90.08 | $78.07 | $60.05 | $75.06 | $90.08 | $102.09 | $54.05 |
| Grade 3 | $94.65 | $82.03 | $63.10 | $78.88 | $94.65 | $107.27 | $56.79 |
| Grade 4 | $100.09 | $86.74 | $66.73 | $83.41 | $100.09 | $113.43 | $60.05 |
| Grade 5 | $102.19 | $88.56 | $68.13 | $85.16 | $102.19 | $115.81 | $61.31 |
| Grade 6 | $108.94 | $94.41 | $72.63 | $90.78 | $108.94 | $123.46 | $65.36 |
| Grade 7 | $122.66 | $106.31 | $81.78 | $102.22 | $122.66 | $139.02 | $73.60 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $63.86 | $75.47 | $63.86 | $63.86 | $75.47 | $75.47 |
| Grade 2 | $66.06 | $78.07 | $66.06 | $66.06 | $78.07 | $78.07 |
| Grade 3 | $69.41 | $82.03 | $69.41 | $69.41 | $82.03 | $82.03 |
| Grade 4 | $73.40 | $86.74 | $73.40 | $73.40 | $86.74 | $86.74 |
| Grade 5 | $74.94 | $88.56 | $74.94 | $74.94 | $88.56 | $88.56 |
| Grade 6 | $79.89 | $94.41 | $79.89 | $79.89 | $94.41 | $94.41 |
| Grade 7 | $89.95 | $106.31 | $89.95 | $89.95 | $106.31 | $106.31 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $75.47 | $75.47 | $63.86 | $87.08 | $87.08 | $72.56 |
| Grade 2 | $78.07 | $78.07 | $66.06 | $90.08 | $90.08 | $75.06 |
| Grade 3 | $82.03 | $82.03 | $69.41 | $94.65 | $94.65 | $78.88 |
| Grade 4 | $86.74 | $86.74 | $73.40 | $100.09 | $100.09 | $83.41 |
| Grade 5 | $88.56 | $88.56 | $74.94 | $102.19 | $102.19 | $85.16 |
| Grade 6 | $94.41 | $94.41 | $79.89 | $108.94 | $108.94 | $90.78 |
| Grade 7 | $106.31 | $106.31 | $89.95 | $122.66 | $122.66 | $102.22 |

### Guaranteed wage employee

**Table 1 of 5**

| **Classification** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $23.22 | $46.44 | $58.05 | $34.83 | $46.44 | $58.05 |
| Grade 2 | $24.02 | $48.04 | $60.05 | $36.03 | $48.04 | $60.05 |
| Grade 3 | $25.24 | $50.48 | $63.10 | $37.86 | $50.48 | $63.10 |
| Grade 4 | $26.69 | $53.38 | $66.73 | $40.04 | $53.38 | $66.73 |
| Grade 5 | $27.25 | $54.50 | $68.13 | $40.88 | $54.50 | $68.13 |
| Grade 6 | $29.05 | $58.10 | $72.63 | $43.58 | $58.10 | $72.63 |
| Grade 7 | $32.71 | $65.42 | $81.78 | $49.07 | $65.42 | $81.78 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $58.05 | $46.44 | $46.44 | $58.05 | $58.05 | $69.66 | $81.27 |
| Grade 2 | $60.05 | $48.04 | $48.04 | $60.05 | $60.05 | $72.06 | $84.07 |
| Grade 3 | $63.10 | $50.48 | $50.48 | $63.10 | $63.10 | $75.72 | $88.34 |
| Grade 4 | $66.73 | $53.38 | $53.38 | $66.73 | $66.73 | $80.07 | $93.42 |
| Grade 5 | $68.13 | $54.50 | $54.50 | $68.13 | $68.13 | $81.75 | $95.38 |
| Grade 6 | $72.63 | $58.10 | $58.10 | $72.63 | $72.63 | $87.15 | $101.68 |
| Grade 7 | $81.78 | $65.42 | $65.42 | $81.78 | $81.78 | $98.13 | $114.49 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $81.27 | $69.66 | $46.44 | $58.05 | $81.27 | $92.88 | $46.44 |
| Grade 2 | $84.07 | $72.06 | $48.04 | $60.05 | $84.07 | $96.08 | $48.04 |
| Grade 3 | $88.34 | $75.72 | $50.48 | $63.10 | $88.34 | $100.96 | $50.48 |
| Grade 4 | $93.42 | $80.07 | $53.38 | $66.73 | $93.42 | $106.76 | $53.38 |
| Grade 5 | $95.38 | $81.75 | $54.50 | $68.13 | $95.38 | $109.00 | $54.50 |
| Grade 6 | $101.68 | $87.15 | $58.10 | $72.63 | $101.68 | $116.20 | $58.10 |
| Grade 7 | $114.49 | $98.13 | $65.42 | $81.78 | $114.49 | $130.84 | $65.42 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $58.05 | $69.66 | $58.05 | $58.05 | $69.66 | $69.66 |
| Grade 2 | $60.05 | $72.06 | $60.05 | $60.05 | $72.06 | $72.06 |
| Grade 3 | $63.10 | $75.72 | $63.10 | $63.10 | $75.72 | $75.72 |
| Grade 4 | $66.73 | $80.07 | $66.73 | $66.73 | $80.07 | $80.07 |
| Grade 5 | $68.13 | $81.75 | $68.13 | $68.13 | $81.75 | $81.75 |
| Grade 6 | $72.63 | $87.15 | $72.63 | $72.63 | $87.15 | $87.15 |
| Grade 7 | $81.78 | $98.13 | $81.78 | $81.78 | $98.13 | $98.13 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $69.66 | $69.66 | $58.05 | $81.27 | $69.66 | $58.05 |
| Grade 2 | $72.06 | $72.06 | $60.05 | $84.07 | $72.06 | $60.05 |
| Grade 3 | $75.72 | $75.72 | $63.10 | $88.34 | $75.72 | $63.10 |
| Grade 4 | $80.07 | $80.07 | $66.73 | $93.42 | $80.07 | $66.73 |
| Grade 5 | $81.75 | $81.75 | $68.13 | $95.38 | $81.75 | $68.13 |
| Grade 6 | $87.15 | $87.15 | $72.63 | $101.68 | $87.15 | $72.63 |
| Grade 7 | $98.13 | $98.13 | $81.78 | $114.49 | $98.13 | $81.78 |

### Apprentice - Started before 1 Jan 2014

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $392.32 | $11.21 | $22.42 | $28.03 | $16.82 | $22.42 | $28.03 |
| Apprentice 2nd year | $513.76 | $14.68 | $29.36 | $36.70 | $22.02 | $29.36 | $36.70 |
| Apprentice 3rd year | $700.58 | $20.02 | $40.04 | $50.05 | $30.03 | $40.04 | $50.05 |
| Apprentice 4th year | $822.01 | $23.49 | $46.98 | $58.73 | $35.24 | $46.98 | $58.73 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $28.03 | $22.42 | $22.42 | $28.03 | $28.03 | $33.63 | $39.24 |
| Apprentice 2nd year | $36.70 | $29.36 | $29.36 | $36.70 | $36.70 | $44.04 | $51.38 |
| Apprentice 3rd year | $50.05 | $40.04 | $40.04 | $50.05 | $50.05 | $60.06 | $70.07 |
| Apprentice 4th year | $58.73 | $46.98 | $46.98 | $58.73 | $58.73 | $70.47 | $82.22 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $39.24 | $33.63 | $22.42 | $28.03 | $39.24 | $44.84 | $22.42 |
| Apprentice 2nd year | $51.38 | $44.04 | $29.36 | $36.70 | $51.38 | $58.72 | $29.36 |
| Apprentice 3rd year | $70.07 | $60.06 | $40.04 | $50.05 | $70.07 | $80.08 | $40.04 |
| Apprentice 4th year | $82.22 | $70.47 | $46.98 | $58.73 | $82.22 | $93.96 | $46.98 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $28.03 | $33.63 | $28.03 | $28.03 | $33.63 | $33.63 |
| Apprentice 2nd year | $36.70 | $44.04 | $36.70 | $36.70 | $44.04 | $44.04 |
| Apprentice 3rd year | $50.05 | $60.06 | $50.05 | $50.05 | $60.06 | $60.06 |
| Apprentice 4th year | $58.73 | $70.47 | $58.73 | $58.73 | $70.47 | $70.47 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $33.63 | $33.63 | $28.03 | $39.24 | $33.63 | $28.03 |
| Apprentice 2nd year | $44.04 | $44.04 | $36.70 | $51.38 | $44.04 | $36.70 |
| Apprentice 3rd year | $60.06 | $60.06 | $50.05 | $70.07 | $60.06 | $50.05 |
| Apprentice 4th year | $70.47 | $70.47 | $58.73 | $82.22 | $70.47 | $58.73 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $470.79 | $13.45 | $26.90 | $33.63 | $20.18 | $26.90 | $33.63 |
| Apprentice 2nd year | $564.57 | $16.13 | $32.26 | $40.33 | $24.20 | $32.26 | $40.33 |
| Apprentice 3rd year | $700.58 | $20.02 | $40.04 | $50.05 | $30.03 | $40.04 | $50.05 |
| Apprentice 4th year | $822.01 | $23.49 | $46.98 | $58.73 | $35.24 | $46.98 | $58.73 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $33.63 | $26.90 | $26.90 | $33.63 | $33.63 | $40.35 | $47.08 |
| Apprentice 2nd year | $40.33 | $32.26 | $32.26 | $40.33 | $40.33 | $48.39 | $56.46 |
| Apprentice 3rd year | $50.05 | $40.04 | $40.04 | $50.05 | $50.05 | $60.06 | $70.07 |
| Apprentice 4th year | $58.73 | $46.98 | $46.98 | $58.73 | $58.73 | $70.47 | $82.22 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $47.08 | $40.35 | $26.90 | $33.63 | $47.08 | $53.80 | $26.90 |
| Apprentice 2nd year | $56.46 | $48.39 | $32.26 | $40.33 | $56.46 | $64.52 | $32.26 |
| Apprentice 3rd year | $70.07 | $60.06 | $40.04 | $50.05 | $70.07 | $80.08 | $40.04 |
| Apprentice 4th year | $82.22 | $70.47 | $46.98 | $58.73 | $82.22 | $93.96 | $46.98 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $33.63 | $40.35 | $33.63 | $33.63 | $40.35 | $40.35 |
| Apprentice 2nd year | $40.33 | $48.39 | $40.33 | $40.33 | $48.39 | $48.39 |
| Apprentice 3rd year | $50.05 | $60.06 | $50.05 | $50.05 | $60.06 | $60.06 |
| Apprentice 4th year | $58.73 | $70.47 | $58.73 | $58.73 | $70.47 | $70.47 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $40.35 | $40.35 | $33.63 | $47.08 | $40.35 | $33.63 |
| Apprentice 2nd year | $48.39 | $48.39 | $40.33 | $56.46 | $48.39 | $40.33 |
| Apprentice 3rd year | $60.06 | $60.06 | $50.05 | $70.07 | $60.06 | $50.05 |
| Apprentice 4th year | $70.47 | $70.47 | $58.73 | $82.22 | $70.47 | $58.73 |

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

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $517.49 | $14.79 | $29.58 | $36.98 | $22.19 | $29.58 | $36.98 |
| Apprentice 2nd year | $611.65 | $17.48 | $34.96 | $43.70 | $26.22 | $34.96 | $43.70 |
| Apprentice 3rd year | $700.58 | $20.02 | $40.04 | $50.05 | $30.03 | $40.04 | $50.05 |
| Apprentice 4th year | $822.01 | $23.49 | $46.98 | $58.73 | $35.24 | $46.98 | $58.73 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $36.98 | $29.58 | $29.58 | $36.98 | $36.98 | $44.37 | $51.77 |
| Apprentice 2nd year | $43.70 | $34.96 | $34.96 | $43.70 | $43.70 | $52.44 | $61.18 |
| Apprentice 3rd year | $50.05 | $40.04 | $40.04 | $50.05 | $50.05 | $60.06 | $70.07 |
| Apprentice 4th year | $58.73 | $46.98 | $46.98 | $58.73 | $58.73 | $70.47 | $82.22 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $51.77 | $44.37 | $29.58 | $36.98 | $51.77 | $59.16 | $29.58 |
| Apprentice 2nd year | $61.18 | $52.44 | $34.96 | $43.70 | $61.18 | $69.92 | $34.96 |
| Apprentice 3rd year | $70.07 | $60.06 | $40.04 | $50.05 | $70.07 | $80.08 | $40.04 |
| Apprentice 4th year | $82.22 | $70.47 | $46.98 | $58.73 | $82.22 | $93.96 | $46.98 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $36.98 | $44.37 | $36.98 | $36.98 | $44.37 | $44.37 |
| Apprentice 2nd year | $43.70 | $52.44 | $43.70 | $43.70 | $52.44 | $52.44 |
| Apprentice 3rd year | $50.05 | $60.06 | $50.05 | $50.05 | $60.06 | $60.06 |
| Apprentice 4th year | $58.73 | $70.47 | $58.73 | $58.73 | $70.47 | $70.47 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $44.37 | $44.37 | $36.98 | $51.77 | $44.37 | $36.98 |
| Apprentice 2nd year | $52.44 | $52.44 | $43.70 | $61.18 | $52.44 | $43.70 |
| Apprentice 3rd year | $60.06 | $60.06 | $50.05 | $70.07 | $60.06 | $50.05 |
| Apprentice 4th year | $70.47 | $70.47 | $58.73 | $82.22 | $70.47 | $58.73 |

### Adult Apprentice - Started before 1 Jan 2014

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $392.32 | $11.21 | $22.42 | $28.03 | $16.82 | $22.42 | $28.03 |
| Apprentice 2nd year | $513.76 | $14.68 | $29.36 | $36.70 | $22.02 | $29.36 | $36.70 |
| Apprentice 3rd year | $700.58 | $20.02 | $40.04 | $50.05 | $30.03 | $40.04 | $50.05 |
| Apprentice 4th year | $822.01 | $23.49 | $46.98 | $58.73 | $35.24 | $46.98 | $58.73 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $28.03 | $22.42 | $22.42 | $28.03 | $28.03 | $33.63 | $39.24 |
| Apprentice 2nd year | $36.70 | $29.36 | $29.36 | $36.70 | $36.70 | $44.04 | $51.38 |
| Apprentice 3rd year | $50.05 | $40.04 | $40.04 | $50.05 | $50.05 | $60.06 | $70.07 |
| Apprentice 4th year | $58.73 | $46.98 | $46.98 | $58.73 | $58.73 | $70.47 | $82.22 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $39.24 | $33.63 | $22.42 | $28.03 | $39.24 | $44.84 | $22.42 |
| Apprentice 2nd year | $51.38 | $44.04 | $29.36 | $36.70 | $51.38 | $58.72 | $29.36 |
| Apprentice 3rd year | $70.07 | $60.06 | $40.04 | $50.05 | $70.07 | $80.08 | $40.04 |
| Apprentice 4th year | $82.22 | $70.47 | $46.98 | $58.73 | $82.22 | $93.96 | $46.98 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $28.03 | $33.63 | $28.03 | $28.03 | $33.63 | $33.63 |
| Apprentice 2nd year | $36.70 | $44.04 | $36.70 | $36.70 | $44.04 | $44.04 |
| Apprentice 3rd year | $50.05 | $60.06 | $50.05 | $50.05 | $60.06 | $60.06 |
| Apprentice 4th year | $58.73 | $70.47 | $58.73 | $58.73 | $70.47 | $70.47 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $33.63 | $33.63 | $28.03 | $39.24 | $33.63 | $28.03 |
| Apprentice 2nd year | $44.04 | $44.04 | $36.70 | $51.38 | $44.04 | $36.70 |
| Apprentice 3rd year | $60.06 | $60.06 | $50.05 | $70.07 | $60.06 | $50.05 |
| Apprentice 4th year | $70.47 | $70.47 | $58.73 | $82.22 | $70.47 | $58.73 |

### Adult Apprentice - Started after 1 Jan 2014

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Day shift - Saturday** | **Day shift - Sunday** | **Evening shift - Monday to Friday** | **Evening shift - Saturday** | **Evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $747.28 | $21.35 | $42.70 | $53.38 | $32.03 | $42.70 | $53.38 |
| Apprentice 2nd year | $812.60 | $23.22 | $46.44 | $58.05 | $34.83 | $46.44 | $58.05 |
| Apprentice 3rd year | $812.60 | $23.22 | $46.44 | $58.05 | $34.83 | $46.44 | $58.05 |
| Apprentice 4th year | $822.01 | $23.49 | $46.98 | $58.73 | $35.24 | $46.98 | $58.73 |

**Table 2 of 5**

| **Classification** | **Night shift - Saturday** | **Night shift - Sunday to Friday** | **Overtime - Monday to Saturday - day work** | **Overtime - Sunday and public holidays - day work** | **Overtime continuous with shift - evening shift - Monday to Friday** | **Overtime continuous with shift - day or evening shift - Saturday** | **Overtime continuous with shift - day or evening shift - Sunday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $53.38 | $42.70 | $42.70 | $53.38 | $53.38 | $64.05 | $74.73 |
| Apprentice 2nd year | $58.05 | $46.44 | $46.44 | $58.05 | $58.05 | $69.66 | $81.27 |
| Apprentice 3rd year | $58.05 | $46.44 | $46.44 | $58.05 | $58.05 | $69.66 | $81.27 |
| Apprentice 4th year | $58.73 | $46.98 | $46.98 | $58.73 | $58.73 | $70.47 | $82.22 |

**Table 3 of 5**

| **Classification** | **Overtime continuous with shift - night shift - Saturday** | **Overtime continuous with shift - night shift - Sunday to Friday** | **Overtime not continuous with shift - Monday to Saturday - shiftworker** | **Overtime not continuous with shift - Sunday - shiftworker** | **Overtime continuous with shift - public holiday - day and evening shift** | **Overtime continuous with shift - public holiday - night shift** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $74.73 | $64.05 | $42.70 | $53.38 | $74.73 | $85.40 | $42.70 |
| Apprentice 2nd year | $81.27 | $69.66 | $46.44 | $58.05 | $81.27 | $92.88 | $46.44 |
| Apprentice 3rd year | $81.27 | $69.66 | $46.44 | $58.05 | $81.27 | $92.88 | $46.44 |
| Apprentice 4th year | $82.22 | $70.47 | $46.98 | $58.73 | $82.22 | $93.96 | $46.98 |

**Table 4 of 5**

| **Classification** | **Public holiday - day or evening shift** | **Public holiday - night shift** | **Double header - evening shift - Monday to Friday** | **Double header - evening shift - Saturday** | **Double header - evening shift - Sunday** | **Double header - evening shift - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $53.38 | $64.05 | $53.38 | $53.38 | $64.05 | $64.05 |
| Apprentice 2nd year | $58.05 | $69.66 | $58.05 | $58.05 | $69.66 | $69.66 |
| Apprentice 3rd year | $58.05 | $69.66 | $58.05 | $58.05 | $69.66 | $69.66 |
| Apprentice 4th year | $58.73 | $70.47 | $58.73 | $58.73 | $70.47 | $70.47 |

**Table 5 of 5**

| **Classification** | **Double header - night shift - Monday to Friday** | **Double header - night shift - Saturday** | **Double header - night shift - Sunday** | **Double header - night shift - public holiday** | **Overtime not continuous with shift - public holiday - night shift** | **Overtime not continuous with shift - public holiday - day and evening shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $64.05 | $64.05 | $53.38 | $74.73 | $64.05 | $53.38 |
| Apprentice 2nd year | $69.66 | $69.66 | $58.05 | $81.27 | $69.66 | $58.05 |
| Apprentice 3rd year | $69.66 | $69.66 | $58.05 | $81.27 | $69.66 | $58.05 |
| Apprentice 4th year | $70.47 | $70.47 | $58.73 | $82.22 | $70.47 | $58.73 |

## Allowances

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

calculated.

| **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 |
| Bulk grain allowance - stevedoring operations not terminal operations – barley and oats | $3.27 per hour |
| Bulk grain allowance - stevedoring operations not terminal operations - others | $2.52 per hour |
| Car allowance - Grade 7 employees | $89.04 per week |
| \* Electrician's licence allowance | $1.21 per hour |
| Explosives allowance - stevedoring operations not terminal operations | $2.43 per hour |
| First aid allowance - not grade 3 employee with primary function of first aid | $0.57 per hour up to a maximum of $19.90 per week |
| First aid employees allowance - stevedoring operations not terminal operations | $4.48 per hour |
| Freezer cargoes allowance - stevedoring operations not terminal operations - temperature below 12°C | $2.15 per hour |
| Freezer cargoes allowance - stevedoring operations not terminal operations - temperature -12°C and above | $1.03 per hour |
| Laundry allowance | $9.20 per set of clothing up to a maximum of $18.40 per week |
| Leading hand allowance - in charge of 3-10 employees | $1.09 per hour up to a maximum of $38.11 per week |
| Leading hand allowance - in charge of 11-20 employees | $1.62 per hour up to a maximum of $56.70 per week |
| Leading hand allowance - in charge of more than 20 employees | $2.07 per hour up to a maximum of $72.49 per week |
| Licence, trade certificate or other qualification reimbursement | reimbursement for the cost of obtaining and maintaining the licence, trade certificate or qualification |
| Meal allowance - shiftworker | $15.03 for a meal |
| Meal allowance - Saturday, Sunday or public holiday - day worker | $20.99 for a meal |
| Nickel concentrates allowance - stevedoring operations not terminal operations | $6.91 per hour |
| \* Operational and clerical specialist functions allowance - Grade 3 and 4 employees | $0.77 per hour |
| Overnight accommodation reimbursement - outport - accommodation and meals provided | $38.00 per day |
| Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a defined number of days | $130.92 per day |
| Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a flexible number of days overnight accommodation reimbursement - outport | $178.25 per day |
| Phone reimbursement - Grade 7 employees | reimbursement for phone rental, business local and long distance calls |
| Protective clothing and footwear reimbursement | reimbursement for the cost of the protective clothing and footwear |
| Remaining in outport allowance - Saturday, Sunday or public holiday | $114.31 per day |
| Roll-on and roll-off vessel allowance | $1.68 per hour to compensate for noise exposure |
| Telephone allowance | $0.36 per hour up to a maximum of $12.70 per week |
| Terminal operation allowance - Grade 3 - Security | $0.51 per hour up to a maximum of $17.84 per week |
| Terminal operation allowance - Grade 3-5 - Clerical | $0.34 per hour up to a maximum of $12.05 per week |
| Terminal operation allowance - Grade 1-5 Operational and Grade 6-7 Supervisory | $0.66 per hour up to a maximum of $23.17 per week |
| Terminal operation allowance - Grade 4, 6 and 7 - Maintenance | $1.18 per hour up to a maximum of $41.19 per week |
| Transport after evening shift reimbursement - usual or reasonable means of transport unavailable | reimbursement for the cost of the transport |
| Transport after overtime reimbursement - usual or reasonable means of transport unavailable | reimbursement for the cost of transport |
| Training costs reimbursement (not Apprenticeship training) | reimbursement for the training costs |
| Training travel costs reimbursement (not Apprenticeship training) | reimbursement for travel costs in excess of those normally incurred in travelling to and from work |
| Travelling time allowance - outport - transfer for a defined number of days | Payment at the minimum hourly rate per hour for travel time to and from an outport |
| Travelling time allowance - outport - transfer for a flexible number of days | appropriate rate to the first shift worked for the outward journey and last shift worked on the homeward journey |
| Vehicle allowance | $0.91 per km |