# Pay Guide - Water Industry Award

# [MA000113]

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

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

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $866.00 | $22.79 | $34.19 | $45.58 | $45.58 |
| Level 2 | $893.60 | $23.52 | $35.28 | $47.04 | $47.04 |
| Level 3 | $927.30 | $24.40 | $36.60 | $48.80 | $48.80 |
| Level 4 | $940.90 | $24.76 | $37.14 | $49.52 | $49.52 |
| Level 5 | $999.90 | $26.31 | $39.47 | $52.62 | $52.62 |
| Level 6 | $1,082.10 | $28.48 | $42.72 | $56.96 | $56.96 |
| Level 7 | $1,100.80 | $28.97 | $43.46 | $57.94 | $57.94 |
| Level 8 | $1,189.50 | $31.30 | $46.95 | $62.60 | $62.60 |
| Level 9 | $1,272.50 | $33.49 | $50.24 | $66.98 | $66.98 |
| Level 10 | $1,390.80 | $36.60 | $54.90 | $73.20 | $73.20 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $45.58 | $26.21 | $29.63 | $34.19 | $56.98 |
| Level 2 | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |
| Level 3 | $48.80 | $28.06 | $31.72 | $36.60 | $61.00 |
| Level 4 | $49.52 | $28.47 | $32.19 | $37.14 | $61.90 |
| Level 5 | $52.62 | $30.26 | $34.20 | $39.47 | $65.78 |
| Level 6 | $56.96 | $32.75 | $37.02 | $42.72 | $71.20 |
| Level 7 | $57.94 | $33.32 | $37.66 | $43.46 | $72.43 |
| Level 8 | $62.60 | $36.00 | $40.69 | $46.95 | $78.25 |
| Level 9 | $66.98 | $38.51 | $43.54 | $50.24 | $83.73 |
| Level 10 | $73.20 | $42.09 | $47.58 | $54.90 | $91.50 |

### Casual

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $28.49 | $34.19 | $45.58 | $45.58 | $31.91 |
| Level 2 | $29.40 | $35.28 | $47.04 | $47.04 | $32.93 |
| Level 3 | $30.50 | $36.60 | $48.80 | $48.80 | $34.16 |
| Level 4 | $30.95 | $37.14 | $49.52 | $49.52 | $34.66 |
| Level 5 | $32.89 | $39.47 | $52.62 | $52.62 | $36.83 |
| Level 6 | $35.60 | $42.72 | $56.96 | $56.96 | $39.87 |
| Level 7 | $36.21 | $43.46 | $57.94 | $57.94 | $40.56 |
| Level 8 | $39.13 | $46.95 | $62.60 | $62.60 | $43.82 |
| Level 9 | $41.86 | $50.24 | $66.98 | $66.98 | $46.89 |
| Level 10 | $45.75 | $54.90 | $73.20 | $73.20 | $51.24 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $35.32 | $39.88 | $62.67 | $56.98 |
| Level 2 | $36.46 | $41.16 | $64.68 | $58.80 |
| Level 3 | $37.82 | $42.70 | $67.10 | $61.00 |
| Level 4 | $38.38 | $43.33 | $68.09 | $61.90 |
| Level 5 | $40.78 | $46.04 | $72.35 | $65.78 |
| Level 6 | $44.14 | $49.84 | $78.32 | $71.20 |
| Level 7 | $44.90 | $50.70 | $79.67 | $72.43 |
| Level 8 | $48.52 | $54.78 | $86.08 | $78.25 |
| Level 9 | $51.91 | $58.61 | $92.10 | $83.73 |
| Level 10 | $56.73 | $64.05 | $100.65 | $91.50 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $476.30 | $12.53 | $18.80 | $25.06 | $25.06 |
| Level 2 | $491.48 | $12.93 | $19.40 | $25.86 | $25.86 |
| Level 3 | $510.02 | $13.42 | $20.13 | $26.84 | $26.84 |
| Level 4 | $517.50 | $13.62 | $20.43 | $27.24 | $27.24 |
| Level 5 | $549.95 | $14.47 | $21.71 | $28.94 | $28.94 |
| Level 6 | $595.16 | $15.66 | $23.49 | $31.32 | $31.32 |
| Level 7 | $605.44 | $15.93 | $23.90 | $31.86 | $31.86 |
| Level 8 | $654.23 | $17.22 | $25.83 | $34.44 | $34.44 |
| Level 9 | $699.88 | $18.42 | $27.63 | $36.84 | $36.84 |
| Level 10 | $764.94 | $20.13 | $30.20 | $40.26 | $40.26 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $25.06 | $14.41 | $16.29 | $18.80 | $31.33 |
| Level 2 | $25.86 | $14.87 | $16.81 | $19.40 | $32.33 |
| Level 3 | $26.84 | $15.43 | $17.45 | $20.13 | $33.55 |
| Level 4 | $27.24 | $15.66 | $17.71 | $20.43 | $34.05 |
| Level 5 | $28.94 | $16.64 | $18.81 | $21.71 | $36.18 |
| Level 6 | $31.32 | $18.01 | $20.36 | $23.49 | $39.15 |
| Level 7 | $31.86 | $18.32 | $20.71 | $23.90 | $39.83 |
| Level 8 | $34.44 | $19.80 | $22.39 | $25.83 | $43.05 |
| Level 9 | $36.84 | $21.18 | $23.95 | $27.63 | $46.05 |
| Level 10 | $40.26 | $23.15 | $26.17 | $30.20 | $50.33 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $562.90 | $14.81 | $22.22 | $29.62 | $29.62 |
| Level 2 | $580.84 | $15.29 | $22.94 | $30.58 | $30.58 |
| Level 3 | $602.75 | $15.86 | $23.79 | $31.72 | $31.72 |
| Level 4 | $611.59 | $16.09 | $24.14 | $32.18 | $32.18 |
| Level 5 | $649.94 | $17.10 | $25.65 | $34.20 | $34.20 |
| Level 6 | $703.37 | $18.51 | $27.77 | $37.02 | $37.02 |
| Level 7 | $715.52 | $18.83 | $28.25 | $37.66 | $37.66 |
| Level 8 | $773.18 | $20.35 | $30.53 | $40.70 | $40.70 |
| Level 9 | $827.13 | $21.77 | $32.66 | $43.54 | $43.54 |
| Level 10 | $904.02 | $23.79 | $35.69 | $47.58 | $47.58 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $29.62 | $17.03 | $19.25 | $22.22 | $37.03 |
| Level 2 | $30.58 | $17.58 | $19.88 | $22.94 | $38.23 |
| Level 3 | $31.72 | $18.24 | $20.62 | $23.79 | $39.65 |
| Level 4 | $32.18 | $18.50 | $20.92 | $24.14 | $40.23 |
| Level 5 | $34.20 | $19.67 | $22.23 | $25.65 | $42.75 |
| Level 6 | $37.02 | $21.29 | $24.06 | $27.77 | $46.28 |
| Level 7 | $37.66 | $21.65 | $24.48 | $28.25 | $47.08 |
| Level 8 | $40.70 | $23.40 | $26.46 | $30.53 | $50.88 |
| Level 9 | $43.54 | $25.04 | $28.30 | $32.66 | $54.43 |
| Level 10 | $47.58 | $27.36 | $30.93 | $35.69 | $59.48 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $649.50 | $17.09 | $25.64 | $34.18 | $34.18 |
| Level 2 | $670.20 | $17.64 | $26.46 | $35.28 | $35.28 |
| Level 3 | $695.48 | $18.30 | $27.45 | $36.60 | $36.60 |
| Level 4 | $705.68 | $18.57 | $27.86 | $37.14 | $37.14 |
| Level 5 | $749.93 | $19.74 | $29.61 | $39.48 | $39.48 |
| Level 6 | $811.58 | $21.36 | $32.04 | $42.72 | $42.72 |
| Level 7 | $825.60 | $21.73 | $32.60 | $43.46 | $43.46 |
| Level 8 | $892.13 | $23.48 | $35.22 | $46.96 | $46.96 |
| Level 9 | $954.38 | $25.12 | $37.68 | $50.24 | $50.24 |
| Level 10 | $1,043.10 | $27.45 | $41.18 | $54.90 | $54.90 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $34.18 | $19.65 | $22.22 | $25.64 | $42.73 |
| Level 2 | $35.28 | $20.29 | $22.93 | $26.46 | $44.10 |
| Level 3 | $36.60 | $21.05 | $23.79 | $27.45 | $45.75 |
| Level 4 | $37.14 | $21.36 | $24.14 | $27.86 | $46.43 |
| Level 5 | $39.48 | $22.70 | $25.66 | $29.61 | $49.35 |
| Level 6 | $42.72 | $24.56 | $27.77 | $32.04 | $53.40 |
| Level 7 | $43.46 | $24.99 | $28.25 | $32.60 | $54.33 |
| Level 8 | $46.96 | $27.00 | $30.52 | $35.22 | $58.70 |
| Level 9 | $50.24 | $28.89 | $32.66 | $37.68 | $62.80 |
| Level 10 | $54.90 | $31.57 | $35.69 | $41.18 | $68.63 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $736.10 | $19.37 | $29.06 | $38.74 | $38.74 |
| Level 2 | $759.56 | $19.99 | $29.99 | $39.98 | $39.98 |
| Level 3 | $788.21 | $20.74 | $31.11 | $41.48 | $41.48 |
| Level 4 | $799.77 | $21.05 | $31.58 | $42.10 | $42.10 |
| Level 5 | $849.92 | $22.37 | $33.56 | $44.74 | $44.74 |
| Level 6 | $919.79 | $24.21 | $36.32 | $48.42 | $48.42 |
| Level 7 | $935.68 | $24.62 | $36.93 | $49.24 | $49.24 |
| Level 8 | $1,011.08 | $26.61 | $39.92 | $53.22 | $53.22 |
| Level 9 | $1,081.63 | $28.46 | $42.69 | $56.92 | $56.92 |
| Level 10 | $1,182.18 | $31.11 | $46.67 | $62.22 | $62.22 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $38.74 | $22.28 | $25.18 | $29.06 | $48.43 |
| Level 2 | $39.98 | $22.99 | $25.99 | $29.99 | $49.98 |
| Level 3 | $41.48 | $23.85 | $26.96 | $31.11 | $51.85 |
| Level 4 | $42.10 | $24.21 | $27.37 | $31.58 | $52.63 |
| Level 5 | $44.74 | $25.73 | $29.08 | $33.56 | $55.93 |
| Level 6 | $48.42 | $27.84 | $31.47 | $36.32 | $60.53 |
| Level 7 | $49.24 | $28.31 | $32.01 | $36.93 | $61.55 |
| Level 8 | $53.22 | $30.60 | $34.59 | $39.92 | $66.53 |
| Level 9 | $56.92 | $32.73 | $37.00 | $42.69 | $71.15 |
| Level 10 | $62.22 | $35.78 | $40.44 | $46.67 | $77.78 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $822.70 | $21.65 | $32.48 | $43.30 | $43.30 |
| Level 2 | $848.92 | $22.34 | $33.51 | $44.68 | $44.68 |
| Level 3 | $880.94 | $23.18 | $34.77 | $46.36 | $46.36 |
| Level 4 | $893.86 | $23.52 | $35.28 | $47.04 | $47.04 |
| Level 5 | $949.91 | $25.00 | $37.50 | $50.00 | $50.00 |
| Level 6 | $1,028.00 | $27.05 | $40.58 | $54.10 | $54.10 |
| Level 7 | $1,045.76 | $27.52 | $41.28 | $55.04 | $55.04 |
| Level 8 | $1,130.03 | $29.74 | $44.61 | $59.48 | $59.48 |
| Level 9 | $1,208.88 | $31.81 | $47.72 | $63.62 | $63.62 |
| Level 10 | $1,321.26 | $34.77 | $52.16 | $69.54 | $69.54 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $43.30 | $24.90 | $28.15 | $32.48 | $54.13 |
| Level 2 | $44.68 | $25.69 | $29.04 | $33.51 | $55.85 |
| Level 3 | $46.36 | $26.66 | $30.13 | $34.77 | $57.95 |
| Level 4 | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |
| Level 5 | $50.00 | $28.75 | $32.50 | $37.50 | $62.50 |
| Level 6 | $54.10 | $31.11 | $35.17 | $40.58 | $67.63 |
| Level 7 | $55.04 | $31.65 | $35.78 | $41.28 | $68.80 |
| Level 8 | $59.48 | $34.20 | $38.66 | $44.61 | $74.35 |
| Level 9 | $63.62 | $36.58 | $41.35 | $47.72 | $79.53 |
| Level 10 | $69.54 | $39.99 | $45.20 | $52.16 | $86.93 |

### Junior - Casual - Under 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $15.66 | $18.80 | $25.06 | $25.06 | $17.54 |
| Level 2 | $16.16 | $19.40 | $25.86 | $25.86 | $18.10 |
| Level 3 | $16.78 | $20.13 | $26.84 | $26.84 | $18.79 |
| Level 4 | $17.03 | $20.43 | $27.24 | $27.24 | $19.07 |
| Level 5 | $18.09 | $21.71 | $28.94 | $28.94 | $20.26 |
| Level 6 | $19.58 | $23.49 | $31.32 | $31.32 | $21.92 |
| Level 7 | $19.91 | $23.90 | $31.86 | $31.86 | $22.30 |
| Level 8 | $21.53 | $25.83 | $34.44 | $34.44 | $24.11 |
| Level 9 | $23.03 | $27.63 | $36.84 | $36.84 | $25.79 |
| Level 10 | $25.16 | $30.20 | $40.26 | $40.26 | $28.18 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $19.42 | $21.93 | $34.46 | $31.33 |
| Level 2 | $20.04 | $22.63 | $35.56 | $32.33 |
| Level 3 | $20.80 | $23.49 | $36.91 | $33.55 |
| Level 4 | $21.11 | $23.84 | $37.46 | $34.05 |
| Level 5 | $22.43 | $25.32 | $39.79 | $36.18 |
| Level 6 | $24.27 | $27.41 | $43.07 | $39.15 |
| Level 7 | $24.69 | $27.88 | $43.81 | $39.83 |
| Level 8 | $26.69 | $30.14 | $47.36 | $43.05 |
| Level 9 | $28.55 | $32.24 | $50.66 | $46.05 |
| Level 10 | $31.20 | $35.23 | $55.36 | $50.33 |

### Junior - Casual - 17 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $18.51 | $22.22 | $29.62 | $29.62 | $20.73 |
| Level 2 | $19.11 | $22.94 | $30.58 | $30.58 | $21.41 |
| Level 3 | $19.83 | $23.79 | $31.72 | $31.72 | $22.20 |
| Level 4 | $20.11 | $24.14 | $32.18 | $32.18 | $22.53 |
| Level 5 | $21.38 | $25.65 | $34.20 | $34.20 | $23.94 |
| Level 6 | $23.14 | $27.77 | $37.02 | $37.02 | $25.91 |
| Level 7 | $23.54 | $28.25 | $37.66 | $37.66 | $26.36 |
| Level 8 | $25.44 | $30.53 | $40.70 | $40.70 | $28.49 |
| Level 9 | $27.21 | $32.66 | $43.54 | $43.54 | $30.48 |
| Level 10 | $29.74 | $35.69 | $47.58 | $47.58 | $33.31 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $22.96 | $25.92 | $40.73 | $37.03 |
| Level 2 | $23.70 | $26.76 | $42.05 | $38.23 |
| Level 3 | $24.58 | $27.76 | $43.62 | $39.65 |
| Level 4 | $24.94 | $28.16 | $44.25 | $40.23 |
| Level 5 | $26.51 | $29.93 | $47.03 | $42.75 |
| Level 6 | $28.69 | $32.39 | $50.90 | $46.28 |
| Level 7 | $29.19 | $32.95 | $51.78 | $47.08 |
| Level 8 | $31.54 | $35.61 | $55.96 | $50.88 |
| Level 9 | $33.74 | $38.10 | $59.87 | $54.43 |
| Level 10 | $36.87 | $41.63 | $65.42 | $59.48 |

### Junior - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $21.36 | $25.64 | $34.18 | $34.18 | $23.93 |
| Level 2 | $22.05 | $26.46 | $35.28 | $35.28 | $24.70 |
| Level 3 | $22.88 | $27.45 | $36.60 | $36.60 | $25.62 |
| Level 4 | $23.21 | $27.86 | $37.14 | $37.14 | $26.00 |
| Level 5 | $24.68 | $29.61 | $39.48 | $39.48 | $27.64 |
| Level 6 | $26.70 | $32.04 | $42.72 | $42.72 | $29.90 |
| Level 7 | $27.16 | $32.60 | $43.46 | $43.46 | $30.42 |
| Level 8 | $29.35 | $35.22 | $46.96 | $46.96 | $32.87 |
| Level 9 | $31.40 | $37.68 | $50.24 | $50.24 | $35.17 |
| Level 10 | $34.31 | $41.18 | $54.90 | $54.90 | $38.43 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $26.49 | $29.91 | $47.00 | $42.73 |
| Level 2 | $27.34 | $30.87 | $48.51 | $44.10 |
| Level 3 | $28.37 | $32.03 | $50.33 | $45.75 |
| Level 4 | $28.78 | $32.50 | $51.07 | $46.43 |
| Level 5 | $30.60 | $34.55 | $54.29 | $49.35 |
| Level 6 | $33.11 | $37.38 | $58.74 | $53.40 |
| Level 7 | $33.68 | $38.03 | $59.76 | $54.33 |
| Level 8 | $36.39 | $41.09 | $64.57 | $58.70 |
| Level 9 | $38.94 | $43.96 | $69.08 | $62.80 |
| Level 10 | $42.55 | $48.04 | $75.49 | $68.63 |

### Junior - Casual - 19 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $24.21 | $29.06 | $38.74 | $38.74 | $27.12 |
| Level 2 | $24.99 | $29.99 | $39.98 | $39.98 | $27.99 |
| Level 3 | $25.93 | $31.11 | $41.48 | $41.48 | $29.04 |
| Level 4 | $26.31 | $31.58 | $42.10 | $42.10 | $29.47 |
| Level 5 | $27.96 | $33.56 | $44.74 | $44.74 | $31.32 |
| Level 6 | $30.26 | $36.32 | $48.42 | $48.42 | $33.89 |
| Level 7 | $30.78 | $36.93 | $49.24 | $49.24 | $34.47 |
| Level 8 | $33.26 | $39.92 | $53.22 | $53.22 | $37.25 |
| Level 9 | $35.58 | $42.69 | $56.92 | $56.92 | $39.84 |
| Level 10 | $38.89 | $46.67 | $62.22 | $62.22 | $43.55 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $30.02 | $33.90 | $53.27 | $48.43 |
| Level 2 | $30.98 | $34.98 | $54.97 | $49.98 |
| Level 3 | $32.15 | $36.30 | $57.04 | $51.85 |
| Level 4 | $32.63 | $36.84 | $57.89 | $52.63 |
| Level 5 | $34.67 | $39.15 | $61.52 | $55.93 |
| Level 6 | $37.53 | $42.37 | $66.58 | $60.53 |
| Level 7 | $38.16 | $43.09 | $67.71 | $61.55 |
| Level 8 | $41.25 | $46.57 | $73.18 | $66.53 |
| Level 9 | $44.11 | $49.81 | $78.27 | $71.15 |
| Level 10 | $48.22 | $54.44 | $85.55 | $77.78 |

### Junior - Casual - 20 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** | **Afternoon shift** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $27.06 | $32.48 | $43.30 | $43.30 | $30.31 |
| Level 2 | $27.93 | $33.51 | $44.68 | $44.68 | $31.28 |
| Level 3 | $28.98 | $34.77 | $46.36 | $46.36 | $32.45 |
| Level 4 | $29.40 | $35.28 | $47.04 | $47.04 | $32.93 |
| Level 5 | $31.25 | $37.50 | $50.00 | $50.00 | $35.00 |
| Level 6 | $33.81 | $40.58 | $54.10 | $54.10 | $37.87 |
| Level 7 | $34.40 | $41.28 | $55.04 | $55.04 | $38.53 |
| Level 8 | $37.18 | $44.61 | $59.48 | $59.48 | $41.64 |
| Level 9 | $39.76 | $47.72 | $63.62 | $63.62 | $44.53 |
| Level 10 | $43.46 | $52.16 | $69.54 | $69.54 | $48.68 |

**Table 2 of 2**

| **Classification** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday (ordinary hours)** | **Public holiday - overtime** |
| --- | --- | --- | --- | --- |
| Level 1 | $33.56 | $37.89 | $59.54 | $54.13 |
| Level 2 | $34.63 | $39.10 | $61.44 | $55.85 |
| Level 3 | $35.93 | $40.57 | $63.75 | $57.95 |
| Level 4 | $36.46 | $41.16 | $64.68 | $58.80 |
| Level 5 | $38.75 | $43.75 | $68.75 | $62.50 |
| Level 6 | $41.93 | $47.34 | $74.39 | $67.63 |
| Level 7 | $42.66 | $48.16 | $75.68 | $68.80 |
| Level 8 | $46.10 | $52.05 | $81.79 | $74.35 |
| Level 9 | $49.31 | $55.67 | $87.48 | $79.53 |
| Level 10 | $53.89 | $60.85 | $95.62 | $86.93 |

### Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $423.41 | $11.14 | $16.71 | $22.28 | $22.28 |
| Apprentice - 2nd year | $658.63 | $17.33 | $26.00 | $34.66 | $34.66 |
| Apprentice - 3rd year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.28 | $12.81 | $14.48 | $16.71 | $27.85 |
| Apprentice - 2nd year | $34.66 | $19.93 | $22.53 | $26.00 | $43.33 |
| Apprentice - 3rd year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $470.45 | $12.38 | $18.57 | $24.76 | $24.76 |
| Apprentice - 2nd year | $658.63 | $17.33 | $26.00 | $34.66 | $34.66 |
| Apprentice - 3rd year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.76 | $14.24 | $16.09 | $18.57 | $30.95 |
| Apprentice - 2nd year | $34.66 | $19.93 | $22.53 | $26.00 | $43.33 |
| Apprentice - 3rd year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $517.50 | $13.62 | $20.43 | $27.24 | $27.24 |
| Apprentice - 2nd year | $658.63 | $17.33 | $26.00 | $34.66 | $34.66 |
| Apprentice - 3rd year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $27.24 | $15.66 | $17.71 | $20.43 | $34.05 |
| Apprentice - 2nd year | $34.66 | $19.93 | $22.53 | $26.00 | $43.33 |
| Apprentice - 3rd year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

### Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $423.41 | $11.14 | $16.71 | $22.28 | $22.28 |
| Apprentice - 2nd year | $564.54 | $14.86 | $22.29 | $29.72 | $29.72 |
| Apprentice - 3rd year | $705.68 | $18.57 | $27.86 | $37.14 | $37.14 |
| Apprentice - 4th year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.28 | $12.81 | $14.48 | $16.71 | $27.85 |
| Apprentice - 2nd year | $29.72 | $17.09 | $19.32 | $22.29 | $37.15 |
| Apprentice - 3rd year | $37.14 | $21.36 | $24.14 | $27.86 | $46.43 |
| Apprentice - 4th year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $470.45 | $12.38 | $18.57 | $24.76 | $24.76 |
| Apprentice - 2nd year | $564.54 | $14.86 | $22.29 | $29.72 | $29.72 |
| Apprentice - 3rd year | $705.68 | $18.57 | $27.86 | $37.14 | $37.14 |
| Apprentice - 4th year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.76 | $14.24 | $16.09 | $18.57 | $30.95 |
| Apprentice - 2nd year | $29.72 | $17.09 | $19.32 | $22.29 | $37.15 |
| Apprentice - 3rd year | $37.14 | $21.36 | $24.14 | $27.86 | $46.43 |
| Apprentice - 4th year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

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

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $517.50 | $13.62 | $20.43 | $27.24 | $27.24 |
| Apprentice - 2nd year | $611.59 | $16.09 | $24.14 | $32.18 | $32.18 |
| Apprentice - 3rd year | $705.68 | $18.57 | $27.86 | $37.14 | $37.14 |
| Apprentice - 4th year | $846.81 | $22.28 | $33.42 | $44.56 | $44.56 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $27.24 | $15.66 | $17.71 | $20.43 | $34.05 |
| Apprentice - 2nd year | $32.18 | $18.50 | $20.92 | $24.14 | $40.23 |
| Apprentice - 3rd year | $37.14 | $21.36 | $24.14 | $27.86 | $46.43 |
| Apprentice - 4th year | $44.56 | $25.62 | $28.96 | $33.42 | $55.70 |

### Adult Apprentice - 3 or 4 year apprenticeship

**Table 1 of 2**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after 2 hours** | **Overtime - Sunday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $893.60 | $23.52 | $35.28 | $47.04 | $47.04 |
| Apprentice - 2nd year | $893.60 | $23.52 | $35.28 | $47.04 | $47.04 |
| Apprentice - 3rd year | $893.60 | $23.52 | $35.28 | $47.04 | $47.04 |
| Apprentice - 4th year | $893.60 | $23.52 | $35.28 | $47.04 | $47.04 |

**Table 2 of 2**

| **Classification** | **Less than 10 hour break between shifts** | **Afternoon shift** | **Night shift** | **Delayed crib break - shiftworkers** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |
| Apprentice - 2nd year | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |
| Apprentice - 3rd year | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |
| Apprentice - 4th year | $47.04 | $27.05 | $30.58 | $35.28 | $58.80 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook cost reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice block release training travel reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Adverse working conditions allowance level 1 - working outdoors or in moderately obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $0.87 per hour |
| Adverse working conditions allowance level 2 - highly obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $1.24 per hour |
| Adverse working conditions allowance level 3 - septic and sewerage treatment services - operational and trade employees in Level 1 to Level 5 classifications and apprentices & trainees working at an equivalent level | $12.38 per hour |
| First aid allowance | $0.42 per hour up to a maximum of $16.09 per week |
| Excess travel time allowance | Payment at the minimum hourly rate for all time spent travelling in excess of the normal travelling time |
| Multiple starting points travel allowance | $12.38 per day |
| Excess travel fares reimbursement | reimbursement for reasonable travel fares more than the normal travel fares |
| Expenses reimbursement | reimbursement for the cost of the expenses |
| Leading hand allowance - Level 3 or 4 classification supervising 1-5 employees | $0.72 per hour up to a maximum of $27.24 per week |
| Leading hand allowance - Level 3 or 4 classification supervising 6 -15 employees | $0.98 per hour up to a maximum of $37.14 per week |
| Leading hand allowance - Level 3, 4 or 5 classification supervising more than 15 employees | $1.24 per hour up to a maximum of $47.04 per week |
| Meal allowance - overtime | $20.02 for the first meal and $12.71 for an extra meal after 4 hours of continuous overtime |
| Special clothing reimbursement | reimbursement for the cost of the clothing |
| Tool allowance - tradespersons and apprentices | $0.55 per hour up to a maximum of $20.83 per week |
| Vehicle allowance - motor vehicle | $0.92 per km |
| Vehicle allowance - motor cycle | $0.31 per km |
| On call allowance - Monday to Friday | $37.14 per day |
| On call allowance - Saturday | $49.52 per day |
| On call allowance - Sunday or public holiday | $61.90 per day |