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OMBUDSMAN

# Pay Guide - Educational Services (Post-Secondary Education) Award

## [MA000075]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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# Rates of pay

## Adult

### Full-time & part-time

#### Academic teachers

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Less than 10 hour break after overtime</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Academic teacher - level A.1	\$1,062.90	\$27.97	\$55.94	\$55.94
Academic teacher - level A.2	\$1,105.50	\$29.09	\$58.18	\$58.18
Academic teacher - level A.3	\$1,148.10	\$30.21	\$60.42	\$60.42
Academic teacher - level A.4	\$1,188.10	\$31.27	\$62.54	\$62.54
Academic teacher - level A.5	\$1,220.00	\$32.11	\$64.22	\$64.22
Academic teacher - level A.6	\$1,254.60	\$33.02	\$66.04	\$66.04
Academic teacher - level A.7	\$1,289.20	\$33.93	\$67.86	\$67.86
Academic teacher - level A.8	\$1,323.80	\$34.84	\$69.68	\$69.68
Academic teacher - level B.1	\$1,377.10	\$36.24	\$72.48	\$72.48
Academic teacher - level B.2	\$1,417.00	\$37.29	\$74.58	\$74.58
Academic teacher - level B.3	\$1,457.00	\$38.34	\$76.68	\$76.68
Academic teacher - level B.4	\$1,497.00	\$39.39	\$78.78	\$78.78
Academic teacher - level B.5	\$1,536.90	\$40.44	\$80.88	\$80.88
Academic teacher - level B.6	\$1,576.90	\$41.50	\$83.00	\$83.00
Academic teacher - level C.1	\$1,616.80	\$42.55	\$85.10	\$85.10
Academic teacher - level C.2	\$1,656.70	\$43.60	\$87.20	\$87.20
Academic teacher - level C.3	\$1,696.70	\$44.65	\$89.30	\$89.30
Academic teacher - level C.4	\$1,736.60	\$45.70	\$91.40	\$91.40
Academic teacher - level C.5	\$1,776.60	\$46.75	\$93.50	\$93.50
Academic teacher - level C.6	\$1,816.50	\$47.80	\$95.60	\$95.60

## Teachers and tutor/instructors

Classification	Weekly pay rate	Hourly pay rate	Less than 10 hour break after overtime	Less than 8 hour break between shifts - change to shift
Teachers and tutor/instructors - level 1	\$1,011.43	\$26.62	\$53.24	\$53.24
Teachers and tutor/instructors - level 2	\$1,024.92	\$26.97	\$53.94	\$53.94
Teachers and tutor/instructors - level 3	\$1,045.18	\$27.50	\$55.00	\$55.00
Teachers and tutor/instructors - level 4	\$1,065.65	\$28.04	\$56.08	\$56.08
Teachers and tutor/instructors - level 5	\$1,108.75	\$29.18	\$58.36	\$58.36
Teachers and tutor/instructors - level 6	\$1,137.48	\$29.93	\$59.86	\$59.86
Teachers and tutor/instructors - level 7	\$1,163.65	\$30.62	\$61.24	\$61.24
Teachers and tutor/instructors - level 8	\$1,192.38	\$31.38	\$62.76	\$62.76
Teachers and tutor/instructors - level 9	\$1,221.25	\$32.14	\$64.28	\$64.28
Teachers and tutor/instructors - level 10	\$1,258.53	\$33.12	\$66.24	\$66.24
Teachers and tutor/instructors - level 11	\$1,293.23	\$34.03	\$68.06	\$68.06
Teachers and tutor/instructors - level 12	\$1,323.86	\$34.84	\$69.68	\$69.68

## General staff

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$821.40	\$21.62	\$27.03	\$43.24	\$54.05	\$32.43	\$43.24
General staff - level 1.2	\$862.10	\$22.69	\$28.36	\$45.38	\$56.73	\$34.04	\$45.38
General staff - level 1.3	\$889.00	\$23.39	\$29.24	\$46.78	\$58.48	\$35.09	\$46.78
General staff - level 2.1	\$900.10	\$23.69	\$29.61	\$47.38	\$59.23	\$35.54	\$47.38
General staff - level 2.2	\$916.20	\$24.11	\$30.14	\$48.22	\$60.28	\$36.17	\$48.22
General staff - level 3.1	\$950.10	\$25.00	\$31.25	\$50.00	\$62.50	\$37.50	\$50.00
General staff - level 3.2	\$997.70	\$26.26	\$32.83	\$52.52	\$65.65	\$39.39	\$52.52
General staff - level 4.1	\$1,024.80	\$26.97	\$33.71	\$53.94	\$67.43	\$40.46	\$53.94
General staff - level 4.2	\$1,065.20	\$28.03	\$35.04	\$56.06	\$70.08	\$42.05	\$56.06
General staff - level 5.1	\$1,137.30	\$29.93	\$37.41	\$59.86	\$74.83	\$44.90	\$59.86
General staff - level 5.2	\$1,191.50	\$31.36	\$39.20	\$62.72	\$78.40	\$47.04	\$62.72

Classification	Weekly pay rate	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 6.1	\$1,221.10	\$32.13	\$40.16	\$64.26	\$80.33	\$48.20	\$64.26
General staff - level 6.2	\$1,293.00	\$34.03	\$42.54	\$68.06	\$85.08	\$51.05	\$68.06
General staff - level 7.1	\$1,322.90	\$34.81	\$43.51	\$69.62	\$87.03	\$52.22	\$69.62
General staff - level 7.2	\$1,401.60	\$36.88	\$46.10	\$73.76	\$92.20	\$55.32	\$73.76
General staff - level 8	\$1,489.70	\$39.20	\$49.00	N/A	\$98.00	N/A	N/A
General staff - level 9	\$1,575.00	\$41.45	\$51.81	N/A	\$103.63	N/A	N/A

**Table 2 of 3**

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$54.05	\$43.24	\$43.24	\$24.86	\$24.86	\$28.11
General staff - level 1.2	\$56.73	\$45.38	\$45.38	\$26.09	\$26.09	\$29.50
General staff - level 1.3	\$58.48	\$46.78	\$46.78	\$26.90	\$26.90	\$30.41
General staff - level 2.1	\$59.23	\$47.38	\$47.38	\$27.24	\$27.24	\$30.80
General staff - level 2.2	\$60.28	\$48.22	\$48.22	\$27.73	\$27.73	\$31.34
General staff - level 3.1	\$62.50	\$50.00	\$50.00	\$28.75	\$28.75	\$32.50
General staff - level 3.2	\$65.65	\$52.52	\$52.52	\$30.20	\$30.20	\$34.14
General staff - level 4.1	\$67.43	\$53.94	\$53.94	\$31.02	\$31.02	\$35.06
General staff - level 4.2	\$70.08	\$56.06	\$56.06	\$32.23	\$32.23	\$36.44
General staff - level 5.1	\$74.83	\$59.86	\$59.86	\$34.42	\$34.42	\$38.91
General staff - level 5.2	\$78.40	\$62.72	\$62.72	\$36.06	\$36.06	\$40.77
General staff - level 6.1	\$80.33	\$64.26	\$64.26	\$36.95	\$36.95	\$41.77
General staff - level 6.2	\$85.08	\$68.06	\$68.06	\$39.13	\$39.13	\$44.24
General staff - level 7.1	\$87.03	\$69.62	\$69.62	\$40.03	\$40.03	\$45.25
General staff - level 7.2	\$92.20	\$73.76	\$73.76	\$42.41	\$42.41	\$47.94
General staff - level 8	N/A	N/A	N/A	\$45.08	\$45.08	\$50.96
General staff - level 9	N/A	N/A	N/A	\$47.67	\$47.67	\$53.89

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$32.43	\$43.24	\$32.43	\$43.24	\$32.43	\$43.24	\$43.24
General staff - level 1.2	\$34.04	\$45.38	\$34.04	\$45.38	\$34.04	\$45.38	\$45.38
General staff - level 1.3	\$35.09	\$46.78	\$35.09	\$46.78	\$35.09	\$46.78	\$46.78
General staff - level 2.1	\$35.54	\$47.38	\$35.54	\$47.38	\$35.54	\$47.38	\$47.38
General staff - level 2.2	\$36.17	\$48.22	\$36.17	\$48.22	\$36.17	\$48.22	\$48.22
General staff - level 3.1	\$37.50	\$50.00	\$37.50	\$50.00	\$37.50	\$50.00	\$50.00
General staff - level 3.2	\$39.39	\$52.52	\$39.39	\$52.52	\$39.39	\$52.52	\$52.52
General staff - level 4.1	\$40.46	\$53.94	\$40.46	\$53.94	\$40.46	\$53.94	\$53.94
General staff - level 4.2	\$42.05	\$56.06	\$42.05	\$56.06	\$42.05	\$56.06	\$56.06
General staff - level 5.1	\$44.90	\$59.86	\$44.90	\$59.86	\$44.90	\$59.86	\$59.86
General staff - level 5.2	\$47.04	\$62.72	\$47.04	\$62.72	\$47.04	\$62.72	\$62.72
General staff - level 6.1	\$48.20	\$64.26	\$48.20	\$64.26	\$48.20	\$64.26	\$64.26
General staff - level 6.2	\$51.05	\$68.06	\$51.05	\$68.06	\$51.05	\$68.06	\$68.06
General staff - level 7.1	\$52.22	\$69.62	\$52.22	\$69.62	\$52.22	\$69.62	\$69.62
General staff - level 7.2	\$55.32	\$73.76	\$55.32	\$73.76	\$55.32	\$73.76	\$73.76
General staff - level 8	\$58.80	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$62.18	N/A	N/A	N/A	N/A	N/A	N/A

## Casual

### Academic teachers

Classification	Hourly pay rate
Academic teacher - Lecture	\$139.84
Academic teacher - Repeat lecture	\$93.20
Academic teacher - Tutorial	\$109.11
Academic teacher - Repeat tutorial	\$72.73
Academic teacher - Tutorial (where academic holds a Doctorate)	\$123.84
Academic teacher - Repeat tutorial (where academic holds a Doctorate)	\$82.52
Academic teacher - Standard marking	\$36.34
Academic teacher - Marking as a supervising examiner, or marking requiring a significant exercise of judgement	\$46.62
Academic teacher - Standard marking (where academic holds a Doctorate)	\$41.28
Academic teacher - Marking as a supervising examiner, or marking requiring a significant exercise of judgement (where academic holds a Doctorate)	\$46.62
Academic teacher - Technical demonstration	\$72.73
Academic teacher - Other required staff activity (where academic does not hold Doctorate qualifications or perform full subject co-ordination duties)	\$36.34
Academic teacher - Other required staff activity (where academic holds Doctorate qualifications or perform full subject co-ordination duties)	\$41.28

### Teachers and tutor/instructors

Classification	Hourly pay rate	Daily rate
Teachers and tutor/instructors - level 1	\$50.54	\$252.70
Teachers and tutor/instructors - level 2	\$51.21	\$256.07
Teachers and tutor/instructors - level 3	\$52.23	\$261.13
Teachers and tutor/instructors - level 4	\$53.25	\$266.24
Teachers and tutor/instructors - level 5	\$55.40	\$277.01
Teachers and tutor/instructors - level 6	\$56.84	\$284.19
Teachers and tutor/instructors - level 7	\$58.15	\$290.73
Teachers and tutor/instructors - level 8	\$59.58	\$297.91
Teachers and tutor/instructors - level 9	\$61.02	\$305.12
Teachers and tutor/instructors - level 10	\$62.89	\$314.43
Teachers and tutor/instructors - level 11	\$64.62	\$323.10
Teachers and tutor/instructors - level 12	\$66.15	\$330.75

## General staff

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers	Overtime - public holiday - not shiftworkers
General staff - level 1.1	\$27.03	\$32.43	\$48.65	\$59.46	\$37.84	\$48.65	\$59.46
General staff - level 1.2	\$28.36	\$34.04	\$51.05	\$62.40	\$39.71	\$51.05	\$62.40
General staff - level 1.3	\$29.24	\$35.09	\$52.63	\$64.32	\$40.93	\$52.63	\$64.32
General staff - level 2.1	\$29.61	\$35.54	\$53.30	\$65.15	\$41.46	\$53.30	\$65.15
General staff - level 2.2	\$30.14	\$36.17	\$54.25	\$66.30	\$42.19	\$54.25	\$66.30
General staff - level 3.1	\$31.25	\$37.50	\$56.25	\$68.75	\$43.75	\$56.25	\$68.75
General staff - level 3.2	\$32.83	\$39.39	\$59.09	\$72.22	\$45.96	\$59.09	\$72.22
General staff - level 4.1	\$33.71	\$40.46	\$60.68	\$74.17	\$47.20	\$60.68	\$74.17
General staff - level 4.2	\$35.04	\$42.05	\$63.07	\$77.08	\$49.05	\$63.07	\$77.08
General staff - level 5.1	\$37.41	\$44.90	\$67.34	\$82.31	\$52.38	\$67.34	\$82.31
General staff - level 5.2	\$39.20	\$47.04	\$70.56	\$86.24	\$54.88	\$70.56	\$86.24
General staff - level 6.1	\$40.16	\$48.20	\$72.29	\$88.36	\$56.23	\$72.29	\$88.36
General staff - level 6.2	\$42.54	\$51.05	\$76.57	\$93.58	\$59.55	\$76.57	\$93.58
General staff - level 7.1	\$43.51	\$52.22	\$78.32	\$95.73	\$60.92	\$78.32	\$95.73
General staff - level 7.2	\$46.10	\$55.32	\$82.98	\$101.42	\$64.54	\$82.98	\$101.42
General staff - level 8	\$49.00	\$58.80	N/A	\$107.80	N/A	N/A	N/A
General staff - level 9	\$51.81	\$62.18	N/A	\$113.99	N/A	N/A	N/A

Table 2 of 3

Classification	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift	Saturday, Sunday, public holiday - shiftworkers
General staff - level 1.1	\$48.65	\$48.65	\$30.27	\$30.27	\$33.51	\$37.84
General staff - level 1.2	\$51.05	\$51.05	\$31.77	\$31.77	\$35.17	\$39.71
General staff - level 1.3	\$52.63	\$52.63	\$32.75	\$32.75	\$36.25	\$40.93
General staff - level 2.1	\$53.30	\$53.30	\$33.17	\$33.17	\$36.72	\$41.46
General staff - level 2.2	\$54.25	\$54.25	\$33.75	\$33.75	\$37.37	\$42.19
General staff - level 3.1	\$56.25	\$56.25	\$35.00	\$35.00	\$38.75	\$43.75
General staff - level 3.2	\$59.09	\$59.09	\$36.76	\$36.76	\$40.70	\$45.96
General staff - level 4.1	\$60.68	\$60.68	\$37.76	\$37.76	\$41.80	\$47.20

<b>Classification</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>
General staff - level 4.2	\$63.07	\$63.07	\$39.24	\$39.24	\$43.45	\$49.05
General staff - level 5.1	\$67.34	\$67.34	\$41.90	\$41.90	\$46.39	\$52.38
General staff - level 5.2	\$70.56	\$70.56	\$43.90	\$43.90	\$48.61	\$54.88
General staff - level 6.1	\$72.29	\$72.29	\$44.98	\$44.98	\$49.80	\$56.23
General staff - level 6.2	\$76.57	\$76.57	\$47.64	\$47.64	\$52.75	\$59.55
General staff - level 7.1	\$78.32	\$78.32	\$48.73	\$48.73	\$53.96	\$60.92
General staff - level 7.2	\$82.98	\$82.98	\$51.63	\$51.63	\$57.16	\$64.54
General staff - level 8	N/A	N/A	\$54.88	\$54.88	\$60.76	\$68.60
General staff - level 9	N/A	N/A	\$58.03	\$58.03	\$64.25	\$72.54

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$48.65	\$37.84	\$48.65	\$37.84	\$48.65	\$48.65
General staff - level 1.2	\$51.05	\$39.71	\$51.05	\$39.71	\$51.05	\$51.05
General staff - level 1.3	\$52.63	\$40.93	\$52.63	\$40.93	\$52.63	\$52.63
General staff - level 2.1	\$53.30	\$41.46	\$53.30	\$41.46	\$53.30	\$53.30
General staff - level 2.2	\$54.25	\$42.19	\$54.25	\$42.19	\$54.25	\$54.25
General staff - level 3.1	\$56.25	\$43.75	\$56.25	\$43.75	\$56.25	\$56.25
General staff - level 3.2	\$59.09	\$45.96	\$59.09	\$45.96	\$59.09	\$59.09
General staff - level 4.1	\$60.68	\$47.20	\$60.68	\$47.20	\$60.68	\$60.68
General staff - level 4.2	\$63.07	\$49.05	\$63.07	\$49.05	\$63.07	\$63.07
General staff - level 5.1	\$67.34	\$52.38	\$67.34	\$52.38	\$67.34	\$67.34
General staff - level 5.2	\$70.56	\$54.88	\$70.56	\$54.88	\$70.56	\$70.56
General staff - level 6.1	\$72.29	\$56.23	\$72.29	\$56.23	\$72.29	\$72.29
General staff - level 6.2	\$76.57	\$59.55	\$76.57	\$59.55	\$76.57	\$76.57
General staff - level 7.1	\$78.32	\$60.92	\$78.32	\$60.92	\$78.32	\$78.32
General staff - level 7.2	\$82.98	\$64.54	\$82.98	\$64.54	\$82.98	\$82.98
General staff - level 8	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	N/A	N/A	N/A	N/A	N/A	N/A



## Junior - Full-time & part-time - Under 16 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$9.73	\$12.16	\$19.46	\$24.33	\$14.60	\$19.46
General staff - level 1.2	\$10.21	\$12.76	\$20.42	\$25.53	\$15.32	\$20.42
General staff - level 1.3	\$10.53	\$13.16	\$21.06	\$26.33	\$15.80	\$21.06
General staff - level 2.1	\$10.66	\$13.33	\$21.32	\$26.65	\$15.99	\$21.32
General staff - level 2.2	\$10.85	\$13.56	\$21.70	\$27.13	\$16.28	\$21.70
General staff - level 3.1	\$11.25	\$14.06	\$22.50	\$28.13	\$16.88	\$22.50
General staff - level 3.2	\$11.82	\$14.78	\$23.64	\$29.55	\$17.73	\$23.64
General staff - level 4.1	\$12.14	\$15.18	\$24.28	\$30.35	\$18.21	\$24.28
General staff - level 4.2	\$12.61	\$15.76	\$25.22	\$31.53	\$18.92	\$25.22
General staff - level 5.1	\$13.47	\$16.84	\$26.94	\$33.68	\$20.21	\$26.94
General staff - level 5.2	\$14.11	\$17.64	\$28.22	\$35.28	\$21.17	\$28.22
General staff - level 6.1	\$14.46	\$18.08	\$28.92	\$36.15	\$21.69	\$28.92
General staff - level 6.2	\$15.31	\$19.14	\$30.62	\$38.28	\$22.97	\$30.62
General staff - level 7.1	\$15.66	\$19.58	\$31.32	\$39.15	\$23.49	\$31.32
General staff - level 7.2	\$16.60	\$20.75	\$33.20	\$41.50	\$24.90	\$33.20
General staff - level 8	\$17.64	\$22.05	N/A	\$44.10	N/A	N/A
General staff - level 9	\$18.65	\$23.31	N/A	\$46.63	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$24.33	\$19.46	\$19.46	\$11.19	\$11.19	\$12.65
General staff - level 1.2	\$25.53	\$20.42	\$20.42	\$11.74	\$11.74	\$13.27
General staff - level 1.3	\$26.33	\$21.06	\$21.06	\$12.11	\$12.11	\$13.69
General staff - level 2.1	\$26.65	\$21.32	\$21.32	\$12.26	\$12.26	\$13.86
General staff - level 2.2	\$27.13	\$21.70	\$21.70	\$12.48	\$12.48	\$14.11
General staff - level 3.1	\$28.13	\$22.50	\$22.50	\$12.94	\$12.94	\$14.63
General staff - level 3.2	\$29.55	\$23.64	\$23.64	\$13.59	\$13.59	\$15.37
General staff - level 4.1	\$30.35	\$24.28	\$24.28	\$13.96	\$13.96	\$15.78

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$31.53	\$25.22	\$25.22	\$14.50	\$14.50	\$16.39
General staff - level 5.1	\$33.68	\$26.94	\$26.94	\$15.49	\$15.49	\$17.51
General staff - level 5.2	\$35.28	\$28.22	\$28.22	\$16.23	\$16.23	\$18.34
General staff - level 6.1	\$36.15	\$28.92	\$28.92	\$16.63	\$16.63	\$18.80
General staff - level 6.2	\$38.28	\$30.62	\$30.62	\$17.61	\$17.61	\$19.90
General staff - level 7.1	\$39.15	\$31.32	\$31.32	\$18.01	\$18.01	\$20.36
General staff - level 7.2	\$41.50	\$33.20	\$33.20	\$19.09	\$19.09	\$21.58
General staff - level 8	N/A	N/A	N/A	\$20.29	\$20.29	\$22.93
General staff - level 9	N/A	N/A	N/A	\$21.45	\$21.45	\$24.25

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$14.60	\$14.60	\$19.46	\$19.46	\$14.60	\$19.46	\$19.46
General staff - level 1.2	\$15.32	\$15.32	\$20.42	\$20.42	\$15.32	\$20.42	\$20.42
General staff - level 1.3	\$15.80	\$15.80	\$21.06	\$21.06	\$15.80	\$21.06	\$21.06
General staff - level 2.1	\$15.99	\$15.99	\$21.32	\$21.32	\$15.99	\$21.32	\$21.32
General staff - level 2.2	\$16.28	\$16.28	\$21.70	\$21.70	\$16.28	\$21.70	\$21.70
General staff - level 3.1	\$16.88	\$16.88	\$22.50	\$22.50	\$16.88	\$22.50	\$22.50
General staff - level 3.2	\$17.73	\$17.73	\$23.64	\$23.64	\$17.73	\$23.64	\$23.64
General staff - level 4.1	\$18.21	\$18.21	\$24.28	\$24.28	\$18.21	\$24.28	\$24.28
General staff - level 4.2	\$18.92	\$18.92	\$25.22	\$25.22	\$18.92	\$25.22	\$25.22
General staff - level 5.1	\$20.21	\$20.21	\$26.94	\$26.94	\$20.21	\$26.94	\$26.94
General staff - level 5.2	\$21.17	\$21.17	\$28.22	\$28.22	\$21.17	\$28.22	\$28.22
General staff - level 6.1	\$21.69	\$21.69	\$28.92	\$28.92	\$21.69	\$28.92	\$28.92
General staff - level 6.2	\$22.97	\$22.97	\$30.62	\$30.62	\$22.97	\$30.62	\$30.62
General staff - level 7.1	\$23.49	\$23.49	\$31.32	\$31.32	\$23.49	\$31.32	\$31.32
General staff - level 7.2	\$24.90	\$24.90	\$33.20	\$33.20	\$24.90	\$33.20	\$33.20
General staff - level 8	\$26.46	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$27.98	N/A	N/A	N/A	N/A	N/A	N/A

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$10.81	\$13.51	\$21.62	\$27.03	\$16.22	\$21.62
General staff - level 1.2	\$11.35	\$14.19	\$22.70	\$28.38	\$17.03	\$22.70
General staff - level 1.3	\$11.70	\$14.63	\$23.40	\$29.25	\$17.55	\$23.40
General staff - level 2.1	\$11.85	\$14.81	\$23.70	\$29.63	\$17.78	\$23.70
General staff - level 2.2	\$12.06	\$15.08	\$24.12	\$30.15	\$18.09	\$24.12
General staff - level 3.1	\$12.50	\$15.63	\$25.00	\$31.25	\$18.75	\$25.00
General staff - level 3.2	\$13.13	\$16.41	\$26.26	\$32.83	\$19.70	\$26.26
General staff - level 4.1	\$13.49	\$16.86	\$26.98	\$33.73	\$20.24	\$26.98
General staff - level 4.2	\$14.02	\$17.53	\$28.04	\$35.05	\$21.03	\$28.04
General staff - level 5.1	\$14.97	\$18.71	\$29.94	\$37.43	\$22.46	\$29.94
General staff - level 5.2	\$15.68	\$19.60	\$31.36	\$39.20	\$23.52	\$31.36
General staff - level 6.1	\$16.07	\$20.09	\$32.14	\$40.18	\$24.11	\$32.14
General staff - level 6.2	\$17.02	\$21.28	\$34.04	\$42.55	\$25.53	\$34.04
General staff - level 7.1	\$17.41	\$21.76	\$34.82	\$43.53	\$26.12	\$34.82
General staff - level 7.2	\$18.44	\$23.05	\$36.88	\$46.10	\$27.66	\$36.88
General staff - level 8	\$19.60	\$24.50	N/A	\$49.00	N/A	N/A
General staff - level 9	\$20.73	\$25.91	N/A	\$51.83	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$27.03	\$21.62	\$21.62	\$12.43	\$12.43	\$14.05
General staff - level 1.2	\$28.38	\$22.70	\$22.70	\$13.05	\$13.05	\$14.76
General staff - level 1.3	\$29.25	\$23.40	\$23.40	\$13.46	\$13.46	\$15.21
General staff - level 2.1	\$29.63	\$23.70	\$23.70	\$13.63	\$13.63	\$15.41
General staff - level 2.2	\$30.15	\$24.12	\$24.12	\$13.87	\$13.87	\$15.68
General staff - level 3.1	\$31.25	\$25.00	\$25.00	\$14.38	\$14.38	\$16.25
General staff - level 3.2	\$32.83	\$26.26	\$26.26	\$15.10	\$15.10	\$17.07
General staff - level 4.1	\$33.73	\$26.98	\$26.98	\$15.51	\$15.51	\$17.54

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$35.05	\$28.04	\$28.04	\$16.12	\$16.12	\$18.23
General staff - level 5.1	\$37.43	\$29.94	\$29.94	\$17.22	\$17.22	\$19.46
General staff - level 5.2	\$39.20	\$31.36	\$31.36	\$18.03	\$18.03	\$20.38
General staff - level 6.1	\$40.18	\$32.14	\$32.14	\$18.48	\$18.48	\$20.89
General staff - level 6.2	\$42.55	\$34.04	\$34.04	\$19.57	\$19.57	\$22.13
General staff - level 7.1	\$43.53	\$34.82	\$34.82	\$20.02	\$20.02	\$22.63
General staff - level 7.2	\$46.10	\$36.88	\$36.88	\$21.21	\$21.21	\$23.97
General staff - level 8	N/A	N/A	N/A	\$22.54	\$22.54	\$25.48
General staff - level 9	N/A	N/A	N/A	\$23.84	\$23.84	\$26.95

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$16.22	\$16.22	\$21.62	\$21.62	\$16.22	\$21.62	\$21.62
General staff - level 1.2	\$17.03	\$17.03	\$22.70	\$22.70	\$17.03	\$22.70	\$22.70
General staff - level 1.3	\$17.55	\$17.55	\$23.40	\$23.40	\$17.55	\$23.40	\$23.40
General staff - level 2.1	\$17.78	\$17.78	\$23.70	\$23.70	\$17.78	\$23.70	\$23.70
General staff - level 2.2	\$18.09	\$18.09	\$24.12	\$24.12	\$18.09	\$24.12	\$24.12
General staff - level 3.1	\$18.75	\$18.75	\$25.00	\$25.00	\$18.75	\$25.00	\$25.00
General staff - level 3.2	\$19.70	\$19.70	\$26.26	\$26.26	\$19.70	\$26.26	\$26.26
General staff - level 4.1	\$20.24	\$20.24	\$26.98	\$26.98	\$20.24	\$26.98	\$26.98
General staff - level 4.2	\$21.03	\$21.03	\$28.04	\$28.04	\$21.03	\$28.04	\$28.04
General staff - level 5.1	\$22.46	\$22.46	\$29.94	\$29.94	\$22.46	\$29.94	\$29.94
General staff - level 5.2	\$23.52	\$23.52	\$31.36	\$31.36	\$23.52	\$31.36	\$31.36
General staff - level 6.1	\$24.11	\$24.11	\$32.14	\$32.14	\$24.11	\$32.14	\$32.14
General staff - level 6.2	\$25.53	\$25.53	\$34.04	\$34.04	\$25.53	\$34.04	\$34.04
General staff - level 7.1	\$26.12	\$26.12	\$34.82	\$34.82	\$26.12	\$34.82	\$34.82
General staff - level 7.2	\$27.66	\$27.66	\$36.88	\$36.88	\$27.66	\$36.88	\$36.88
General staff - level 8	\$29.40	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$31.10	N/A	N/A	N/A	N/A	N/A	N/A

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$12.97	\$16.21	\$25.94	\$32.43	\$19.46	\$25.94
General staff - level 1.2	\$13.61	\$17.01	\$27.22	\$34.03	\$20.42	\$27.22
General staff - level 1.3	\$14.03	\$17.54	\$28.06	\$35.08	\$21.05	\$28.06
General staff - level 2.1	\$14.21	\$17.76	\$28.42	\$35.53	\$21.32	\$28.42
General staff - level 2.2	\$14.47	\$18.09	\$28.94	\$36.18	\$21.71	\$28.94
General staff - level 3.1	\$15.00	\$18.75	\$30.00	\$37.50	\$22.50	\$30.00
General staff - level 3.2	\$15.76	\$19.70	\$31.52	\$39.40	\$23.64	\$31.52
General staff - level 4.1	\$16.18	\$20.23	\$32.36	\$40.45	\$24.27	\$32.36
General staff - level 4.2	\$16.82	\$21.03	\$33.64	\$42.05	\$25.23	\$33.64
General staff - level 5.1	\$17.96	\$22.45	\$35.92	\$44.90	\$26.94	\$35.92
General staff - level 5.2	\$18.82	\$23.53	\$37.64	\$47.05	\$28.23	\$37.64
General staff - level 6.1	\$19.28	\$24.10	\$38.56	\$48.20	\$28.92	\$38.56
General staff - level 6.2	\$20.42	\$25.53	\$40.84	\$51.05	\$30.63	\$40.84
General staff - level 7.1	\$20.89	\$26.11	\$41.78	\$52.23	\$31.34	\$41.78
General staff - level 7.2	\$22.13	\$27.66	\$44.26	\$55.33	\$33.20	\$44.26
General staff - level 8	\$23.52	\$29.40	N/A	\$58.80	N/A	N/A
General staff - level 9	\$24.87	\$31.09	N/A	\$62.18	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$32.43	\$25.94	\$25.94	\$14.92	\$14.92	\$16.86
General staff - level 1.2	\$34.03	\$27.22	\$27.22	\$15.65	\$15.65	\$17.69
General staff - level 1.3	\$35.08	\$28.06	\$28.06	\$16.13	\$16.13	\$18.24
General staff - level 2.1	\$35.53	\$28.42	\$28.42	\$16.34	\$16.34	\$18.47
General staff - level 2.2	\$36.18	\$28.94	\$28.94	\$16.64	\$16.64	\$18.81
General staff - level 3.1	\$37.50	\$30.00	\$30.00	\$17.25	\$17.25	\$19.50
General staff - level 3.2	\$39.40	\$31.52	\$31.52	\$18.12	\$18.12	\$20.49
General staff - level 4.1	\$40.45	\$32.36	\$32.36	\$18.61	\$18.61	\$21.03

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$42.05	\$33.64	\$33.64	\$19.34	\$19.34	\$21.87
General staff - level 5.1	\$44.90	\$35.92	\$35.92	\$20.65	\$20.65	\$23.35
General staff - level 5.2	\$47.05	\$37.64	\$37.64	\$21.64	\$21.64	\$24.47
General staff - level 6.1	\$48.20	\$38.56	\$38.56	\$22.17	\$22.17	\$25.06
General staff - level 6.2	\$51.05	\$40.84	\$40.84	\$23.48	\$23.48	\$26.55
General staff - level 7.1	\$52.23	\$41.78	\$41.78	\$24.02	\$24.02	\$27.16
General staff - level 7.2	\$55.33	\$44.26	\$44.26	\$25.45	\$25.45	\$28.77
General staff - level 8	N/A	N/A	N/A	\$27.05	\$27.05	\$30.58
General staff - level 9	N/A	N/A	N/A	\$28.60	\$28.60	\$32.33

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$19.46	\$19.46	\$25.94	\$25.94	\$19.46	\$25.94	\$25.94
General staff - level 1.2	\$20.42	\$20.42	\$27.22	\$27.22	\$20.42	\$27.22	\$27.22
General staff - level 1.3	\$21.05	\$21.05	\$28.06	\$28.06	\$21.05	\$28.06	\$28.06
General staff - level 2.1	\$21.32	\$21.32	\$28.42	\$28.42	\$21.32	\$28.42	\$28.42
General staff - level 2.2	\$21.71	\$21.71	\$28.94	\$28.94	\$21.71	\$28.94	\$28.94
General staff - level 3.1	\$22.50	\$22.50	\$30.00	\$30.00	\$22.50	\$30.00	\$30.00
General staff - level 3.2	\$23.64	\$23.64	\$31.52	\$31.52	\$23.64	\$31.52	\$31.52
General staff - level 4.1	\$24.27	\$24.27	\$32.36	\$32.36	\$24.27	\$32.36	\$32.36
General staff - level 4.2	\$25.23	\$25.23	\$33.64	\$33.64	\$25.23	\$33.64	\$33.64
General staff - level 5.1	\$26.94	\$26.94	\$35.92	\$35.92	\$26.94	\$35.92	\$35.92
General staff - level 5.2	\$28.23	\$28.23	\$37.64	\$37.64	\$28.23	\$37.64	\$37.64
General staff - level 6.1	\$28.92	\$28.92	\$38.56	\$38.56	\$28.92	\$38.56	\$38.56
General staff - level 6.2	\$30.63	\$30.63	\$40.84	\$40.84	\$30.63	\$40.84	\$40.84
General staff - level 7.1	\$31.34	\$31.34	\$41.78	\$41.78	\$31.34	\$41.78	\$41.78
General staff - level 7.2	\$33.20	\$33.20	\$44.26	\$44.26	\$33.20	\$44.26	\$44.26
General staff - level 8	\$35.28	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$37.31	N/A	N/A	N/A	N/A	N/A	N/A

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$15.13	\$18.91	\$30.26	\$37.83	\$22.70	\$30.26
General staff - level 1.2	\$15.88	\$19.85	\$31.76	\$39.70	\$23.82	\$31.76
General staff - level 1.3	\$16.37	\$20.46	\$32.74	\$40.93	\$24.56	\$32.74
General staff - level 2.1	\$16.58	\$20.73	\$33.16	\$41.45	\$24.87	\$33.16
General staff - level 2.2	\$16.88	\$21.10	\$33.76	\$42.20	\$25.32	\$33.76
General staff - level 3.1	\$17.50	\$21.88	\$35.00	\$43.75	\$26.25	\$35.00
General staff - level 3.2	\$18.38	\$22.98	\$36.76	\$45.95	\$27.57	\$36.76
General staff - level 4.1	\$18.88	\$23.60	\$37.76	\$47.20	\$28.32	\$37.76
General staff - level 4.2	\$19.62	\$24.53	\$39.24	\$49.05	\$29.43	\$39.24
General staff - level 5.1	\$20.95	\$26.19	\$41.90	\$52.38	\$31.43	\$41.90
General staff - level 5.2	\$21.95	\$27.44	\$43.90	\$54.88	\$32.93	\$43.90
General staff - level 6.1	\$22.49	\$28.11	\$44.98	\$56.23	\$33.74	\$44.98
General staff - level 6.2	\$23.82	\$29.78	\$47.64	\$59.55	\$35.73	\$47.64
General staff - level 7.1	\$24.37	\$30.46	\$48.74	\$60.93	\$36.56	\$48.74
General staff - level 7.2	\$25.82	\$32.28	\$51.64	\$64.55	\$38.73	\$51.64
General staff - level 8	\$27.44	\$34.30	N/A	\$68.60	N/A	N/A
General staff - level 9	\$29.02	\$36.28	N/A	\$72.55	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$37.83	\$30.26	\$30.26	\$17.40	\$17.40	\$19.67
General staff - level 1.2	\$39.70	\$31.76	\$31.76	\$18.26	\$18.26	\$20.64
General staff - level 1.3	\$40.93	\$32.74	\$32.74	\$18.83	\$18.83	\$21.28
General staff - level 2.1	\$41.45	\$33.16	\$33.16	\$19.07	\$19.07	\$21.55
General staff - level 2.2	\$42.20	\$33.76	\$33.76	\$19.41	\$19.41	\$21.94
General staff - level 3.1	\$43.75	\$35.00	\$35.00	\$20.13	\$20.13	\$22.75
General staff - level 3.2	\$45.95	\$36.76	\$36.76	\$21.14	\$21.14	\$23.89
General staff - level 4.1	\$47.20	\$37.76	\$37.76	\$21.71	\$21.71	\$24.54

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$49.05	\$39.24	\$39.24	\$22.56	\$22.56	\$25.51
General staff - level 5.1	\$52.38	\$41.90	\$41.90	\$24.09	\$24.09	\$27.24
General staff - level 5.2	\$54.88	\$43.90	\$43.90	\$25.24	\$25.24	\$28.54
General staff - level 6.1	\$56.23	\$44.98	\$44.98	\$25.86	\$25.86	\$29.24
General staff - level 6.2	\$59.55	\$47.64	\$47.64	\$27.39	\$27.39	\$30.97
General staff - level 7.1	\$60.93	\$48.74	\$48.74	\$28.03	\$28.03	\$31.68
General staff - level 7.2	\$64.55	\$51.64	\$51.64	\$29.69	\$29.69	\$33.57
General staff - level 8	N/A	N/A	N/A	\$31.56	\$31.56	\$35.67
General staff - level 9	N/A	N/A	N/A	\$33.37	\$33.37	\$37.73

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$22.70	\$22.70	\$30.26	\$30.26	\$22.70	\$30.26	\$30.26
General staff - level 1.2	\$23.82	\$23.82	\$31.76	\$31.76	\$23.82	\$31.76	\$31.76
General staff - level 1.3	\$24.56	\$24.56	\$32.74	\$32.74	\$24.56	\$32.74	\$32.74
General staff - level 2.1	\$24.87	\$24.87	\$33.16	\$33.16	\$24.87	\$33.16	\$33.16
General staff - level 2.2	\$25.32	\$25.32	\$33.76	\$33.76	\$25.32	\$33.76	\$33.76
General staff - level 3.1	\$26.25	\$26.25	\$35.00	\$35.00	\$26.25	\$35.00	\$35.00
General staff - level 3.2	\$27.57	\$27.57	\$36.76	\$36.76	\$27.57	\$36.76	\$36.76
General staff - level 4.1	\$28.32	\$28.32	\$37.76	\$37.76	\$28.32	\$37.76	\$37.76
General staff - level 4.2	\$29.43	\$29.43	\$39.24	\$39.24	\$29.43	\$39.24	\$39.24
General staff - level 5.1	\$31.43	\$31.43	\$41.90	\$41.90	\$31.43	\$41.90	\$41.90
General staff - level 5.2	\$32.93	\$32.93	\$43.90	\$43.90	\$32.93	\$43.90	\$43.90
General staff - level 6.1	\$33.74	\$33.74	\$44.98	\$44.98	\$33.74	\$44.98	\$44.98
General staff - level 6.2	\$35.73	\$35.73	\$47.64	\$47.64	\$35.73	\$47.64	\$47.64
General staff - level 7.1	\$36.56	\$36.56	\$48.74	\$48.74	\$36.56	\$48.74	\$48.74
General staff - level 7.2	\$38.73	\$38.73	\$51.64	\$51.64	\$38.73	\$51.64	\$51.64
General staff - level 8	\$41.16	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$43.53	N/A	N/A	N/A	N/A	N/A	N/A



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

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$17.30	\$21.63	\$34.60	\$43.25	\$25.95	\$34.60
General staff - level 1.2	\$18.15	\$22.69	\$36.30	\$45.38	\$27.23	\$36.30
General staff - level 1.3	\$18.71	\$23.39	\$37.42	\$46.78	\$28.07	\$37.42
General staff - level 2.1	\$18.95	\$23.69	\$37.90	\$47.38	\$28.43	\$37.90
General staff - level 2.2	\$19.29	\$24.11	\$38.58	\$48.23	\$28.94	\$38.58
General staff - level 3.1	\$20.00	\$25.00	\$40.00	\$50.00	\$30.00	\$40.00
General staff - level 3.2	\$21.01	\$26.26	\$42.02	\$52.53	\$31.52	\$42.02
General staff - level 4.1	\$21.58	\$26.98	\$43.16	\$53.95	\$32.37	\$43.16
General staff - level 4.2	\$22.42	\$28.03	\$44.84	\$56.05	\$33.63	\$44.84
General staff - level 5.1	\$23.94	\$29.93	\$47.88	\$59.85	\$35.91	\$47.88
General staff - level 5.2	\$25.09	\$31.36	\$50.18	\$62.73	\$37.64	\$50.18
General staff - level 6.1	\$25.70	\$32.13	\$51.40	\$64.25	\$38.55	\$51.40
General staff - level 6.2	\$27.22	\$34.03	\$54.44	\$68.05	\$40.83	\$54.44
General staff - level 7.1	\$27.85	\$34.81	\$55.70	\$69.63	\$41.78	\$55.70
General staff - level 7.2	\$29.50	\$36.88	\$59.00	\$73.75	\$44.25	\$59.00
General staff - level 8	\$31.36	\$39.20	N/A	\$78.40	N/A	N/A
General staff - level 9	\$33.16	\$41.45	N/A	\$82.90	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$43.25	\$34.60	\$34.60	\$19.90	\$19.90	\$22.49
General staff - level 1.2	\$45.38	\$36.30	\$36.30	\$20.87	\$20.87	\$23.60
General staff - level 1.3	\$46.78	\$37.42	\$37.42	\$21.52	\$21.52	\$24.32
General staff - level 2.1	\$47.38	\$37.90	\$37.90	\$21.79	\$21.79	\$24.64
General staff - level 2.2	\$48.23	\$38.58	\$38.58	\$22.18	\$22.18	\$25.08
General staff - level 3.1	\$50.00	\$40.00	\$40.00	\$23.00	\$23.00	\$26.00
General staff - level 3.2	\$52.53	\$42.02	\$42.02	\$24.16	\$24.16	\$27.31
General staff - level 4.1	\$53.95	\$43.16	\$43.16	\$24.82	\$24.82	\$28.05

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$56.05	\$44.84	\$44.84	\$25.78	\$25.78	\$29.15
General staff - level 5.1	\$59.85	\$47.88	\$47.88	\$27.53	\$27.53	\$31.12
General staff - level 5.2	\$62.73	\$50.18	\$50.18	\$28.85	\$28.85	\$32.62
General staff - level 6.1	\$64.25	\$51.40	\$51.40	\$29.56	\$29.56	\$33.41
General staff - level 6.2	\$68.05	\$54.44	\$54.44	\$31.30	\$31.30	\$35.39
General staff - level 7.1	\$69.63	\$55.70	\$55.70	\$32.03	\$32.03	\$36.21
General staff - level 7.2	\$73.75	\$59.00	\$59.00	\$33.93	\$33.93	\$38.35
General staff - level 8	N/A	N/A	N/A	\$36.06	\$36.06	\$40.77
General staff - level 9	N/A	N/A	N/A	\$38.13	\$38.13	\$43.11

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$25.95	\$25.95	\$34.60	\$34.60	\$25.95	\$34.60	\$34.60
General staff - level 1.2	\$27.23	\$27.23	\$36.30	\$36.30	\$27.23	\$36.30	\$36.30
General staff - level 1.3	\$28.07	\$28.07	\$37.42	\$37.42	\$28.07	\$37.42	\$37.42
General staff - level 2.1	\$28.43	\$28.43	\$37.90	\$37.90	\$28.43	\$37.90	\$37.90
General staff - level 2.2	\$28.94	\$28.94	\$38.58	\$38.58	\$28.94	\$38.58	\$38.58
General staff - level 3.1	\$30.00	\$30.00	\$40.00	\$40.00	\$30.00	\$40.00	\$40.00
General staff - level 3.2	\$31.52	\$31.52	\$42.02	\$42.02	\$31.52	\$42.02	\$42.02
General staff - level 4.1	\$32.37	\$32.37	\$43.16	\$43.16	\$32.37	\$43.16	\$43.16
General staff - level 4.2	\$33.63	\$33.63	\$44.84	\$44.84	\$33.63	\$44.84	\$44.84
General staff - level 5.1	\$35.91	\$35.91	\$47.88	\$47.88	\$35.91	\$47.88	\$47.88
General staff - level 5.2	\$37.64	\$37.64	\$50.18	\$50.18	\$37.64	\$50.18	\$50.18
General staff - level 6.1	\$38.55	\$38.55	\$51.40	\$51.40	\$38.55	\$51.40	\$51.40
General staff - level 6.2	\$40.83	\$40.83	\$54.44	\$54.44	\$40.83	\$54.44	\$54.44
General staff - level 7.1	\$41.78	\$41.78	\$55.70	\$55.70	\$41.78	\$55.70	\$55.70
General staff - level 7.2	\$44.25	\$44.25	\$59.00	\$59.00	\$44.25	\$59.00	\$59.00
General staff - level 8	\$47.04	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$49.74	N/A	N/A	N/A	N/A	N/A	N/A

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$19.46	\$24.33	\$38.92	\$48.65	\$29.19	\$38.92
General staff - level 1.2	\$20.42	\$25.53	\$40.84	\$51.05	\$30.63	\$40.84
General staff - level 1.3	\$21.05	\$26.31	\$42.10	\$52.63	\$31.58	\$42.10
General staff - level 2.1	\$21.32	\$26.65	\$42.64	\$53.30	\$31.98	\$42.64
General staff - level 2.2	\$21.70	\$27.13	\$43.40	\$54.25	\$32.55	\$43.40
General staff - level 3.1	\$22.50	\$28.13	\$45.00	\$56.25	\$33.75	\$45.00
General staff - level 3.2	\$23.63	\$29.54	\$47.26	\$59.08	\$35.45	\$47.26
General staff - level 4.1	\$24.27	\$30.34	\$48.54	\$60.68	\$36.41	\$48.54
General staff - level 4.2	\$25.23	\$31.54	\$50.46	\$63.08	\$37.85	\$50.46
General staff - level 5.1	\$26.94	\$33.68	\$53.88	\$67.35	\$40.41	\$53.88
General staff - level 5.2	\$28.22	\$35.28	\$56.44	\$70.55	\$42.33	\$56.44
General staff - level 6.1	\$28.92	\$36.15	\$57.84	\$72.30	\$43.38	\$57.84
General staff - level 6.2	\$30.63	\$38.29	\$61.26	\$76.58	\$45.95	\$61.26
General staff - level 7.1	\$31.33	\$39.16	\$62.66	\$78.33	\$47.00	\$62.66
General staff - level 7.2	\$33.19	\$41.49	\$66.38	\$82.98	\$49.79	\$66.38
General staff - level 8	\$35.28	\$44.10	N/A	\$88.20	N/A	N/A
General staff - level 9	\$37.31	\$46.64	N/A	\$93.28	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$48.65	\$38.92	\$38.92	\$22.38	\$22.38	\$25.30
General staff - level 1.2	\$51.05	\$40.84	\$40.84	\$23.48	\$23.48	\$26.55
General staff - level 1.3	\$52.63	\$42.10	\$42.10	\$24.21	\$24.21	\$27.37
General staff - level 2.1	\$53.30	\$42.64	\$42.64	\$24.52	\$24.52	\$27.72
General staff - level 2.2	\$54.25	\$43.40	\$43.40	\$24.96	\$24.96	\$28.21
General staff - level 3.1	\$56.25	\$45.00	\$45.00	\$25.88	\$25.88	\$29.25
General staff - level 3.2	\$59.08	\$47.26	\$47.26	\$27.17	\$27.17	\$30.72
General staff - level 4.1	\$60.68	\$48.54	\$48.54	\$27.91	\$27.91	\$31.55

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$63.08	\$50.46	\$50.46	\$29.01	\$29.01	\$32.80
General staff - level 5.1	\$67.35	\$53.88	\$53.88	\$30.98	\$30.98	\$35.02
General staff - level 5.2	\$70.55	\$56.44	\$56.44	\$32.45	\$32.45	\$36.69
General staff - level 6.1	\$72.30	\$57.84	\$57.84	\$33.26	\$33.26	\$37.60
General staff - level 6.2	\$76.58	\$61.26	\$61.26	\$35.22	\$35.22	\$39.82
General staff - level 7.1	\$78.33	\$62.66	\$62.66	\$36.03	\$36.03	\$40.73
General staff - level 7.2	\$82.98	\$66.38	\$66.38	\$38.17	\$38.17	\$43.15
General staff - level 8	N/A	N/A	N/A	\$40.57	\$40.57	\$45.86
General staff - level 9	N/A	N/A	N/A	\$42.91	\$42.91	\$48.50

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$29.19	\$29.19	\$38.92	\$38.92	\$29.19	\$38.92	\$38.92
General staff - level 1.2	\$30.63	\$30.63	\$40.84	\$40.84	\$30.63	\$40.84	\$40.84
General staff - level 1.3	\$31.58	\$31.58	\$42.10	\$42.10	\$31.58	\$42.10	\$42.10
General staff - level 2.1	\$31.98	\$31.98	\$42.64	\$42.64	\$31.98	\$42.64	\$42.64
General staff - level 2.2	\$32.55	\$32.55	\$43.40	\$43.40	\$32.55	\$43.40	\$43.40
General staff - level 3.1	\$33.75	\$33.75	\$45.00	\$45.00	\$33.75	\$45.00	\$45.00
General staff - level 3.2	\$35.45	\$35.45	\$47.26	\$47.26	\$35.45	\$47.26	\$47.26
General staff - level 4.1	\$36.41	\$36.41	\$48.54	\$48.54	\$36.41	\$48.54	\$48.54
General staff - level 4.2	\$37.85	\$37.85	\$50.46	\$50.46	\$37.85	\$50.46	\$50.46
General staff - level 5.1	\$40.41	\$40.41	\$53.88	\$53.88	\$40.41	\$53.88	\$53.88
General staff - level 5.2	\$42.33	\$42.33	\$56.44	\$56.44	\$42.33	\$56.44	\$56.44
General staff - level 6.1	\$43.38	\$43.38	\$57.84	\$57.84	\$43.38	\$57.84	\$57.84
General staff - level 6.2	\$45.95	\$45.95	\$61.26	\$61.26	\$45.95	\$61.26	\$61.26
General staff - level 7.1	\$47.00	\$47.00	\$62.66	\$62.66	\$47.00	\$62.66	\$62.66
General staff - level 7.2	\$49.79	\$49.79	\$66.38	\$66.38	\$49.79	\$66.38	\$66.38
General staff - level 8	\$52.92	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$55.97	N/A	N/A	N/A	N/A	N/A	N/A

## Junior - Casual - Under 16 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$12.16	\$14.60	\$21.89	\$26.76	\$17.03	\$21.89
General staff - level 1.2	\$12.76	\$15.32	\$22.97	\$28.08	\$17.87	\$22.97
General staff - level 1.3	\$13.16	\$15.80	\$23.69	\$28.96	\$18.43	\$23.69
General staff - level 2.1	\$13.33	\$15.99	\$23.99	\$29.32	\$18.66	\$23.99
General staff - level 2.2	\$13.56	\$16.28	\$24.41	\$29.84	\$18.99	\$24.41
General staff - level 3.1	\$14.06	\$16.88	\$25.31	\$30.94	\$19.69	\$25.31
General staff - level 3.2	\$14.78	\$17.73	\$26.60	\$32.51	\$20.69	\$26.60
General staff - level 4.1	\$15.18	\$18.21	\$27.32	\$33.39	\$21.25	\$27.32
General staff - level 4.2	\$15.76	\$18.92	\$28.37	\$34.68	\$22.07	\$28.37
General staff - level 5.1	\$16.84	\$20.21	\$30.31	\$37.04	\$23.57	\$30.31
General staff - level 5.2	\$17.64	\$21.17	\$31.75	\$38.80	\$24.69	\$31.75
General staff - level 6.1	\$18.08	\$21.69	\$32.54	\$39.77	\$25.31	\$32.54
General staff - level 6.2	\$19.14	\$22.97	\$34.45	\$42.10	\$26.79	\$34.45
General staff - level 7.1	\$19.58	\$23.49	\$35.24	\$43.07	\$27.41	\$35.24
General staff - level 7.2	\$20.75	\$24.90	\$37.35	\$45.65	\$29.05	\$37.35
General staff - level 8	\$22.05	\$26.46	N/A	\$48.51	N/A	N/A
General staff - level 9	\$23.31	\$27.98	N/A	\$51.29	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$26.76	\$21.89	\$21.89	\$13.62	\$13.62	\$15.08
General staff - level 1.2	\$28.08	\$22.97	\$22.97	\$14.29	\$14.29	\$15.83
General staff - level 1.3	\$28.96	\$23.69	\$23.69	\$14.74	\$14.74	\$16.32
General staff - level 2.1	\$29.32	\$23.99	\$23.99	\$14.92	\$14.92	\$16.52
General staff - level 2.2	\$29.84	\$24.41	\$24.41	\$15.19	\$15.19	\$16.82
General staff - level 3.1	\$30.94	\$25.31	\$25.31	\$15.75	\$15.75	\$17.44
General staff - level 3.2	\$32.51	\$26.60	\$26.60	\$16.55	\$16.55	\$18.32
General staff - level 4.1	\$33.39	\$27.32	\$27.32	\$17.00	\$17.00	\$18.82

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$34.68	\$28.37	\$28.37	\$17.65	\$17.65	\$19.55
General staff - level 5.1	\$37.04	\$30.31	\$30.31	\$18.86	\$18.86	\$20.88
General staff - level 5.2	\$38.80	\$31.75	\$31.75	\$19.75	\$19.75	\$21.87
General staff - level 6.1	\$39.77	\$32.54	\$32.54	\$20.24	\$20.24	\$22.41
General staff - level 6.2	\$42.10	\$34.45	\$34.45	\$21.43	\$21.43	\$23.73
General staff - level 7.1	\$43.07	\$35.24	\$35.24	\$21.92	\$21.92	\$24.27
General staff - level 7.2	\$45.65	\$37.35	\$37.35	\$23.24	\$23.24	\$25.73
General staff - level 8	N/A	N/A	N/A	\$24.70	\$24.70	\$27.34
General staff - level 9	N/A	N/A	N/A	\$26.11	\$26.11	\$28.91

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$17.03	\$17.03	\$21.89	\$21.89	\$17.03	\$21.89	\$21.89
General staff - level 1.2	\$17.87	\$17.87	\$22.97	\$22.97	\$17.87	\$22.97	\$22.97
General staff - level 1.3	\$18.43	\$18.43	\$23.69	\$23.69	\$18.43	\$23.69	\$23.69
General staff - level 2.1	\$18.66	\$18.66	\$23.99	\$23.99	\$18.66	\$23.99	\$23.99
General staff - level 2.2	\$18.99	\$18.99	\$24.41	\$24.41	\$18.99	\$24.41	\$24.41
General staff - level 3.1	\$19.69	\$19.69	\$25.31	\$25.31	\$19.69	\$25.31	\$25.31
General staff - level 3.2	\$20.69	\$20.69	\$26.60	\$26.60	\$20.69	\$26.60	\$26.60
General staff - level 4.1	\$21.25	\$21.25	\$27.32	\$27.32	\$21.25	\$27.32	\$27.32
General staff - level 4.2	\$22.07	\$22.07	\$28.37	\$28.37	\$22.07	\$28.37	\$28.37
General staff - level 5.1	\$23.57	\$23.57	\$30.31	\$30.31	\$23.57	\$30.31	\$30.31
General staff - level 5.2	\$24.69	\$24.69	\$31.75	\$31.75	\$24.69	\$31.75	\$31.75
General staff - level 6.1	\$25.31	\$25.31	\$32.54	\$32.54	\$25.31	\$32.54	\$32.54
General staff - level 6.2	\$26.79	\$26.79	\$34.45	\$34.45	\$26.79	\$34.45	\$34.45
General staff - level 7.1	\$27.41	\$27.41	\$35.24	\$35.24	\$27.41	\$35.24	\$35.24
General staff - level 7.2	\$29.05	\$29.05	\$37.35	\$37.35	\$29.05	\$37.35	\$37.35
General staff - level 8	\$30.87	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$32.64	N/A	N/A	N/A	N/A	N/A	N/A

## Junior - Casual - 16 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$13.51	\$16.22	\$24.32	\$29.73	\$18.92	\$24.32
General staff - level 1.2	\$14.19	\$17.03	\$25.54	\$31.21	\$19.86	\$25.54
General staff - level 1.3	\$14.63	\$17.55	\$26.33	\$32.18	\$20.48	\$26.33
General staff - level 2.1	\$14.81	\$17.78	\$26.66	\$32.59	\$20.74	\$26.66
General staff - level 2.2	\$15.08	\$18.09	\$27.14	\$33.17	\$21.11	\$27.14
General staff - level 3.1	\$15.63	\$18.75	\$28.13	\$34.38	\$21.88	\$28.13
General staff - level 3.2	\$16.41	\$19.70	\$29.54	\$36.11	\$22.98	\$29.54
General staff - level 4.1	\$16.86	\$20.24	\$30.35	\$37.10	\$23.61	\$30.35
General staff - level 4.2	\$17.53	\$21.03	\$31.55	\$38.56	\$24.54	\$31.55
General staff - level 5.1	\$18.71	\$22.46	\$33.68	\$41.17	\$26.20	\$33.68
General staff - level 5.2	\$19.60	\$23.52	\$35.28	\$43.12	\$27.44	\$35.28
General staff - level 6.1	\$20.09	\$24.11	\$36.16	\$44.19	\$28.12	\$36.16
General staff - level 6.2	\$21.28	\$25.53	\$38.30	\$46.81	\$29.79	\$38.30
General staff - level 7.1	\$21.76	\$26.12	\$39.17	\$47.88	\$30.47	\$39.17
General staff - level 7.2	\$23.05	\$27.66	\$41.49	\$50.71	\$32.27	\$41.49
General staff - level 8	\$24.50	\$29.40	N/A	\$53.90	N/A	N/A
General staff - level 9	\$25.91	\$31.10	N/A	\$57.01	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$29.73	\$24.32	\$24.32	\$15.13	\$15.13	\$16.76
General staff - level 1.2	\$31.21	\$25.54	\$25.54	\$15.89	\$15.89	\$17.59
General staff - level 1.3	\$32.18	\$26.33	\$26.33	\$16.38	\$16.38	\$18.14
General staff - level 2.1	\$32.59	\$26.66	\$26.66	\$16.59	\$16.59	\$18.37
General staff - level 2.2	\$33.17	\$27.14	\$27.14	\$16.88	\$16.88	\$18.69
General staff - level 3.1	\$34.38	\$28.13	\$28.13	\$17.50	\$17.50	\$19.38
General staff - level 3.2	\$36.11	\$29.54	\$29.54	\$18.38	\$18.38	\$20.35
General staff - level 4.1	\$37.10	\$30.35	\$30.35	\$18.89	\$18.89	\$20.91

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$38.56	\$31.55	\$31.55	\$19.63	\$19.63	\$21.73
General staff - level 5.1	\$41.17	\$33.68	\$33.68	\$20.96	\$20.96	\$23.20
General staff - level 5.2	\$43.12	\$35.28	\$35.28	\$21.95	\$21.95	\$24.30
General staff - level 6.1	\$44.19	\$36.16	\$36.16	\$22.50	\$22.50	\$24.91
General staff - level 6.2	\$46.81	\$38.30	\$38.30	\$23.83	\$23.83	\$26.38
General staff - level 7.1	\$47.88	\$39.17	\$39.17	\$24.37	\$24.37	\$26.99
General staff - level 7.2	\$50.71	\$41.49	\$41.49	\$25.82	\$25.82	\$28.58
General staff - level 8	N/A	N/A	N/A	\$27.44	\$27.44	\$30.38
General staff - level 9	N/A	N/A	N/A	\$29.02	\$29.02	\$32.13

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$18.92	\$18.92	\$24.32	\$24.32	\$18.92	\$24.32	\$24.32
General staff - level 1.2	\$19.86	\$19.86	\$25.54	\$25.54	\$19.86	\$25.54	\$25.54
General staff - level 1.3	\$20.48	\$20.48	\$26.33	\$26.33	\$20.48	\$26.33	\$26.33
General staff - level 2.1	\$20.74	\$20.74	\$26.66	\$26.66	\$20.74	\$26.66	\$26.66
General staff - level 2.2	\$21.11	\$21.11	\$27.14	\$27.14	\$21.11	\$27.14	\$27.14
General staff - level 3.1	\$21.88	\$21.88	\$28.13	\$28.13	\$21.88	\$28.13	\$28.13
General staff - level 3.2	\$22.98	\$22.98	\$29.54	\$29.54	\$22.98	\$29.54	\$29.54
General staff - level 4.1	\$23.61	\$23.61	\$30.35	\$30.35	\$23.61	\$30.35	\$30.35
General staff - level 4.2	\$24.54	\$24.54	\$31.55	\$31.55	\$24.54	\$31.55	\$31.55
General staff - level 5.1	\$26.20	\$26.20	\$33.68	\$33.68	\$26.20	\$33.68	\$33.68
General staff - level 5.2	\$27.44	\$27.44	\$35.28	\$35.28	\$27.44	\$35.28	\$35.28
General staff - level 6.1	\$28.12	\$28.12	\$36.16	\$36.16	\$28.12	\$36.16	\$36.16
General staff - level 6.2	\$29.79	\$29.79	\$38.30	\$38.30	\$29.79	\$38.30	\$38.30
General staff - level 7.1	\$30.47	\$30.47	\$39.17	\$39.17	\$30.47	\$39.17	\$39.17
General staff - level 7.2	\$32.27	\$32.27	\$41.49	\$41.49	\$32.27	\$41.49	\$41.49
General staff - level 8	\$34.30	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$36.28	N/A	N/A	N/A	N/A	N/A	N/A



## Junior - Casual - 17 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$16.21	\$19.46	\$29.18	\$35.67	\$22.70	\$29.18
General staff - level 1.2	\$17.01	\$20.42	\$30.62	\$37.43	\$23.82	\$30.62
General staff - level 1.3	\$17.54	\$21.05	\$31.57	\$38.58	\$24.55	\$31.57
General staff - level 2.1	\$17.76	\$21.32	\$31.97	\$39.08	\$24.87	\$31.97
General staff - level 2.2	\$18.09	\$21.71	\$32.56	\$39.79	\$25.32	\$32.56
General staff - level 3.1	\$18.75	\$22.50	\$33.75	\$41.25	\$26.25	\$33.75
General staff - level 3.2	\$19.70	\$23.64	\$35.46	\$43.34	\$27.58	\$35.46
General staff - level 4.1	\$20.23	\$24.27	\$36.41	\$44.50	\$28.32	\$36.41
General staff - level 4.2	\$21.03	\$25.23	\$37.85	\$46.26	\$29.44	\$37.85
General staff - level 5.1	\$22.45	\$26.94	\$40.41	\$49.39	\$31.43	\$40.41
General staff - level 5.2	\$23.53	\$28.23	\$42.35	\$51.76	\$32.94	\$42.35
General staff - level 6.1	\$24.10	\$28.92	\$43.38	\$53.02	\$33.74	\$43.38
General staff - level 6.2	\$25.53	\$30.63	\$45.95	\$56.16	\$35.74	\$45.95
General staff - level 7.1	\$26.11	\$31.34	\$47.00	\$57.45	\$36.56	\$47.00
General staff - level 7.2	\$27.66	\$33.20	\$49.79	\$60.86	\$38.73	\$49.79
General staff - level 8	\$29.40	\$35.28	N/A	\$64.68	N/A	N/A
General staff - level 9	\$31.09	\$37.31	N/A	\$68.39	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$35.67	\$29.18	\$29.18	\$18.16	\$18.16	\$20.10
General staff - level 1.2	\$37.43	\$30.62	\$30.62	\$19.05	\$19.05	\$21.10
General staff - level 1.3	\$38.58	\$31.57	\$31.57	\$19.64	\$19.64	\$21.75
General staff - level 2.1	\$39.08	\$31.97	\$31.97	\$19.89	\$19.89	\$22.03
General staff - level 2.2	\$39.79	\$32.56	\$32.56	\$20.26	\$20.26	\$22.43
General staff - level 3.1	\$41.25	\$33.75	\$33.75	\$21.00	\$21.00	\$23.25
General staff - level 3.2	\$43.34	\$35.46	\$35.46	\$22.06	\$22.06	\$24.43
General staff - level 4.1	\$44.50	\$36.41	\$36.41	\$22.65	\$22.65	\$25.08

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$46.26	\$37.85	\$37.85	\$23.55	\$23.55	\$26.07
General staff - level 5.1	\$49.39	\$40.41	\$40.41	\$25.14	\$25.14	\$27.84
General staff - level 5.2	\$51.76	\$42.35	\$42.35	\$26.35	\$26.35	\$29.17
General staff - level 6.1	\$53.02	\$43.38	\$43.38	\$26.99	\$26.99	\$29.88
General staff - level 6.2	\$56.16	\$45.95	\$45.95	\$28.59	\$28.59	\$31.65
General staff - level 7.1	\$57.45	\$47.00	\$47.00	\$29.25	\$29.25	\$32.38
General staff - level 7.2	\$60.86	\$49.79	\$49.79	\$30.98	\$30.98	\$34.30
General staff - level 8	N/A	N/A	N/A	\$32.93	\$32.93	\$36.46
General staff - level 9	N/A	N/A	N/A	\$34.82	\$34.82	\$38.55

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$22.70	\$22.70	\$29.18	\$29.18	\$22.70	\$29.18	\$29.18
General staff - level 1.2	\$23.82	\$23.82	\$30.62	\$30.62	\$23.82	\$30.62	\$30.62
General staff - level 1.3	\$24.55	\$24.55	\$31.57	\$31.57	\$24.55	\$31.57	\$31.57
General staff - level 2.1	\$24.87	\$24.87	\$31.97	\$31.97	\$24.87	\$31.97	\$31.97
General staff - level 2.2	\$25.32	\$25.32	\$32.56	\$32.56	\$25.32	\$32.56	\$32.56
General staff - level 3.1	\$26.25	\$26.25	\$33.75	\$33.75	\$26.25	\$33.75	\$33.75
General staff - level 3.2	\$27.58	\$27.58	\$35.46	\$35.46	\$27.58	\$35.46	\$35.46
General staff - level 4.1	\$28.32	\$28.32	\$36.41	\$36.41	\$28.32	\$36.41	\$36.41
General staff - level 4.2	\$29.44	\$29.44	\$37.85	\$37.85	\$29.44	\$37.85	\$37.85
General staff - level 5.1	\$31.43	\$31.43	\$40.41	\$40.41	\$31.43	\$40.41	\$40.41
General staff - level 5.2	\$32.94	\$32.94	\$42.35	\$42.35	\$32.94	\$42.35	\$42.35
General staff - level 6.1	\$33.74	\$33.74	\$43.38	\$43.38	\$33.74	\$43.38	\$43.38
General staff - level 6.2	\$35.74	\$35.74	\$45.95	\$45.95	\$35.74	\$45.95	\$45.95
General staff - level 7.1	\$36.56	\$36.56	\$47.00	\$47.00	\$36.56	\$47.00	\$47.00
General staff - level 7.2	\$38.73	\$38.73	\$49.79	\$49.79	\$38.73	\$49.79	\$49.79
General staff - level 8	\$41.16	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$43.52	N/A	N/A	N/A	N/A	N/A	N/A

## Junior - Casual - 18 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$18.91	\$22.70	\$34.04	\$41.61	\$26.48	\$34.04
General staff - level 1.2	\$19.85	\$23.82	\$35.73	\$43.67	\$27.79	\$35.73
General staff - level 1.3	\$20.46	\$24.56	\$36.83	\$45.02	\$28.65	\$36.83
General staff - level 2.1	\$20.73	\$24.87	\$37.31	\$45.60	\$29.02	\$37.31
General staff - level 2.2	\$21.10	\$25.32	\$37.98	\$46.42	\$29.54	\$37.98
General staff - level 3.1	\$21.88	\$26.25	\$39.38	\$48.13	\$30.63	\$39.38
General staff - level 3.2	\$22.98	\$27.57	\$41.36	\$50.55	\$32.17	\$41.36
General staff - level 4.1	\$23.60	\$28.32	\$42.48	\$51.92	\$33.04	\$42.48
General staff - level 4.2	\$24.53	\$29.43	\$44.15	\$53.96	\$34.34	\$44.15
General staff - level 5.1	\$26.19	\$31.43	\$47.14	\$57.61	\$36.66	\$47.14
General staff - level 5.2	\$27.44	\$32.93	\$49.39	\$60.36	\$38.41	\$49.39
General staff - level 6.1	\$28.11	\$33.74	\$50.60	\$61.85	\$39.36	\$50.60
General staff - level 6.2	\$29.78	\$35.73	\$53.60	\$65.51	\$41.69	\$53.60
General staff - level 7.1	\$30.46	\$36.56	\$54.83	\$67.02	\$42.65	\$54.83
General staff - level 7.2	\$32.28	\$38.73	\$58.10	\$71.01	\$45.19	\$58.10
General staff - level 8	\$34.30	\$41.16	N/A	\$75.46	N/A	N/A
General staff - level 9	\$36.28	\$43.53	N/A	\$79.81	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$41.61	\$34.04	\$34.04	\$21.18	\$21.18	\$23.45
General staff - level 1.2	\$43.67	\$35.73	\$35.73	\$22.23	\$22.23	\$24.61
General staff - level 1.3	\$45.02	\$36.83	\$36.83	\$22.92	\$22.92	\$25.37
General staff - level 2.1	\$45.60	\$37.31	\$37.31	\$23.21	\$23.21	\$25.70
General staff - level 2.2	\$46.42	\$37.98	\$37.98	\$23.63	\$23.63	\$26.16
General staff - level 3.1	\$48.13	\$39.38	\$39.38	\$24.50	\$24.50	\$27.13
General staff - level 3.2	\$50.55	\$41.36	\$41.36	\$25.73	\$25.73	\$28.49
General staff - level 4.1	\$51.92	\$42.48	\$42.48	\$26.43	\$26.43	\$29.26

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$53.96	\$44.15	\$44.15	\$27.47	\$27.47	\$30.41
General staff - level 5.1	\$57.61	\$47.14	\$47.14	\$29.33	\$29.33	\$32.47
General staff - level 5.2	\$60.36	\$49.39	\$49.39	\$30.73	\$30.73	\$34.02
General staff - level 6.1	\$61.85	\$50.60	\$50.60	\$31.49	\$31.49	\$34.86
General staff - level 6.2	\$65.51	\$53.60	\$53.60	\$33.35	\$33.35	\$36.92
General staff - level 7.1	\$67.02	\$54.83	\$54.83	\$34.12	\$34.12	\$37.77
General staff - level 7.2	\$71.01	\$58.10	\$58.10	\$36.15	\$36.15	\$40.02
General staff - level 8	N/A	N/A	N/A	\$38.42	\$38.42	\$42.53
General staff - level 9	N/A	N/A	N/A	\$40.63	\$40.63	\$44.98

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$26.48	\$26.48	\$34.04	\$34.04	\$26.48	\$34.04	\$34.04
General staff - level 1.2	\$27.79	\$27.79	\$35.73	\$35.73	\$27.79	\$35.73	\$35.73
General staff - level 1.3	\$28.65	\$28.65	\$36.83	\$36.83	\$28.65	\$36.83	\$36.83
General staff - level 2.1	\$29.02	\$29.02	\$37.31	\$37.31	\$29.02	\$37.31	\$37.31
General staff - level 2.2	\$29.54	\$29.54	\$37.98	\$37.98	\$29.54	\$37.98	\$37.98
General staff - level 3.1	\$30.63	\$30.63	\$39.38	\$39.38	\$30.63	\$39.38	\$39.38
General staff - level 3.2	\$32.17	\$32.17	\$41.36	\$41.36	\$32.17	\$41.36	\$41.36
General staff - level 4.1	\$33.04	\$33.04	\$42.48	\$42.48	\$33.04	\$42.48	\$42.48
General staff - level 4.2	\$34.34	\$34.34	\$44.15	\$44.15	\$34.34	\$44.15	\$44.15
General staff - level 5.1	\$36.66	\$36.66	\$47.14	\$47.14	\$36.66	\$47.14	\$47.14
General staff - level 5.2	\$38.41	\$38.41	\$49.39	\$49.39	\$38.41	\$49.39	\$49.39
General staff - level 6.1	\$39.36	\$39.36	\$50.60	\$50.60	\$39.36	\$50.60	\$50.60
General staff - level 6.2	\$41.69	\$41.69	\$53.60	\$53.60	\$41.69	\$53.60	\$53.60
General staff - level 7.1	\$42.65	\$42.65	\$54.83	\$54.83	\$42.65	\$54.83	\$54.83
General staff - level 7.2	\$45.19	\$45.19	\$58.10	\$58.10	\$45.19	\$58.10	\$58.10
General staff - level 8	\$48.02	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$50.79	N/A	N/A	N/A	N/A	N/A	N/A

## Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$21.63	\$25.95	\$38.93	\$47.58	\$30.28	\$38.93
General staff - level 1.2	\$22.69	\$27.23	\$40.84	\$49.91	\$31.76	\$40.84
General staff - level 1.3	\$23.39	\$28.07	\$42.10	\$51.45	\$32.74	\$42.10
General staff - level 2.1	\$23.69	\$28.43	\$42.64	\$52.11	\$33.16	\$42.64
General staff - level 2.2	\$24.11	\$28.94	\$43.40	\$53.05	\$33.76	\$43.40
General staff - level 3.1	\$25.00	\$30.00	\$45.00	\$55.00	\$35.00	\$45.00
General staff - level 3.2	\$26.26	\$31.52	\$47.27	\$57.78	\$36.77	\$47.27
General staff - level 4.1	\$26.98	\$32.37	\$48.56	\$59.35	\$37.77	\$48.56
General staff - level 4.2	\$28.03	\$33.63	\$50.45	\$61.66	\$39.24	\$50.45
General staff - level 5.1	\$29.93	\$35.91	\$53.87	\$65.84	\$41.90	\$53.87
General staff - level 5.2	\$31.36	\$37.64	\$56.45	\$69.00	\$43.91	\$56.45
General staff - level 6.1	\$32.13	\$38.55	\$57.83	\$70.68	\$44.98	\$57.83
General staff - level 6.2	\$34.03	\$40.83	\$61.25	\$74.86	\$47.64	\$61.25
General staff - level 7.1	\$34.81	\$41.78	\$62.66	\$76.59	\$48.74	\$62.66
General staff - level 7.2	\$36.88	\$44.25	\$66.38	\$81.13	\$51.63	\$66.38
General staff - level 8	\$39.20	\$47.04	N/A	\$86.24	N/A	N/A
General staff - level 9	\$41.45	\$49.74	N/A	\$91.19	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$47.58	\$38.93	\$38.93	\$24.22	\$24.22	\$26.82
General staff - level 1.2	\$49.91	\$40.84	\$40.84	\$25.41	\$25.41	\$28.13
General staff - level 1.3	\$51.45	\$42.10	\$42.10	\$26.19	\$26.19	\$29.00
General staff - level 2.1	\$52.11	\$42.64	\$42.64	\$26.53	\$26.53	\$29.37
General staff - level 2.2	\$53.05	\$43.40	\$43.40	\$27.01	\$27.01	\$29.90
General staff - level 3.1	\$55.00	\$45.00	\$45.00	\$28.00	\$28.00	\$31.00
General staff - level 3.2	\$57.78	\$47.27	\$47.27	\$29.41	\$29.41	\$32.57
General staff - level 4.1	\$59.35	\$48.56	\$48.56	\$30.21	\$30.21	\$33.45

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 4.2	\$61.66	\$50.45	\$50.45	\$31.39	\$31.39	\$34.75
General staff - level 5.1	\$65.84	\$53.87	\$53.87	\$33.52	\$33.52	\$37.11
General staff - level 5.2	\$69.00	\$56.45	\$56.45	\$35.13	\$35.13	\$38.89
General staff - level 6.1	\$70.68	\$57.83	\$57.83	\$35.98	\$35.98	\$39.84
General staff - level 6.2	\$74.86	\$61.25	\$61.25	\$38.11	\$38.11	\$42.19
General staff - level 7.1	\$76.59	\$62.66	\$62.66	\$38.99	\$38.99	\$43.17
General staff - level 7.2	\$81.13	\$66.38	\$66.38	\$41.30	\$41.30	\$45.73
General staff - level 8	N/A	N/A	N/A	\$43.90	\$43.90	\$48.61
General staff - level 9	N/A	N/A	N/A	\$46.42	\$46.42	\$51.40

**Table 3 of 3**

Classification	Saturday, Sunday, public holiday - shiftworkers	Overtime (more than 10 hours a day) - first 2 hours - shiftworkers	Overtime - Saturday, Sunday, public holiday - shiftworkers	Overtime (more than 10 hours a day) - after 2 hours - shiftworkers	Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers	Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers	Less than 8 hour break between shifts - change to shift
General staff - level 1.1	\$30.28	\$30.28	\$38.93	\$38.93	\$30.28	\$38.93	\$38.93
General staff - level 1.2	\$31.76	\$31.76	\$40.84	\$40.84	\$31.76	\$40.84	\$40.84
General staff - level 1.3	\$32.74	\$32.74	\$42.10	\$42.10	\$32.74	\$42.10	\$42.10
General staff - level 2.1	\$33.16	\$33.16	\$42.64	\$42.64	\$33.16	\$42.64	\$42.64
General staff - level 2.2	\$33.76	\$33.76	\$43.40	\$43.40	\$33.76	\$43.40	\$43.40
General staff - level 3.1	\$35.00	\$35.00	\$45.00	\$45.00	\$35.00	\$45.00	\$45.00
General staff - level 3.2	\$36.77	\$36.77	\$47.27	\$47.27	\$36.77	\$47.27	\$47.27
General staff - level 4.1	\$37.77	\$37.77	\$48.56	\$48.56	\$37.77	\$48.56	\$48.56
General staff - level 4.2	\$39.24	\$39.24	\$50.45	\$50.45	\$39.24	\$50.45	\$50.45
General staff - level 5.1	\$41.90	\$41.90	\$53.87	\$53.87	\$41.90	\$53.87	\$53.87
General staff - level 5.2	\$43.91	\$43.91	\$56.45	\$56.45	\$43.91	\$56.45	\$56.45
General staff - level 6.1	\$44.98	\$44.98	\$57.83	\$57.83	\$44.98	\$57.83	\$57.83
General staff - level 6.2	\$47.64	\$47.64	\$61.25	\$61.25	\$47.64	\$61.25	\$61.25
General staff - level 7.1	\$48.74	\$48.74	\$62.66	\$62.66	\$48.74	\$62.66	\$62.66
General staff - level 7.2	\$51.63	\$51.63	\$66.38	\$66.38	\$51.63	\$66.38	\$66.38
General staff - level 8	\$54.88	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$58.03	N/A	N/A	N/A	N/A	N/A	N/A

## Junior - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - between 7am and 12.30pm - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Overtime - first 2 hours - not shiftworkers	Overtime - after 2 hours - not shiftworkers
General staff - level 1.1	\$24.33	\$29.19	\$43.79	\$53.52	\$34.06	\$43.79
General staff - level 1.2	\$25.53	\$30.63	\$45.95	\$56.16	\$35.74	\$45.95
General staff - level 1.3	\$26.31	\$31.58	\$47.36	\$57.89	\$36.84	\$47.36
General staff - level 2.1	\$26.65	\$31.98	\$47.97	\$58.63	\$37.31	\$47.97
General staff - level 2.2	\$27.13	\$32.55	\$48.83	\$59.68	\$37.98	\$48.83
General staff - level 3.1	\$28.13	\$33.75	\$50.63	\$61.88	\$39.38	\$50.63
General staff - level 3.2	\$29.54	\$35.45	\$53.17	\$64.98	\$41.35	\$53.17
General staff - level 4.1	\$30.34	\$36.41	\$54.61	\$66.74	\$42.47	\$54.61
General staff - level 4.2	\$31.54	\$37.85	\$56.77	\$69.38	\$44.15	\$56.77
General staff - level 5.1	\$33.68	\$40.41	\$60.62	\$74.09	\$47.15	\$60.62
General staff - level 5.2	\$35.28	\$42.33	\$63.50	\$77.61	\$49.39	\$63.50
General staff - level 6.1	\$36.15	\$43.38	\$65.07	\$79.53	\$50.61	\$65.07
General staff - level 6.2	\$38.29	\$45.95	\$68.92	\$84.23	\$53.60	\$68.92
General staff - level 7.1	\$39.16	\$47.00	\$70.49	\$86.16	\$54.83	\$70.49
General staff - level 7.2	\$41.49	\$49.79	\$74.68	\$91.27	\$58.08	\$74.68
General staff - level 8	\$44.10	\$52.92	N/A	\$97.02	N/A	N/A
General staff - level 9	\$46.64	\$55.97	N/A	\$102.60	N/A	N/A

Table 2 of 3

Classification	Overtime - public holiday - not shiftworkers	Less than 10 hour break after overtime	Working through a meal break	Afternoon shift	Night shift	Permanent night shift
General staff - level 1.1	\$53.52	\$43.79	\$43.79	\$27.24	\$27.24	\$30.16
General staff - level 1.2	\$56.16	\$45.95	\$45.95	\$28.59	\$28.59	\$31.65
General staff - level 1.3	\$57.89	\$47.36	\$47.36	\$29.47	\$29.47	\$32.63
General staff - level 2.1	\$58.63	\$47.97	\$47.97	\$29.85	\$29.85	\$33.05
General staff - level 2.2	\$59.68	\$48.83	\$48.83	\$30.38	\$30.38	\$33.64
General staff - level 3.1	\$61.88	\$50.63	\$50.63	\$31.50	\$31.50	\$34.88
General staff - level 3.2	\$64.98	\$53.17	\$53.17	\$33.08	\$33.08	\$36.63
General staff - level 4.1	\$66.74	\$54.61	\$54.61	\$33.98	\$33.98	\$37.62

<b>Classification</b>	<b>Overtime - public holiday - not shiftworkers</b>	<b>Less than 10 hour break after overtime</b>	<b>Working through a meal break</b>	<b>Afternoon shift</b>	<b>Night shift</b>	<b>Permanent night shift</b>
General staff - level 4.2	\$69.38	\$56.77	\$56.77	\$35.32	\$35.32	\$39.11
General staff - level 5.1	\$74.09	\$60.62	\$60.62	\$37.72	\$37.72	\$41.76
General staff - level 5.2	\$77.61	\$63.50	\$63.50	\$39.51	\$39.51	\$43.74
General staff - level 6.1	\$79.53	\$65.07	\$65.07	\$40.49	\$40.49	\$44.83
General staff - level 6.2	\$84.23	\$68.92	\$68.92	\$42.88	\$42.88	\$47.48
General staff - level 7.1	\$86.16	\$70.49	\$70.49	\$43.86	\$43.86	\$48.56
General staff - level 7.2	\$91.27	\$74.68	\$74.68	\$46.47	\$46.47	\$51.44
General staff - level 8	N/A	N/A	N/A	\$49.39	\$49.39	\$54.68
General staff - level 9	N/A	N/A	N/A	\$52.23	\$52.23	\$57.83

**Table 3 of 3**

<b>Classification</b>	<b>Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - first 2 hours - shiftworkers</b>	<b>Overtime - Saturday, Sunday, public holiday - shiftworkers</b>	<b>Overtime (more than 10 hours a day) - after 2 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - first 3 hours - shiftworkers</b>	<b>Overtime (more than an average of 38 hours per week) - after 3 hours - shiftworkers</b>	<b>Less than 8 hour break between shifts - change to shift</b>
General staff - level 1.1	\$34.06	\$34.06	\$43.79	\$43.79	\$34.06	\$43.79	\$43.79
General staff - level 1.2	\$35.74	\$35.74	\$45.95	\$45.95	\$35.74	\$45.95	\$45.95
General staff - level 1.3	\$36.84	\$36.84	\$47.36	\$47.36	\$36.84	\$47.36	\$47.36
General staff - level 2.1	\$37.31	\$37.31	\$47.97	\$47.97	\$37.31	\$47.97	\$47.97
General staff - level 2.2	\$37.98	\$37.98	\$48.83	\$48.83	\$37.98	\$48.83	\$48.83
General staff - level 3.1	\$39.38	\$39.38	\$50.63	\$50.63	\$39.38	\$50.63	\$50.63
General staff - level 3.2	\$41.35	\$41.35	\$53.17	\$53.17	\$41.35	\$53.17	\$53.17
General staff - level 4.1	\$42.47	\$42.47	\$54.61	\$54.61	\$42.47	\$54.61	\$54.61
General staff - level 4.2	\$44.15	\$44.15	\$56.77	\$56.77	\$44.15	\$56.77	\$56.77
General staff - level 5.1	\$47.15	\$47.15	\$60.62	\$60.62	\$47.15	\$60.62	\$60.62
General staff - level 5.2	\$49.39	\$49.39	\$63.50	\$63.50	\$49.39	\$63.50	\$63.50
General staff - level 6.1	\$50.61	\$50.61	\$65.07	\$65.07	\$50.61	\$65.07	\$65.07
General staff - level 6.2	\$53.60	\$53.60	\$68.92	\$68.92	\$53.60	\$68.92	\$68.92
General staff - level 7.1	\$54.83	\$54.83	\$70.49	\$70.49	\$54.83	\$70.49	\$70.49
General staff - level 7.2	\$58.08	\$58.08	\$74.68	\$74.68	\$58.08	\$74.68	\$74.68
General staff - level 8	\$61.74	N/A	N/A	N/A	N/A	N/A	N/A
General staff - level 9	\$65.29	N/A	N/A	N/A	N/A	N/A	N/A



## Allowances

Allowances	Rate
First aid allowance	\$0.36 per hour up to a maximum of \$13.50 per week
Laundry allowance	\$3.55 per week
Living away from home - travel fares allowance	reimbursement of the reasonable cost, or the payment of an allowance, to cover all fares associated with the travel
Living away from home - travel time allowance	payment at the minimum hourly rate for time spent travelling between the place of employment and the temporary living location for up to 8 hours in a 24 hour period
Living away from home allowance	reimbursement of reasonable expenses, or the payment of an allowance to cover the cost of meals, accommodation and incidental expenditure
Meal allowance - general staff only	\$16.53 for the first meal and \$13.23 for an extra meal after 4 hours
Protective footwear reimbursement	reimbursement for the cost of protective footwear
Transport of employee reimbursement - reasonable means of transport not available - shiftworker	reimbursement of the cost of any transport which enables the employee to reach their home
Travel from one place of work to another	\$27.97 per hour and all fares associated with such travel will be paid for by the employer
Uniform and protective clothing reimbursement	reimbursement for the cost of uniforms and/or protective clothing
Vehicle allowance - motor cars	\$0.80 per km with a maximum payment up to 400 km per week
Vehicle allowance - motor cycles	\$0.27 per km with a maximum payment up to 400 km per week

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.