



Fair Work
OMBUDSMAN

Pay Guide - Airline Operations - Ground Staff Award

[MA000048]

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Pay rates for this award will change from 01 February 2021. The rates in this guide apply from 04 May 2020.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

If any all purpose allowances apply the rates below should not be used, and should be calculated using [PACT](#).

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

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Aviation transport workers stream, level 1	\$800.40	\$21.06	\$24.22	\$24.22	\$25.80	\$27.38
Aviation transport workers stream, level 2	\$803.90	\$21.16	\$24.33	\$24.33	\$25.92	\$27.51
Aviation transport workers stream, level 3	\$818.10	\$21.53	\$24.76	\$24.76	\$26.37	\$27.99
Aviation transport workers stream, level 4	\$841.40	\$22.14	\$25.46	\$25.46	\$27.12	\$28.78
Aviation transport workers stream, level 5	\$879.40	\$23.14	\$26.61	\$26.61	\$28.35	\$30.08
Aviation transport workers stream, level 6	\$902.50	\$23.75	\$27.31	\$27.31	\$29.09	\$30.88
Aviation transport workers stream, level 7	\$908.50	\$23.91	\$27.50	\$27.50	\$29.29	\$31.08
Aviation transport workers stream, level 8	\$947.30	\$24.93	\$28.67	\$28.67	\$30.54	\$32.41
Clerical, administration and support stream, level 1	\$826.60	\$21.75	\$25.01	\$25.01	\$26.64	\$28.28
Clerical, administration and support stream, level 2	\$862.50	\$22.70	\$26.11	\$26.11	\$27.81	\$29.51
Clerical, administration and support stream, level 3	\$911.00	\$23.97	\$27.57	\$27.57	\$29.36	\$31.16
Clerical, administration and support stream, level 4	\$956.70	\$25.18	\$28.96	\$28.96	\$30.85	\$32.73
Clerical, administration and support stream, level 5	\$995.50	\$26.20	\$30.13	\$30.13	\$32.10	\$34.06
Clerical, administration and support stream, level 6	\$1,034.60	\$27.23	\$31.31	\$31.31	\$33.36	\$35.40
Clerical, administration and support stream, level 7	\$1,073.80	\$28.26	\$32.50	\$32.50	\$34.62	\$36.74
Clerical, administration and support stream, level 8	\$1,112.50	\$29.28	\$33.67	\$33.67	\$35.87	\$38.06

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Maintenance and engineering stream, aircraft worker 1	\$740.80	\$19.49	\$22.41	\$22.41	\$23.88	\$25.34
Maintenance and engineering stream, aircraft worker 2	\$762.10	\$20.06	\$23.07	\$23.07	\$24.57	\$26.08
Maintenance and engineering stream, aircraft worker 3	\$791.30	\$20.82	\$23.94	\$23.94	\$25.50	\$27.07
Maintenance and engineering stream, aircraft worker 4	\$818.50	\$21.54	\$24.77	\$24.77	\$26.39	\$28.00
Maintenance and engineering stream, tradesperson	\$862.50	\$22.70	\$26.11	\$26.11	\$27.81	\$29.51
Maintenance and engineering stream, aircraft maintenance engineer	\$941.10	\$24.77	\$28.49	\$28.49	\$30.34	\$32.20
Maintenance and engineering stream, full category B1.1 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, full category B1.2 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, full category B1.3 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, full category B1.4 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, full category B2 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, full category B1/B2 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, transitional category B1.1 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, transitional category B1.2 licence holder	\$963.10	\$25.34	\$29.14	\$29.14	\$31.04	\$32.94
Maintenance and engineering stream, transitional category B1.3 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52
Maintenance and engineering stream, transitional category B1.4 licence holder	\$963.10	\$25.34	\$29.14	\$29.14	\$31.04	\$32.94
Maintenance and engineering stream, transitional category B2 licence holder	\$1,009.00	\$26.55	\$30.53	\$30.53	\$32.52	\$34.52

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Storepersons and logistics stream, level 1	\$787.40	\$20.72	\$23.83	\$23.83	\$25.38	\$26.94
Storepersons and logistics stream, level 2	\$805.30	\$21.19	\$24.37	\$24.37	\$25.96	\$27.55
Storepersons and logistics stream, level 3	\$826.40	\$21.75	\$25.01	\$25.01	\$26.64	\$28.28
Storepersons and logistics stream, level 4	\$852.40	\$22.43	\$25.79	\$25.79	\$27.48	\$29.16
Storepersons and logistics stream, level 5	\$883.60	\$23.25	\$26.74	\$26.74	\$28.48	\$30.23

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Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Aviation transport workers stream, level 1	\$31.59	\$31.59	\$31.59	\$31.59	\$42.12	\$42.12
Aviation transport workers stream, level 2	\$31.74	\$31.74	\$31.74	\$31.74	\$42.32	\$42.32
Aviation transport workers stream, level 3	\$32.30	\$32.30	\$32.30	\$32.30	\$43.06	\$43.06
Aviation transport workers stream, level 4	\$33.21	\$33.21	\$33.21	\$33.21	\$44.28	\$44.28
Aviation transport workers stream, level 5	\$34.71	\$34.71	\$34.71	\$34.71	\$46.28	\$46.28
Aviation transport workers stream, level 6	\$35.63	\$35.63	\$35.63	\$35.63	\$47.50	\$47.50
Aviation transport workers stream, level 7	\$35.87	\$35.87	\$35.87	\$35.87	\$47.82	\$47.82
Aviation transport workers stream, level 8	\$37.40	\$37.40	\$37.40	\$37.40	\$49.86	\$49.86
Clerical, administration and support stream, level 1	\$32.63	\$32.63	\$32.63	\$32.63	\$43.50	\$43.50
Clerical, administration and support stream, level 2	\$34.05	\$34.05	\$34.05	\$34.05	\$45.40	\$45.40
Clerical, administration and support stream, level 3	\$35.96	\$35.96	\$35.96	\$35.96	\$47.94	\$47.94
Clerical, administration and support stream, level 4	\$37.77	\$37.77	\$37.77	\$37.77	\$50.36	\$50.36
Clerical, administration and support stream, level 5	\$39.30	\$39.30	\$39.30	\$39.30	\$52.40	\$52.40
Clerical, administration and support stream, level 6	\$40.85	\$40.85	\$40.85	\$40.85	\$54.46	\$54.46
Clerical, administration and support stream, level 7	\$42.39	\$42.39	\$42.39	\$42.39	\$56.52	\$56.52

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 8	\$43.92	\$43.92	\$43.92	\$43.92	\$58.56	\$58.56
Maintenance and engineering stream, aircraft worker 1	\$29.24	\$29.24	\$29.24	\$29.24	\$38.98	\$38.98
Maintenance and engineering stream, aircraft worker 2	\$30.09	\$30.09	\$30.09	\$30.09	\$40.12	\$40.12
Maintenance and engineering stream, aircraft worker 3	\$31.23	\$31.23	\$31.23	\$31.23	\$41.64	\$41.64
Maintenance and engineering stream, aircraft worker 4	\$32.31	\$32.31	\$32.31	\$32.31	\$43.08	\$43.08
Maintenance and engineering stream, tradesperson	\$34.05	\$34.05	\$34.05	\$34.05	\$45.40	\$45.40
Maintenance and engineering stream, aircraft maintenance engineer	\$37.16	\$37.16	\$37.16	\$37.16	\$49.54	\$49.54
Maintenance and engineering stream, full category B1.1 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.2 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.3 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.4 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, full category B2 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, full category B1/B2 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.1 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.2 licence holder	\$38.01	\$38.01	\$38.01	\$38.01	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B1.3 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Maintenance and engineering stream, transitional category B1.4 licence holder	\$38.01	\$38.01	\$38.01	\$38.01	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B2 licence holder	\$39.83	\$39.83	\$39.83	\$39.83	\$53.10	\$53.10
Storepersons and logistics stream, level 1	\$31.08	\$31.08	\$31.08	\$31.08	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$31.79	\$31.79	\$31.79	\$31.79	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$32.63	\$32.63	\$32.63	\$32.63	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$33.65	\$33.65	\$33.65	\$33.65	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$34.88	\$34.88	\$34.88	\$34.88	\$46.50	\$46.50

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Aviation transport workers stream, level 1	\$52.65	\$31.59	\$42.12	\$42.12	\$42.12
Aviation transport workers stream, level 2	\$52.90	\$31.74	\$42.32	\$42.32	\$42.32
Aviation transport workers stream, level 3	\$53.83	\$32.30	\$43.06	\$43.06	\$43.06
Aviation transport workers stream, level 4	\$55.35	\$33.21	\$44.28	\$44.28	\$44.28
Aviation transport workers stream, level 5	\$57.85	\$34.71	\$46.28	\$46.28	\$46.28
Aviation transport workers stream, level 6	\$59.38	\$35.63	\$47.50	\$47.50	\$47.50
Aviation transport workers stream, level 7	\$59.78	\$35.87	\$47.82	\$47.82	\$47.82
Aviation transport workers stream, level 8	\$62.33	\$37.40	\$49.86	\$49.86	\$49.86
Clerical, administration and support stream, level 1	\$54.38	\$32.63	\$43.50	\$43.50	\$43.50
Clerical, administration and support stream, level 2	\$56.75	\$34.05	\$45.40	\$45.40	\$45.40
Clerical, administration and support stream, level 3	\$59.93	\$35.96	\$47.94	\$47.94	\$47.94
Clerical, administration and support stream, level 4	\$62.95	\$37.77	\$50.36	\$50.36	\$50.36

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 5	\$65.50	\$39.30	\$52.40	\$52.40	\$52.40
Clerical, administration and support stream, level 6	\$68.08	\$40.85	\$54.46	\$54.46	\$54.46
Clerical, administration and support stream, level 7	\$70.65	\$42.39	\$56.52	\$56.52	\$56.52
Clerical, administration and support stream, level 8	\$73.20	\$43.92	\$58.56	\$58.56	\$58.56
Maintenance and engineering stream, aircraft worker 1	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Maintenance and engineering stream, aircraft worker 2	\$50.15	\$30.09	\$40.12	\$40.12	\$40.12
Maintenance and engineering stream, aircraft worker 3	\$52.05	\$31.23	\$41.64	\$41.64	\$41.64
Maintenance and engineering stream, aircraft worker 4	\$53.85	\$32.31	\$43.08	\$43.08	\$43.08
Maintenance and engineering stream, tradesperson	\$56.75	\$34.05	\$45.40	\$45.40	\$45.40
Maintenance and engineering stream, aircraft maintenance engineer	\$61.93	\$37.16	\$49.54	\$49.54	\$49.54
Maintenance and engineering stream, full category B1.1 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.2 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.3 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.4 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B2 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1/B2 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Maintenance and engineering stream, transitional category B1.1 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.2 licence holder	\$63.35	\$38.01	\$50.68	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B1.3 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.4 licence holder	\$63.35	\$38.01	\$50.68	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B2 licence holder	\$66.38	\$39.83	\$53.10	\$53.10	\$53.10
Storepersons and logistics stream, level 1	\$51.80	\$31.08	\$41.44	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$52.98	\$31.79	\$42.38	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$54.38	\$32.63	\$43.50	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$56.08	\$33.65	\$44.86	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$58.13	\$34.88	\$46.50	\$46.50	\$46.50

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Aviation transport workers stream, level 1	\$31.59	\$42.12	\$42.12	\$31.59	\$42.12
Aviation transport workers stream, level 2	\$31.74	\$42.32	\$42.32	\$31.74	\$42.32
Aviation transport workers stream, level 3	\$32.30	\$43.06	\$43.06	\$32.30	\$43.06
Aviation transport workers stream, level 4	\$33.21	\$44.28	\$44.28	\$33.21	\$44.28
Aviation transport workers stream, level 5	\$34.71	\$46.28	\$46.28	\$34.71	\$46.28
Aviation transport workers stream, level 6	\$35.63	\$47.50	\$47.50	\$35.63	\$47.50
Aviation transport workers stream, level 7	\$35.87	\$47.82	\$47.82	\$35.87	\$47.82
Aviation transport workers stream, level 8	\$37.40	\$49.86	\$49.86	\$37.40	\$49.86
Clerical, administration and support stream, level 1	\$32.63	\$43.50	\$43.50	\$32.63	\$43.50

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 2	\$34.05	\$45.40	\$45.40	\$34.05	\$45.40
Clerical, administration and support stream, level 3	\$35.96	\$47.94	\$47.94	\$35.96	\$47.94
Clerical, administration and support stream, level 4	\$37.77	\$50.36	\$50.36	\$37.77	\$50.36
Clerical, administration and support stream, level 5	\$39.30	\$52.40	\$52.40	\$39.30	\$52.40
Clerical, administration and support stream, level 6	\$40.85	\$54.46	\$54.46	\$40.85	\$54.46
Clerical, administration and support stream, level 7	\$42.39	\$56.52	\$56.52	\$42.39	\$56.52
Clerical, administration and support stream, level 8	\$43.92	\$58.56	\$58.56	\$43.92	\$58.56
Maintenance and engineering stream, aircraft worker 1	\$29.24	\$38.98	\$38.98	\$29.24	\$38.98
Maintenance and engineering stream, aircraft worker 2	\$30.09	\$40.12	\$40.12	\$30.09	\$40.12
Maintenance and engineering stream, aircraft worker 3	\$31.23	\$41.64	\$41.64	\$31.23	\$41.64
Maintenance and engineering stream, aircraft worker 4	\$32.31	\$43.08	\$43.08	\$32.31	\$43.08
Maintenance and engineering stream, tradesperson	\$34.05	\$45.40	\$45.40	\$34.05	\$45.40
Maintenance and engineering stream, aircraft maintenance engineer	\$37.16	\$49.54	\$49.54	\$37.16	\$49.54
Maintenance and engineering stream, full category B1.1 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, full category B1.2 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, full category B1.3 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Maintenance and engineering stream, full category B1.4 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, full category B2 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, full category B1/B2 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, transitional category B1.1 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, transitional category B1.2 licence holder	\$38.01	\$50.68	\$50.68	\$38.01	\$50.68
Maintenance and engineering stream, transitional category B1.3 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Maintenance and engineering stream, transitional category B1.4 licence holder	\$38.01	\$50.68	\$50.68	\$38.01	\$50.68
Maintenance and engineering stream, transitional category B2 licence holder	\$39.83	\$53.10	\$53.10	\$39.83	\$53.10
Storepersons and logistics stream, level 1	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44
Storepersons and logistics stream, level 2	\$31.79	\$42.38	\$42.38	\$31.79	\$42.38
Storepersons and logistics stream, level 3	\$32.63	\$43.50	\$43.50	\$32.63	\$43.50
Storepersons and logistics stream, level 4	\$33.65	\$44.86	\$44.86	\$33.65	\$44.86
Storepersons and logistics stream, level 5	\$34.88	\$46.50	\$46.50	\$34.88	\$46.50

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Aviation transport workers stream, level 1	\$42.12	\$31.59	\$42.12	\$42.12	\$42.12
Aviation transport workers stream, level 2	\$42.32	\$31.74	\$42.32	\$42.32	\$42.32
Aviation transport workers stream, level 3	\$43.06	\$32.30	\$43.06	\$43.06	\$43.06
Aviation transport workers stream, level 4	\$44.28	\$33.21	\$44.28	\$44.28	\$44.28

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Aviation transport workers stream, level 5	\$46.28	\$34.71	\$46.28	\$46.28	\$46.28
Aviation transport workers stream, level 6	\$47.50	\$35.63	\$47.50	\$47.50	\$47.50
Aviation transport workers stream, level 7	\$47.82	\$35.87	\$47.82	\$47.82	\$47.82
Aviation transport workers stream, level 8	\$49.86	\$37.40	\$49.86	\$49.86	\$49.86
Clerical, administration and support stream, level 1	\$43.50	\$32.63	\$43.50	\$43.50	\$43.50
Clerical, administration and support stream, level 2	\$45.40	\$34.05	\$45.40	\$45.40	\$45.40
Clerical, administration and support stream, level 3	\$47.94	\$35.96	\$47.94	\$47.94	\$47.94
Clerical, administration and support stream, level 4	\$50.36	\$37.77	\$50.36	\$50.36	\$50.36
Clerical, administration and support stream, level 5	\$52.40	\$39.30	\$52.40	\$52.40	\$52.40
Clerical, administration and support stream, level 6	\$54.46	\$40.85	\$54.46	\$54.46	\$54.46
Clerical, administration and support stream, level 7	\$56.52	\$42.39	\$56.52	\$56.52	\$56.52
Clerical, administration and support stream, level 8	\$58.56	\$43.92	\$58.56	\$58.56	\$58.56
Maintenance and engineering stream, aircraft worker 1	\$38.98	\$29.24	\$38.98	\$38.98	\$38.98
Maintenance and engineering stream, aircraft worker 2	\$40.12	\$30.09	\$40.12	\$40.12	\$40.12
Maintenance and engineering stream, aircraft worker 3	\$41.64	\$31.23	\$41.64	\$41.64	\$41.64
Maintenance and engineering stream, aircraft worker 4	\$43.08	\$32.31	\$43.08	\$43.08	\$43.08
Maintenance and engineering stream, tradesperson	\$45.40	\$34.05	\$45.40	\$45.40	\$45.40
Maintenance and engineering stream, aircraft maintenance engineer	\$49.54	\$37.16	\$49.54	\$49.54	\$49.54

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Maintenance and engineering stream, full category B1.1 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.2 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.3 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1.4 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B2 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, full category B1/B2 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.1 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.2 licence holder	\$50.68	\$38.01	\$50.68	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B1.3 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Maintenance and engineering stream, transitional category B1.4 licence holder	\$50.68	\$38.01	\$50.68	\$50.68	\$50.68
Maintenance and engineering stream, transitional category B2 licence holder	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Storepersons and logistics stream, level 1	\$41.44	\$31.08	\$41.44	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$43.50	\$32.63	\$43.50	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$44.86	\$33.65	\$44.86	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$46.50	\$34.88	\$46.50	\$46.50	\$46.50

Casual

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Aviation transport workers stream, level 1	\$26.33	\$29.48	\$29.48	\$31.06	\$32.64
Aviation transport workers stream, level 2	\$26.45	\$29.62	\$29.62	\$31.21	\$32.80
Aviation transport workers stream, level 3	\$26.91	\$30.14	\$30.14	\$31.76	\$33.37
Aviation transport workers stream, level 4	\$27.68	\$31.00	\$31.00	\$32.66	\$34.32
Aviation transport workers stream, level 5	\$28.93	\$32.40	\$32.40	\$34.13	\$35.87
Aviation transport workers stream, level 6	\$29.69	\$33.25	\$33.25	\$35.03	\$36.81
Aviation transport workers stream, level 7	\$29.89	\$33.47	\$33.47	\$35.27	\$37.06
Aviation transport workers stream, level 8	\$31.16	\$34.90	\$34.90	\$36.77	\$38.64
Clerical, administration and support stream, level 1	\$27.19	\$30.45	\$30.45	\$32.08	\$33.71
Clerical, administration and support stream, level 2	\$28.38	\$31.78	\$31.78	\$33.48	\$35.19
Clerical, administration and support stream, level 3	\$29.96	\$33.56	\$33.56	\$35.36	\$37.15
Clerical, administration and support stream, level 4	\$31.48	\$35.25	\$35.25	\$37.14	\$39.03
Clerical, administration and support stream, level 5	\$32.75	\$36.68	\$36.68	\$38.65	\$40.61
Clerical, administration and support stream, level 6	\$34.04	\$38.12	\$38.12	\$40.16	\$42.21
Clerical, administration and support stream, level 7	\$35.33	\$39.56	\$39.56	\$41.68	\$43.80
Clerical, administration and support stream, level 8	\$36.60	\$40.99	\$40.99	\$43.19	\$45.38
Maintenance and engineering stream, aircraft worker 1	\$24.36	\$27.29	\$27.29	\$28.75	\$30.21
Maintenance and engineering stream, aircraft worker 2	\$25.08	\$28.08	\$28.08	\$29.59	\$31.09
Maintenance and engineering stream, aircraft worker 3	\$26.03	\$29.15	\$29.15	\$30.71	\$32.27

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Maintenance and engineering stream, aircraft worker 4	\$26.93	\$30.16	\$30.16	\$31.77	\$33.39
Maintenance and engineering stream, tradesperson	\$28.38	\$31.78	\$31.78	\$33.48	\$35.19
Maintenance and engineering stream, aircraft maintenance engineer	\$30.96	\$34.68	\$34.68	\$36.54	\$38.39
Maintenance and engineering stream, full category B1.1 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, full category B1.2 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, full category B1.3 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, full category B1.4 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, full category B2 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, full category B1/B2 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, transitional category B1.1 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, transitional category B1.2 licence holder	\$31.68	\$35.48	\$35.48	\$37.38	\$39.28
Maintenance and engineering stream, transitional category B1.3 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Maintenance and engineering stream, transitional category B1.4 licence holder	\$31.68	\$35.48	\$35.48	\$37.38	\$39.28
Maintenance and engineering stream, transitional category B2 licence holder	\$33.19	\$37.17	\$37.17	\$39.16	\$41.15
Storepersons and logistics stream, level 1	\$25.90	\$29.01	\$29.01	\$30.56	\$32.12
Storepersons and logistics stream, level 2	\$26.49	\$29.67	\$29.67	\$31.26	\$32.84
Storepersons and logistics stream, level 3	\$27.19	\$30.45	\$30.45	\$32.08	\$33.71
Storepersons and logistics stream, level 4	\$28.04	\$31.40	\$31.40	\$33.08	\$34.77
Storepersons and logistics stream, level 5	\$29.06	\$32.55	\$32.55	\$34.29	\$36.04

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Aviation transport workers stream, level 1	\$36.86	\$36.86	\$36.86	\$36.86	\$47.39	\$47.39
Aviation transport workers stream, level 2	\$37.03	\$37.03	\$37.03	\$37.03	\$47.61	\$47.61
Aviation transport workers stream, level 3	\$37.68	\$37.68	\$37.68	\$37.68	\$48.44	\$48.44
Aviation transport workers stream, level 4	\$38.75	\$38.75	\$38.75	\$38.75	\$49.82	\$49.82
Aviation transport workers stream, level 5	\$40.50	\$40.50	\$40.50	\$40.50	\$52.07	\$52.07
Aviation transport workers stream, level 6	\$41.56	\$41.56	\$41.56	\$41.56	\$53.44	\$53.44
Aviation transport workers stream, level 7	\$41.84	\$41.84	\$41.84	\$41.84	\$53.80	\$53.80
Aviation transport workers stream, level 8	\$43.63	\$43.63	\$43.63	\$43.63	\$56.09	\$56.09
Clerical, administration and support stream, level 1	\$38.06	\$38.06	\$38.06	\$38.06	\$48.94	\$48.94
Clerical, administration and support stream, level 2	\$39.73	\$39.73	\$39.73	\$39.73	\$51.08	\$51.08
Clerical, administration and support stream, level 3	\$41.95	\$41.95	\$41.95	\$41.95	\$53.93	\$53.93
Clerical, administration and support stream, level 4	\$44.07	\$44.07	\$44.07	\$44.07	\$56.66	\$56.66
Clerical, administration and support stream, level 5	\$45.85	\$45.85	\$45.85	\$45.85	\$58.95	\$58.95
Clerical, administration and support stream, level 6	\$47.65	\$47.65	\$47.65	\$47.65	\$61.27	\$61.27
Clerical, administration and support stream, level 7	\$49.46	\$49.46	\$49.46	\$49.46	\$63.59	\$63.59
Clerical, administration and support stream, level 8	\$51.24	\$51.24	\$51.24	\$51.24	\$65.88	\$65.88
Maintenance and engineering stream, aircraft worker 1	\$34.11	\$34.11	\$34.11	\$34.11	\$43.85	\$43.85
Maintenance and engineering stream, aircraft worker 2	\$35.11	\$35.11	\$35.11	\$35.11	\$45.14	\$45.14
Maintenance and engineering stream, aircraft worker 3	\$36.44	\$36.44	\$36.44	\$36.44	\$46.85	\$46.85

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Maintenance and engineering stream, aircraft worker 4	\$37.70	\$37.70	\$37.70	\$37.70	\$48.47	\$48.47
Maintenance and engineering stream, tradesperson	\$39.73	\$39.73	\$39.73	\$39.73	\$51.08	\$51.08
Maintenance and engineering stream, aircraft maintenance engineer	\$43.35	\$43.35	\$43.35	\$43.35	\$55.73	\$55.73
Maintenance and engineering stream, full category B1.1 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.2 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.3 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.4 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, full category B2 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, full category B1/B2 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.1 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.2 licence holder	\$44.35	\$44.35	\$44.35	\$44.35	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B1.3 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.4 licence holder	\$44.35	\$44.35	\$44.35	\$44.35	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B2 licence holder	\$46.46	\$46.46	\$46.46	\$46.46	\$59.74	\$59.74
Storepersons and logistics stream, level 1	\$36.26	\$36.26	\$36.26	\$36.26	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$37.08	\$37.08	\$37.08	\$37.08	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$38.06	\$38.06	\$38.06	\$38.06	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$39.25	\$39.25	\$39.25	\$39.25	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$40.69	\$40.69	\$40.69	\$40.69	\$52.31	\$52.31

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Aviation transport workers stream, level 1	\$57.92	\$36.86	\$47.39	\$47.39	\$47.39
Aviation transport workers stream, level 2	\$58.19	\$37.03	\$47.61	\$47.61	\$47.61
Aviation transport workers stream, level 3	\$59.21	\$37.68	\$48.44	\$48.44	\$48.44
Aviation transport workers stream, level 4	\$60.89	\$38.75	\$49.82	\$49.82	\$49.82
Aviation transport workers stream, level 5	\$63.64	\$40.50	\$52.07	\$52.07	\$52.07
Aviation transport workers stream, level 6	\$65.31	\$41.56	\$53.44	\$53.44	\$53.44
Aviation transport workers stream, level 7	\$65.75	\$41.84	\$53.80	\$53.80	\$53.80
Aviation transport workers stream, level 8	\$68.56	\$43.63	\$56.09	\$56.09	\$56.09
Clerical, administration and support stream, level 1	\$59.81	\$38.06	\$48.94	\$48.94	\$48.94
Clerical, administration and support stream, level 2	\$62.43	\$39.73	\$51.08	\$51.08	\$51.08
Clerical, administration and support stream, level 3	\$65.92	\$41.95	\$53.93	\$53.93	\$53.93
Clerical, administration and support stream, level 4	\$69.25	\$44.07	\$56.66	\$56.66	\$56.66
Clerical, administration and support stream, level 5	\$72.05	\$45.85	\$58.95	\$58.95	\$58.95
Clerical, administration and support stream, level 6	\$74.88	\$47.65	\$61.27	\$61.27	\$61.27
Clerical, administration and support stream, level 7	\$77.72	\$49.46	\$63.59	\$63.59	\$63.59
Clerical, administration and support stream, level 8	\$80.52	\$51.24	\$65.88	\$65.88	\$65.88
Maintenance and engineering stream, aircraft worker 1	\$53.60	\$34.11	\$43.85	\$43.85	\$43.85
Maintenance and engineering stream, aircraft worker 2	\$55.17	\$35.11	\$45.14	\$45.14	\$45.14
Maintenance and engineering stream, aircraft worker 3	\$57.26	\$36.44	\$46.85	\$46.85	\$46.85

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Maintenance and engineering stream, aircraft worker 4	\$59.24	\$37.70	\$48.47	\$48.47	\$48.47
Maintenance and engineering stream, tradesperson	\$62.43	\$39.73	\$51.08	\$51.08	\$51.08
Maintenance and engineering stream, aircraft maintenance engineer	\$68.12	\$43.35	\$55.73	\$55.73	\$55.73
Maintenance and engineering stream, full category B1.1 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.2 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.3 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.4 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B2 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1/B2 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.1 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.2 licence holder	\$69.69	\$44.35	\$57.02	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B1.3 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.4 licence holder	\$69.69	\$44.35	\$57.02	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B2 licence holder	\$73.01	\$46.46	\$59.74	\$59.74	\$59.74
Storepersons and logistics stream, level 1	\$56.98	\$36.26	\$46.62	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$58.27	\$37.08	\$47.68	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$59.81	\$38.06	\$48.94	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$61.68	\$39.25	\$50.47	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$63.94	\$40.69	\$52.31	\$52.31	\$52.31

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Aviation transport workers stream, level 1	\$36.86	\$47.39	\$47.39	\$36.86	\$47.39
Aviation transport workers stream, level 2	\$37.03	\$47.61	\$47.61	\$37.03	\$47.61
Aviation transport workers stream, level 3	\$37.68	\$48.44	\$48.44	\$37.68	\$48.44
Aviation transport workers stream, level 4	\$38.75	\$49.82	\$49.82	\$38.75	\$49.82
Aviation transport workers stream, level 5	\$40.50	\$52.07	\$52.07	\$40.50	\$52.07
Aviation transport workers stream, level 6	\$41.56	\$53.44	\$53.44	\$41.56	\$53.44
Aviation transport workers stream, level 7	\$41.84	\$53.80	\$53.80	\$41.84	\$53.80
Aviation transport workers stream, level 8	\$43.63	\$56.09	\$56.09	\$43.63	\$56.09
Clerical, administration and support stream, level 1	\$38.06	\$48.94	\$48.94	\$38.06	\$48.94
Clerical, administration and support stream, level 2	\$39.73	\$51.08	\$51.08	\$39.73	\$51.08
Clerical, administration and support stream, level 3	\$41.95	\$53.93	\$53.93	\$41.95	\$53.93
Clerical, administration and support stream, level 4	\$44.07	\$56.66	\$56.66	\$44.07	\$56.66
Clerical, administration and support stream, level 5	\$45.85	\$58.95	\$58.95	\$45.85	\$58.95
Clerical, administration and support stream, level 6	\$47.65	\$61.27	\$61.27	\$47.65	\$61.27
Clerical, administration and support stream, level 7	\$49.46	\$63.59	\$63.59	\$49.46	\$63.59
Clerical, administration and support stream, level 8	\$51.24	\$65.88	\$65.88	\$51.24	\$65.88
Maintenance and engineering stream, aircraft worker 1	\$34.11	\$43.85	\$43.85	\$34.11	\$43.85
Maintenance and engineering stream, aircraft worker 2	\$35.11	\$45.14	\$45.14	\$35.11	\$45.14
Maintenance and engineering stream, aircraft worker 3	\$36.44	\$46.85	\$46.85	\$36.44	\$46.85

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Maintenance and engineering stream, aircraft worker 4	\$37.70	\$48.47	\$48.47	\$37.70	\$48.47
Maintenance and engineering stream, tradesperson	\$39.73	\$51.08	\$51.08	\$39.73	\$51.08
Maintenance and engineering stream, aircraft maintenance engineer	\$43.35	\$55.73	\$55.73	\$43.35	\$55.73
Maintenance and engineering stream, full category B1.1 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, full category B1.2 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, full category B1.3 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, full category B1.4 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, full category B2 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, full category B1/B2 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, transitional category B1.1 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, transitional category B1.2 licence holder	\$44.35	\$57.02	\$57.02	\$44.35	\$57.02
Maintenance and engineering stream, transitional category B1.3 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Maintenance and engineering stream, transitional category B1.4 licence holder	\$44.35	\$57.02	\$57.02	\$44.35	\$57.02
Maintenance and engineering stream, transitional category B2 licence holder	\$46.46	\$59.74	\$59.74	\$46.46	\$59.74
Storepersons and logistics stream, level 1	\$36.26	\$46.62	\$46.62	\$36.26	\$46.62
Storepersons and logistics stream, level 2	\$37.08	\$47.68	\$47.68	\$37.08	\$47.68
Storepersons and logistics stream, level 3	\$38.06	\$48.94	\$48.94	\$38.06	\$48.94
Storepersons and logistics stream, level 4	\$39.25	\$50.47	\$50.47	\$39.25	\$50.47
Storepersons and logistics stream, level 5	\$40.69	\$52.31	\$52.31	\$40.69	\$52.31

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Aviation transport workers stream, level 1	\$47.39	\$36.86	\$47.39	\$47.39	\$47.39
Aviation transport workers stream, level 2	\$47.61	\$37.03	\$47.61	\$47.61	\$47.61
Aviation transport workers stream, level 3	\$48.44	\$37.68	\$48.44	\$48.44	\$48.44
Aviation transport workers stream, level 4	\$49.82	\$38.75	\$49.82	\$49.82	\$49.82
Aviation transport workers stream, level 5	\$52.07	\$40.50	\$52.07	\$52.07	\$52.07
Aviation transport workers stream, level 6	\$53.44	\$41.56	\$53.44	\$53.44	\$53.44
Aviation transport workers stream, level 7	\$53.80	\$41.84	\$53.80	\$53.80	\$53.80
Aviation transport workers stream, level 8	\$56.09	\$43.63	\$56.09	\$56.09	\$56.09
Clerical, administration and support stream, level 1	\$48.94	\$38.06	\$48.94	\$48.94	\$48.94
Clerical, administration and support stream, level 2	\$51.08	\$39.73	\$51.08	\$51.08	\$51.08
Clerical, administration and support stream, level 3	\$53.93	\$41.95	\$53.93	\$53.93	\$53.93
Clerical, administration and support stream, level 4	\$56.66	\$44.07	\$56.66	\$56.66	\$56.66
Clerical, administration and support stream, level 5	\$58.95	\$45.85	\$58.95	\$58.95	\$58.95
Clerical, administration and support stream, level 6	\$61.27	\$47.65	\$61.27	\$61.27	\$61.27
Clerical, administration and support stream, level 7	\$63.59	\$49.46	\$63.59	\$63.59	\$63.59
Clerical, administration and support stream, level 8	\$65.88	\$51.24	\$65.88	\$65.88	\$65.88
Maintenance and engineering stream, aircraft worker 1	\$43.85	\$34.11	\$43.85	\$43.85	\$43.85
Maintenance and engineering stream, aircraft worker 2	\$45.14	\$35.11	\$45.14	\$45.14	\$45.14
Maintenance and engineering stream, aircraft worker 3	\$46.85	\$36.44	\$46.85	\$46.85	\$46.85

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Maintenance and engineering stream, aircraft worker 4	\$48.47	\$37.70	\$48.47	\$48.47	\$48.47
Maintenance and engineering stream, tradesperson	\$51.08	\$39.73	\$51.08	\$51.08	\$51.08
Maintenance and engineering stream, aircraft maintenance engineer	\$55.73	\$43.35	\$55.73	\$55.73	\$55.73
Maintenance and engineering stream, full category B1.1 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.2 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.3 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1.4 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B2 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, full category B1/B2 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.1 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.2 licence holder	\$57.02	\$44.35	\$57.02	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B1.3 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Maintenance and engineering stream, transitional category B1.4 licence holder	\$57.02	\$44.35	\$57.02	\$57.02	\$57.02
Maintenance and engineering stream, transitional category B2 licence holder	\$59.74	\$46.46	\$59.74	\$59.74	\$59.74
Storepersons and logistics stream, level 1	\$46.62	\$36.26	\$46.62	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$47.68	\$37.08	\$47.68	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$48.94	\$38.06	\$48.94	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$50.47	\$39.25	\$50.47	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$52.31	\$40.69	\$52.31	\$52.31	\$52.31

Junior - Full-time & part-time - 16 years and under

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$10.88	\$12.51	\$12.51	\$13.33	\$14.14
Clerical, administration and support stream, level 2	\$11.35	\$13.05	\$13.05	\$13.90	\$14.76
Clerical, administration and support stream, level 3	\$11.99	\$13.79	\$13.79	\$14.69	\$15.59
Clerical, administration and support stream, level 4	\$12.59	\$14.48	\$14.48	\$15.42	\$16.37
Clerical, administration and support stream, level 5	\$13.10	\$15.07	\$15.07	\$16.05	\$17.03
Clerical, administration and support stream, level 6	\$13.62	\$15.66	\$15.66	\$16.68	\$17.71
Clerical, administration and support stream, level 7	\$14.13	\$16.25	\$16.25	\$17.31	\$18.37
Clerical, administration and support stream, level 8	\$14.64	\$16.84	\$16.84	\$17.93	\$19.03
Maintenance and engineering stream employee	\$11.45	\$13.17	\$13.17	\$14.03	\$14.89
Storepersons and logistics stream, level 1	\$11.40	\$13.11	\$13.11	\$13.97	\$14.82
Storepersons and logistics stream, level 2	\$11.65	\$13.40	\$13.40	\$14.27	\$15.15
Storepersons and logistics stream, level 3	\$11.96	\$13.75	\$13.75	\$14.65	\$15.55
Storepersons and logistics stream, level 4	\$12.34	\$14.19	\$14.19	\$15.12	\$16.04
Storepersons and logistics stream, level 5	\$12.79	\$14.71	\$14.71	\$15.67	\$16.63

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$16.32	\$16.32	\$16.32	\$16.32	\$21.76	\$21.76
Clerical, administration and support stream, level 2	\$17.03	\$17.03	\$17.03	\$17.03	\$22.70	\$22.70
Clerical, administration and support stream, level 3	\$17.99	\$17.99	\$17.99	\$17.99	\$23.98	\$23.98
Clerical, administration and support stream, level 4	\$18.89	\$18.89	\$18.89	\$18.89	\$25.18	\$25.18
Clerical, administration and support stream, level 5	\$19.65	\$19.65	\$19.65	\$19.65	\$26.20	\$26.20
Clerical, administration and support stream, level 6	\$20.43	\$20.43	\$20.43	\$20.43	\$27.24	\$27.24
Clerical, administration and support stream, level 7	\$21.20	\$21.20	\$21.20	\$21.20	\$28.26	\$28.26
Clerical, administration and support stream, level 8	\$21.96	\$21.96	\$21.96	\$21.96	\$29.28	\$29.28
Maintenance and engineering stream employee	\$17.18	\$17.18	\$17.18	\$17.18	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$17.10	\$17.10	\$17.10	\$17.10	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$17.48	\$17.48	\$17.48	\$17.48	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$17.94	\$17.94	\$17.94	\$17.94	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$18.51	\$18.51	\$18.51	\$18.51	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$19.19	\$19.19	\$19.19	\$19.19	\$25.58	\$25.58

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$27.20	\$16.32	\$21.76	\$21.76	\$21.76
Clerical, administration and support stream, level 2	\$28.38	\$17.03	\$22.70	\$22.70	\$22.70
Clerical, administration and support stream, level 3	\$29.98	\$17.99	\$23.98	\$23.98	\$23.98
Clerical, administration and support stream, level 4	\$31.48	\$18.89	\$25.18	\$25.18	\$25.18
Clerical, administration and support stream, level 5	\$32.75	\$19.65	\$26.20	\$26.20	\$26.20
Clerical, administration and support stream, level 6	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Clerical, administration and support stream, level 7	\$35.33	\$21.20	\$28.26	\$28.26	\$28.26
Clerical, administration and support stream, level 8	\$36.60	\$21.96	\$29.28	\$29.28	\$29.28
Maintenance and engineering stream employee	\$28.63	\$17.18	\$22.90	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$28.50	\$17.10	\$22.80	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$29.13	\$17.48	\$23.30	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$29.90	\$17.94	\$23.92	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$30.85	\$18.51	\$24.68	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$31.98	\$19.19	\$25.58	\$25.58	\$25.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$16.32	\$21.76	\$21.76	\$16.32	\$21.76
Clerical, administration and support stream, level 2	\$17.03	\$22.70	\$22.70	\$17.03	\$22.70
Clerical, administration and support stream, level 3	\$17.99	\$23.98	\$23.98	\$17.99	\$23.98
Clerical, administration and support stream, level 4	\$18.89	\$25.18	\$25.18	\$18.89	\$25.18
Clerical, administration and support stream, level 5	\$19.65	\$26.20	\$26.20	\$19.65	\$26.20
Clerical, administration and support stream, level 6	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24
Clerical, administration and support stream, level 7	\$21.20	\$28.26	\$28.26	\$21.20	\$28.26
Clerical, administration and support stream, level 8	\$21.96	\$29.28	\$29.28	\$21.96	\$29.28
Maintenance and engineering stream employee	\$17.18	\$22.90	\$22.90	\$17.18	\$22.90
Storepersons and logistics stream, level 1	\$17.10	\$22.80	\$22.80	\$17.10	\$22.80
Storepersons and logistics stream, level 2	\$17.48	\$23.30	\$23.30	\$17.48	\$23.30
Storepersons and logistics stream, level 3	\$17.94	\$23.92	\$23.92	\$17.94	\$23.92
Storepersons and logistics stream, level 4	\$18.51	\$24.68	\$24.68	\$18.51	\$24.68
Storepersons and logistics stream, level 5	\$19.19	\$25.58	\$25.58	\$19.19	\$25.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$21.76	\$16.32	\$21.76	\$21.76	\$21.76
Clerical, administration and support stream, level 2	\$22.70	\$17.03	\$22.70	\$22.70	\$22.70
Clerical, administration and support stream, level 3	\$23.98	\$17.99	\$23.98	\$23.98	\$23.98
Clerical, administration and support stream, level 4	\$25.18	\$18.89	\$25.18	\$25.18	\$25.18
Clerical, administration and support stream, level 5	\$26.20	\$19.65	\$26.20	\$26.20	\$26.20
Clerical, administration and support stream, level 6	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24
Clerical, administration and support stream, level 7	\$28.26	\$21.20	\$28.26	\$28.26	\$28.26
Clerical, administration and support stream, level 8	\$29.28	\$21.96	\$29.28	\$29.28	\$29.28
Maintenance and engineering stream employee	\$22.90	\$17.18	\$22.90	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$22.80	\$17.10	\$22.80	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$23.30	\$17.48	\$23.30	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$23.92	\$17.94	\$23.92	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$24.68	\$18.51	\$24.68	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$25.58	\$19.19	\$25.58	\$25.58	\$25.58

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

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$11.96	\$13.75	\$13.75	\$14.65	\$15.55
Clerical, administration and support stream, level 2	\$12.49	\$14.36	\$14.36	\$15.30	\$16.24
Clerical, administration and support stream, level 3	\$13.18	\$15.16	\$15.16	\$16.15	\$17.13
Clerical, administration and support stream, level 4	\$13.85	\$15.93	\$15.93	\$16.97	\$18.01
Clerical, administration and support stream, level 5	\$14.41	\$16.57	\$16.57	\$17.65	\$18.73
Clerical, administration and support stream, level 6	\$14.98	\$17.23	\$17.23	\$18.35	\$19.47
Clerical, administration and support stream, level 7	\$15.54	\$17.87	\$17.87	\$19.04	\$20.20
Clerical, administration and support stream, level 8	\$16.10	\$18.52	\$18.52	\$19.72	\$20.93
Maintenance and engineering stream employee	\$11.45	\$13.17	\$13.17	\$14.03	\$14.89
Storepersons and logistics stream, level 1	\$11.40	\$13.11	\$13.11	\$13.97	\$14.82
Storepersons and logistics stream, level 2	\$11.65	\$13.40	\$13.40	\$14.27	\$15.15
Storepersons and logistics stream, level 3	\$11.96	\$13.75	\$13.75	\$14.65	\$15.55
Storepersons and logistics stream, level 4	\$12.34	\$14.19	\$14.19	\$15.12	\$16.04
Storepersons and logistics stream, level 5	\$12.79	\$14.71	\$14.71	\$15.67	\$16.63

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$17.94	\$17.94	\$17.94	\$17.94	\$23.92	\$23.92
Clerical, administration and support stream, level 2	\$18.74	\$18.74	\$18.74	\$18.74	\$24.98	\$24.98
Clerical, administration and support stream, level 3	\$19.77	\$19.77	\$19.77	\$19.77	\$26.36	\$26.36
Clerical, administration and support stream, level 4	\$20.78	\$20.78	\$20.78	\$20.78	\$27.70	\$27.70
Clerical, administration and support stream, level 5	\$21.62	\$21.62	\$21.62	\$21.62	\$28.82	\$28.82
Clerical, administration and support stream, level 6	\$22.47	\$22.47	\$22.47	\$22.47	\$29.96	\$29.96
Clerical, administration and support stream, level 7	\$23.31	\$23.31	\$23.31	\$23.31	\$31.08	\$31.08
Clerical, administration and support stream, level 8	\$24.15	\$24.15	\$24.15	\$24.15	\$32.20	\$32.20
Maintenance and engineering stream employee	\$17.18	\$17.18	\$17.18	\$17.18	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$17.10	\$17.10	\$17.10	\$17.10	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$17.48	\$17.48	\$17.48	\$17.48	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$17.94	\$17.94	\$17.94	\$17.94	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$18.51	\$18.51	\$18.51	\$18.51	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$19.19	\$19.19	\$19.19	\$19.19	\$25.58	\$25.58

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$29.90	\$17.94	\$23.92	\$23.92	\$23.92
Clerical, administration and support stream, level 2	\$31.23	\$18.74	\$24.98	\$24.98	\$24.98
Clerical, administration and support stream, level 3	\$32.95	\$19.77	\$26.36	\$26.36	\$26.36
Clerical, administration and support stream, level 4	\$34.63	\$20.78	\$27.70	\$27.70	\$27.70
Clerical, administration and support stream, level 5	\$36.03	\$21.62	\$28.82	\$28.82	\$28.82
Clerical, administration and support stream, level 6	\$37.45	\$22.47	\$29.96	\$29.96	\$29.96
Clerical, administration and support stream, level 7	\$38.85	\$23.31	\$31.08	\$31.08	\$31.08
Clerical, administration and support stream, level 8	\$40.25	\$24.15	\$32.20	\$32.20	\$32.20
Maintenance and engineering stream employee	\$28.63	\$17.18	\$22.90	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$28.50	\$17.10	\$22.80	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$29.13	\$17.48	\$23.30	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$29.90	\$17.94	\$23.92	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$30.85	\$18.51	\$24.68	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$31.98	\$19.19	\$25.58	\$25.58	\$25.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$17.94	\$23.92	\$23.92	\$17.94	\$23.92
Clerical, administration and support stream, level 2	\$18.74	\$24.98	\$24.98	\$18.74	\$24.98
Clerical, administration and support stream, level 3	\$19.77	\$26.36	\$26.36	\$19.77	\$26.36
Clerical, administration and support stream, level 4	\$20.78	\$27.70	\$27.70	\$20.78	\$27.70
Clerical, administration and support stream, level 5	\$21.62	\$28.82	\$28.82	\$21.62	\$28.82
Clerical, administration and support stream, level 6	\$22.47	\$29.96	\$29.96	\$22.47	\$29.96
Clerical, administration and support stream, level 7	\$23.31	\$31.08	\$31.08	\$23.31	\$31.08
Clerical, administration and support stream, level 8	\$24.15	\$32.20	\$32.20	\$24.15	\$32.20
Maintenance and engineering stream employee	\$17.18	\$22.90	\$22.90	\$17.18	\$22.90
Storepersons and logistics stream, level 1	\$17.10	\$22.80	\$22.80	\$17.10	\$22.80
Storepersons and logistics stream, level 2	\$17.48	\$23.30	\$23.30	\$17.48	\$23.30
Storepersons and logistics stream, level 3	\$17.94	\$23.92	\$23.92	\$17.94	\$23.92
Storepersons and logistics stream, level 4	\$18.51	\$24.68	\$24.68	\$18.51	\$24.68
Storepersons and logistics stream, level 5	\$19.19	\$25.58	\$25.58	\$19.19	\$25.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$23.92	\$17.94	\$23.92	\$23.92	\$23.92
Clerical, administration and support stream, level 2	\$24.98	\$18.74	\$24.98	\$24.98	\$24.98
Clerical, administration and support stream, level 3	\$26.36	\$19.77	\$26.36	\$26.36	\$26.36
Clerical, administration and support stream, level 4	\$27.70	\$20.78	\$27.70	\$27.70	\$27.70
Clerical, administration and support stream, level 5	\$28.82	\$21.62	\$28.82	\$28.82	\$28.82
Clerical, administration and support stream, level 6	\$29.96	\$22.47	\$29.96	\$29.96	\$29.96
Clerical, administration and support stream, level 7	\$31.08	\$23.31	\$31.08	\$31.08	\$31.08
Clerical, administration and support stream, level 8	\$32.20	\$24.15	\$32.20	\$32.20	\$32.20
Maintenance and engineering stream employee	\$22.90	\$17.18	\$22.90	\$22.90	\$22.90
Storepersons and logistics stream, level 1	\$22.80	\$17.10	\$22.80	\$22.80	\$22.80
Storepersons and logistics stream, level 2	\$23.30	\$17.48	\$23.30	\$23.30	\$23.30
Storepersons and logistics stream, level 3	\$23.92	\$17.94	\$23.92	\$23.92	\$23.92
Storepersons and logistics stream, level 4	\$24.68	\$18.51	\$24.68	\$24.68	\$24.68
Storepersons and logistics stream, level 5	\$25.58	\$19.19	\$25.58	\$25.58	\$25.58

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

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$14.14	\$16.26	\$16.26	\$17.32	\$18.38
Clerical, administration and support stream, level 2	\$14.76	\$16.97	\$16.97	\$18.08	\$19.19
Clerical, administration and support stream, level 3	\$15.58	\$17.92	\$17.92	\$19.09	\$20.25
Clerical, administration and support stream, level 4	\$16.37	\$18.83	\$18.83	\$20.05	\$21.28
Clerical, administration and support stream, level 5	\$17.03	\$19.58	\$19.58	\$20.86	\$22.14
Clerical, administration and support stream, level 6	\$17.70	\$20.36	\$20.36	\$21.68	\$23.01
Clerical, administration and support stream, level 7	\$18.37	\$21.13	\$21.13	\$22.50	\$23.88
Clerical, administration and support stream, level 8	\$19.03	\$21.88	\$21.88	\$23.31	\$24.74
Maintenance and engineering stream employee	\$17.70	\$20.36	\$20.36	\$21.68	\$23.01
Storepersons and logistics stream, level 1	\$17.61	\$20.25	\$20.25	\$21.57	\$22.89
Storepersons and logistics stream, level 2	\$18.01	\$20.71	\$20.71	\$22.06	\$23.41
Storepersons and logistics stream, level 3	\$18.49	\$21.26	\$21.26	\$22.65	\$24.04
Storepersons and logistics stream, level 4	\$19.07	\$21.93	\$21.93	\$23.36	\$24.79
Storepersons and logistics stream, level 5	\$19.76	\$22.72	\$22.72	\$24.21	\$25.69

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$21.21	\$21.21	\$21.21	\$21.21	\$28.28	\$28.28
Clerical, administration and support stream, level 2	\$22.14	\$22.14	\$22.14	\$22.14	\$29.52	\$29.52
Clerical, administration and support stream, level 3	\$23.37	\$23.37	\$23.37	\$23.37	\$31.16	\$31.16
Clerical, administration and support stream, level 4	\$24.56	\$24.56	\$24.56	\$24.56	\$32.74	\$32.74
Clerical, administration and support stream, level 5	\$25.55	\$25.55	\$25.55	\$25.55	\$34.06	\$34.06
Clerical, administration and support stream, level 6	\$26.55	\$26.55	\$26.55	\$26.55	\$35.40	\$35.40
Clerical, administration and support stream, level 7	\$27.56	\$27.56	\$27.56	\$27.56	\$36.74	\$36.74
Clerical, administration and support stream, level 8	\$28.55	\$28.55	\$28.55	\$28.55	\$38.06	\$38.06
Maintenance and engineering stream employee	\$26.55	\$26.55	\$26.55	\$26.55	\$35.40	\$35.40
Storepersons and logistics stream, level 1	\$26.42	\$26.42	\$26.42	\$26.42	\$35.22	\$35.22
Storepersons and logistics stream, level 2	\$27.02	\$27.02	\$27.02	\$27.02	\$36.02	\$36.02
Storepersons and logistics stream, level 3	\$27.74	\$27.74	\$27.74	\$27.74	\$36.98	\$36.98
Storepersons and logistics stream, level 4	\$28.61	\$28.61	\$28.61	\$28.61	\$38.14	\$38.14
Storepersons and logistics stream, level 5	\$29.64	\$29.64	\$29.64	\$29.64	\$39.52	\$39.52

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$35.35	\$21.21	\$28.28	\$28.28	\$28.28
Clerical, administration and support stream, level 2	\$36.90	\$22.14	\$29.52	\$29.52	\$29.52
Clerical, administration and support stream, level 3	\$38.95	\$23.37	\$31.16	\$31.16	\$31.16
Clerical, administration and support stream, level 4	\$40.93	\$24.56	\$32.74	\$32.74	\$32.74
Clerical, administration and support stream, level 5	\$42.58	\$25.55	\$34.06	\$34.06	\$34.06
Clerical, administration and support stream, level 6	\$44.25	\$26.55	\$35.40	\$35.40	\$35.40
Clerical, administration and support stream, level 7	\$45.93	\$27.56	\$36.74	\$36.74	\$36.74
Clerical, administration and support stream, level 8	\$47.58	\$28.55	\$38.06	\$38.06	\$38.06
Maintenance and engineering stream employee	\$44.25	\$26.55	\$35.40	\$35.40	\$35.40
Storepersons and logistics stream, level 1	\$44.03	\$26.42	\$35.22	\$35.22	\$35.22
Storepersons and logistics stream, level 2	\$45.03	\$27.02	\$36.02	\$36.02	\$36.02
Storepersons and logistics stream, level 3	\$46.23	\$27.74	\$36.98	\$36.98	\$36.98
Storepersons and logistics stream, level 4	\$47.68	\$28.61	\$38.14	\$38.14	\$38.14
Storepersons and logistics stream, level 5	\$49.40	\$29.64	\$39.52	\$39.52	\$39.52

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$21.21	\$28.28	\$28.28	\$21.21	\$28.28
Clerical, administration and support stream, level 2	\$22.14	\$29.52	\$29.52	\$22.14	\$29.52
Clerical, administration and support stream, level 3	\$23.37	\$31.16	\$31.16	\$23.37	\$31.16
Clerical, administration and support stream, level 4	\$24.56	\$32.74	\$32.74	\$24.56	\$32.74
Clerical, administration and support stream, level 5	\$25.55	\$34.06	\$34.06	\$25.55	\$34.06
Clerical, administration and support stream, level 6	\$26.55	\$35.40	\$35.40	\$26.55	\$35.40
Clerical, administration and support stream, level 7	\$27.56	\$36.74	\$36.74	\$27.56	\$36.74
Clerical, administration and support stream, level 8	\$28.55	\$38.06	\$38.06	\$28.55	\$38.06
Maintenance and engineering stream employee	\$26.55	\$35.40	\$35.40	\$26.55	\$35.40
Storepersons and logistics stream, level 1	\$26.42	\$35.22	\$35.22	\$26.42	\$35.22
Storepersons and logistics stream, level 2	\$27.02	\$36.02	\$36.02	\$27.02	\$36.02
Storepersons and logistics stream, level 3	\$27.74	\$36.98	\$36.98	\$27.74	\$36.98
Storepersons and logistics stream, level 4	\$28.61	\$38.14	\$38.14	\$28.61	\$38.14
Storepersons and logistics stream, level 5	\$29.64	\$39.52	\$39.52	\$29.64	\$39.52

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$28.28	\$21.21	\$28.28	\$28.28	\$28.28
Clerical, administration and support stream, level 2	\$29.52	\$22.14	\$29.52	\$29.52	\$29.52
Clerical, administration and support stream, level 3	\$31.16	\$23.37	\$31.16	\$31.16	\$31.16
Clerical, administration and support stream, level 4	\$32.74	\$24.56	\$32.74	\$32.74	\$32.74
Clerical, administration and support stream, level 5	\$34.06	\$25.55	\$34.06	\$34.06	\$34.06
Clerical, administration and support stream, level 6	\$35.40	\$26.55	\$35.40	\$35.40	\$35.40
Clerical, administration and support stream, level 7	\$36.74	\$27.56	\$36.74	\$36.74	\$36.74
Clerical, administration and support stream, level 8	\$38.06	\$28.55	\$38.06	\$38.06	\$38.06
Maintenance and engineering stream employee	\$35.40	\$26.55	\$35.40	\$35.40	\$35.40
Storepersons and logistics stream, level 1	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22
Storepersons and logistics stream, level 2	\$36.02	\$27.02	\$36.02	\$36.02	\$36.02
Storepersons and logistics stream, level 3	\$36.98	\$27.74	\$36.98	\$36.98	\$36.98
Storepersons and logistics stream, level 4	\$38.14	\$28.61	\$38.14	\$38.14	\$38.14
Storepersons and logistics stream, level 5	\$39.52	\$29.64	\$39.52	\$39.52	\$39.52

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

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$16.31	\$18.76	\$18.76	\$19.98	\$21.20
Clerical, administration and support stream, level 2	\$17.03	\$19.58	\$19.58	\$20.86	\$22.14
Clerical, administration and support stream, level 3	\$17.98	\$20.68	\$20.68	\$22.03	\$23.37
Clerical, administration and support stream, level 4	\$18.89	\$21.72	\$21.72	\$23.14	\$24.56
Clerical, administration and support stream, level 5	\$19.65	\$22.60	\$22.60	\$24.07	\$25.55
Clerical, administration and support stream, level 6	\$20.42	\$23.48	\$23.48	\$25.01	\$26.55
Clerical, administration and support stream, level 7	\$21.20	\$24.38	\$24.38	\$25.97	\$27.56
Clerical, administration and support stream, level 8	\$21.96	\$25.25	\$25.25	\$26.90	\$28.55
Maintenance and engineering stream employee	\$19.36	\$22.26	\$22.26	\$23.72	\$25.17
Storepersons and logistics stream, level 1	\$19.27	\$22.16	\$22.16	\$23.61	\$25.05
Storepersons and logistics stream, level 2	\$19.71	\$22.67	\$22.67	\$24.14	\$25.62
Storepersons and logistics stream, level 3	\$20.23	\$23.26	\$23.26	\$24.78	\$26.30
Storepersons and logistics stream, level 4	\$20.86	\$23.99	\$23.99	\$25.55	\$27.12
Storepersons and logistics stream, level 5	\$21.62	\$24.86	\$24.86	\$26.48	\$28.11

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$24.47	\$24.47	\$24.47	\$24.47	\$32.62	\$32.62
Clerical, administration and support stream, level 2	\$25.55	\$25.55	\$25.55	\$25.55	\$34.06	\$34.06
Clerical, administration and support stream, level 3	\$26.97	\$26.97	\$26.97	\$26.97	\$35.96	\$35.96
Clerical, administration and support stream, level 4	\$28.34	\$28.34	\$28.34	\$28.34	\$37.78	\$37.78
Clerical, administration and support stream, level 5	\$29.48	\$29.48	\$29.48	\$29.48	\$39.30	\$39.30
Clerical, administration and support stream, level 6	\$30.63	\$30.63	\$30.63	\$30.63	\$40.84	\$40.84
Clerical, administration and support stream, level 7	\$31.80	\$31.80	\$31.80	\$31.80	\$42.40	\$42.40
Clerical, administration and support stream, level 8	\$32.94	\$32.94	\$32.94	\$32.94	\$43.92	\$43.92
Maintenance and engineering stream employee	\$29.04	\$29.04	\$29.04	\$29.04	\$38.72	\$38.72
Storepersons and logistics stream, level 1	\$28.91	\$28.91	\$28.91	\$28.91	\$38.54	\$38.54
Storepersons and logistics stream, level 2	\$29.57	\$29.57	\$29.57	\$29.57	\$39.42	\$39.42
Storepersons and logistics stream, level 3	\$30.35	\$30.35	\$30.35	\$30.35	\$40.46	\$40.46
Storepersons and logistics stream, level 4	\$31.29	\$31.29	\$31.29	\$31.29	\$41.72	\$41.72
Storepersons and logistics stream, level 5	\$32.43	\$32.43	\$32.43	\$32.43	\$43.24	\$43.24

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$40.78	\$24.47	\$32.62	\$32.62	\$32.62
Clerical, administration and support stream, level 2	\$42.58	\$25.55	\$34.06	\$34.06	\$34.06
Clerical, administration and support stream, level 3	\$44.95	\$26.97	\$35.96	\$35.96	\$35.96
Clerical, administration and support stream, level 4	\$47.23	\$28.34	\$37.78	\$37.78	\$37.78
Clerical, administration and support stream, level 5	\$49.13	\$29.48	\$39.30	\$39.30	\$39.30
Clerical, administration and support stream, level 6	\$51.05	\$30.63	\$40.84	\$40.84	\$40.84
Clerical, administration and support stream, level 7	\$53.00	\$31.80	\$42.40	\$42.40	\$42.40
Clerical, administration and support stream, level 8	\$54.90	\$32.94	\$43.92	\$43.92	\$43.92
Maintenance and engineering stream employee	\$48.40	\$29.04	\$38.72	\$38.72	\$38.72
Storepersons and logistics stream, level 1	\$48.18	\$28.91	\$38.54	\$38.54	\$38.54
Storepersons and logistics stream, level 2	\$49.28	\$29.57	\$39.42	\$39.42	\$39.42
Storepersons and logistics stream, level 3	\$50.58	\$30.35	\$40.46	\$40.46	\$40.46
Storepersons and logistics stream, level 4	\$52.15	\$31.29	\$41.72	\$41.72	\$41.72
Storepersons and logistics stream, level 5	\$54.05	\$32.43	\$43.24	\$43.24	\$43.24

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$24.47	\$32.62	\$32.62	\$24.47	\$32.62
Clerical, administration and support stream, level 2	\$25.55	\$34.06	\$34.06	\$25.55	\$34.06
Clerical, administration and support stream, level 3	\$26.97	\$35.96	\$35.96	\$26.97	\$35.96
Clerical, administration and support stream, level 4	\$28.34	\$37.78	\$37.78	\$28.34	\$37.78
Clerical, administration and support stream, level 5	\$29.48	\$39.30	\$39.30	\$29.48	\$39.30
Clerical, administration and support stream, level 6	\$30.63	\$40.84	\$40.84	\$30.63	\$40.84
Clerical, administration and support stream, level 7	\$31.80	\$42.40	\$42.40	\$31.80	\$42.40
Clerical, administration and support stream, level 8	\$32.94	\$43.92	\$43.92	\$32.94	\$43.92
Maintenance and engineering stream employee	\$29.04	\$38.72	\$38.72	\$29.04	\$38.72
Storepersons and logistics stream, level 1	\$28.91	\$38.54	\$38.54	\$28.91	\$38.54
Storepersons and logistics stream, level 2	\$29.57	\$39.42	\$39.42	\$29.57	\$39.42
Storepersons and logistics stream, level 3	\$30.35	\$40.46	\$40.46	\$30.35	\$40.46
Storepersons and logistics stream, level 4	\$31.29	\$41.72	\$41.72	\$31.29	\$41.72
Storepersons and logistics stream, level 5	\$32.43	\$43.24	\$43.24	\$32.43	\$43.24

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$32.62	\$24.47	\$32.62	\$32.62	\$32.62
Clerical, administration and support stream, level 2	\$34.06	\$25.55	\$34.06	\$34.06	\$34.06
Clerical, administration and support stream, level 3	\$35.96	\$26.97	\$35.96	\$35.96	\$35.96
Clerical, administration and support stream, level 4	\$37.78	\$28.34	\$37.78	\$37.78	\$37.78
Clerical, administration and support stream, level 5	\$39.30	\$29.48	\$39.30	\$39.30	\$39.30
Clerical, administration and support stream, level 6	\$40.84	\$30.63	\$40.84	\$40.84	\$40.84
Clerical, administration and support stream, level 7	\$42.40	\$31.80	\$42.40	\$42.40	\$42.40
Clerical, administration and support stream, level 8	\$43.92	\$32.94	\$43.92	\$43.92	\$43.92
Maintenance and engineering stream employee	\$38.72	\$29.04	\$38.72	\$38.72	\$38.72
Storepersons and logistics stream, level 1	\$38.54	\$28.91	\$38.54	\$38.54	\$38.54
Storepersons and logistics stream, level 2	\$39.42	\$29.57	\$39.42	\$39.42	\$39.42
Storepersons and logistics stream, level 3	\$40.46	\$30.35	\$40.46	\$40.46	\$40.46
Storepersons and logistics stream, level 4	\$41.72	\$31.29	\$41.72	\$41.72	\$41.72
Storepersons and logistics stream, level 5	\$43.24	\$32.43	\$43.24	\$43.24	\$43.24

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

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$19.58	\$22.52	\$22.52	\$23.99	\$25.45
Clerical, administration and support stream, level 2	\$20.43	\$23.49	\$23.49	\$25.03	\$26.56
Clerical, administration and support stream, level 3	\$21.57	\$24.81	\$24.81	\$26.42	\$28.04
Clerical, administration and support stream, level 4	\$22.66	\$26.06	\$26.06	\$27.76	\$29.46
Clerical, administration and support stream, level 5	\$23.58	\$27.12	\$27.12	\$28.89	\$30.65
Clerical, administration and support stream, level 6	\$24.51	\$28.19	\$28.19	\$30.02	\$31.86
Clerical, administration and support stream, level 7	\$25.43	\$29.24	\$29.24	\$31.15	\$33.06
Clerical, administration and support stream, level 8	\$26.35	\$30.30	\$30.30	\$32.28	\$34.26
Maintenance and engineering stream employee	\$20.82	\$23.94	\$23.94	\$25.50	\$27.07
Storepersons and logistics stream, level 1	\$20.72	\$23.83	\$23.83	\$25.38	\$26.94
Storepersons and logistics stream, level 2	\$21.19	\$24.37	\$24.37	\$25.96	\$27.55
Storepersons and logistics stream, level 3	\$21.75	\$25.01	\$25.01	\$26.64	\$28.28
Storepersons and logistics stream, level 4	\$22.43	\$25.79	\$25.79	\$27.48	\$29.16
Storepersons and logistics stream, level 5	\$23.25	\$26.74	\$26.74	\$28.48	\$30.23

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$29.37	\$29.37	\$29.37	\$29.37	\$39.16	\$39.16
Clerical, administration and support stream, level 2	\$30.65	\$30.65	\$30.65	\$30.65	\$40.86	\$40.86
Clerical, administration and support stream, level 3	\$32.36	\$32.36	\$32.36	\$32.36	\$43.14	\$43.14
Clerical, administration and support stream, level 4	\$33.99	\$33.99	\$33.99	\$33.99	\$45.32	\$45.32
Clerical, administration and support stream, level 5	\$35.37	\$35.37	\$35.37	\$35.37	\$47.16	\$47.16
Clerical, administration and support stream, level 6	\$36.77	\$36.77	\$36.77	\$36.77	\$49.02	\$49.02
Clerical, administration and support stream, level 7	\$38.15	\$38.15	\$38.15	\$38.15	\$50.86	\$50.86
Clerical, administration and support stream, level 8	\$39.53	\$39.53	\$39.53	\$39.53	\$52.70	\$52.70
Maintenance and engineering stream employee	\$31.23	\$31.23	\$31.23	\$31.23	\$41.64	\$41.64
Storepersons and logistics stream, level 1	\$31.08	\$31.08	\$31.08	\$31.08	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$31.79	\$31.79	\$31.79	\$31.79	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$32.63	\$32.63	\$32.63	\$32.63	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$33.65	\$33.65	\$33.65	\$33.65	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$34.88	\$34.88	\$34.88	\$34.88	\$46.50	\$46.50

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$48.95	\$29.37	\$39.16	\$39.16	\$39.16
Clerical, administration and support stream, level 2	\$51.08	\$30.65	\$40.86	\$40.86	\$40.86
Clerical, administration and support stream, level 3	\$53.93	\$32.36	\$43.14	\$43.14	\$43.14
Clerical, administration and support stream, level 4	\$56.65	\$33.99	\$45.32	\$45.32	\$45.32
Clerical, administration and support stream, level 5	\$58.95	\$35.37	\$47.16	\$47.16	\$47.16
Clerical, administration and support stream, level 6	\$61.28	\$36.77	\$49.02	\$49.02	\$49.02
Clerical, administration and support stream, level 7	\$63.58	\$38.15	\$50.86	\$50.86	\$50.86
Clerical, administration and support stream, level 8	\$65.88	\$39.53	\$52.70	\$52.70	\$52.70
Maintenance and engineering stream employee	\$52.05	\$31.23	\$41.64	\$41.64	\$41.64
Storepersons and logistics stream, level 1	\$51.80	\$31.08	\$41.44	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$52.98	\$31.79	\$42.38	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$54.38	\$32.63	\$43.50	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$56.08	\$33.65	\$44.86	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$58.13	\$34.88	\$46.50	\$46.50	\$46.50

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$29.37	\$39.16	\$39.16	\$29.37	\$39.16
Clerical, administration and support stream, level 2	\$30.65	\$40.86	\$40.86	\$30.65	\$40.86
Clerical, administration and support stream, level 3	\$32.36	\$43.14	\$43.14	\$32.36	\$43.14
Clerical, administration and support stream, level 4	\$33.99	\$45.32	\$45.32	\$33.99	\$45.32
Clerical, administration and support stream, level 5	\$35.37	\$47.16	\$47.16	\$35.37	\$47.16
Clerical, administration and support stream, level 6	\$36.77	\$49.02	\$49.02	\$36.77	\$49.02
Clerical, administration and support stream, level 7	\$38.15	\$50.86	\$50.86	\$38.15	\$50.86
Clerical, administration and support stream, level 8	\$39.53	\$52.70	\$52.70	\$39.53	\$52.70
Maintenance and engineering stream employee	\$31.23	\$41.64	\$41.64	\$31.23	\$41.64
Storepersons and logistics stream, level 1	\$31.08	\$41.44	\$41.44	\$31.08	\$41.44
Storepersons and logistics stream, level 2	\$31.79	\$42.38	\$42.38	\$31.79	\$42.38
Storepersons and logistics stream, level 3	\$32.63	\$43.50	\$43.50	\$32.63	\$43.50
Storepersons and logistics stream, level 4	\$33.65	\$44.86	\$44.86	\$33.65	\$44.86
Storepersons and logistics stream, level 5	\$34.88	\$46.50	\$46.50	\$34.88	\$46.50

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$39.16	\$29.37	\$39.16	\$39.16	\$39.16
Clerical, administration and support stream, level 2	\$40.86	\$30.65	\$40.86	\$40.86	\$40.86
Clerical, administration and support stream, level 3	\$43.14	\$32.36	\$43.14	\$43.14	\$43.14
Clerical, administration and support stream, level 4	\$45.32	\$33.99	\$45.32	\$45.32	\$45.32
Clerical, administration and support stream, level 5	\$47.16	\$35.37	\$47.16	\$47.16	\$47.16
Clerical, administration and support stream, level 6	\$49.02	\$36.77	\$49.02	\$49.02	\$49.02
Clerical, administration and support stream, level 7	\$50.86	\$38.15	\$50.86	\$50.86	\$50.86
Clerical, administration and support stream, level 8	\$52.70	\$39.53	\$52.70	\$52.70	\$52.70
Maintenance and engineering stream employee	\$41.64	\$31.23	\$41.64	\$41.64	\$41.64
Storepersons and logistics stream, level 1	\$41.44	\$31.08	\$41.44	\$41.44	\$41.44
Storepersons and logistics stream, level 2	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38
Storepersons and logistics stream, level 3	\$43.50	\$32.63	\$43.50	\$43.50	\$43.50
Storepersons and logistics stream, level 4	\$44.86	\$33.65	\$44.86	\$44.86	\$44.86
Storepersons and logistics stream, level 5	\$46.50	\$34.88	\$46.50	\$46.50	\$46.50

Junior - Casual - 16 years and under

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$13.60	\$15.23	\$15.23	\$16.05	\$16.86
Clerical, administration and support stream, level 2	\$14.19	\$15.89	\$15.89	\$16.74	\$17.59
Clerical, administration and support stream, level 3	\$14.99	\$16.79	\$16.79	\$17.69	\$18.58
Clerical, administration and support stream, level 4	\$15.74	\$17.63	\$17.63	\$18.57	\$19.51
Clerical, administration and support stream, level 5	\$16.38	\$18.34	\$18.34	\$19.32	\$20.31
Clerical, administration and support stream, level 6	\$17.03	\$19.07	\$19.07	\$20.09	\$21.11
Clerical, administration and support stream, level 7	\$17.66	\$19.78	\$19.78	\$20.84	\$21.90
Clerical, administration and support stream, level 8	\$18.30	\$20.50	\$20.50	\$21.59	\$22.69
Maintenance and engineering stream employee	\$14.31	\$16.03	\$16.03	\$16.89	\$17.75
Storepersons and logistics stream, level 1	\$14.25	\$15.96	\$15.96	\$16.82	\$17.67
Storepersons and logistics stream, level 2	\$14.56	\$16.31	\$16.31	\$17.18	\$18.06
Storepersons and logistics stream, level 3	\$14.95	\$16.74	\$16.74	\$17.64	\$18.54
Storepersons and logistics stream, level 4	\$15.43	\$17.28	\$17.28	\$18.20	\$19.13
Storepersons and logistics stream, level 5	\$15.99	\$17.91	\$17.91	\$18.87	\$19.82

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$19.04	\$19.04	\$19.04	\$19.04	\$24.48	\$24.48
Clerical, administration and support stream, level 2	\$19.86	\$19.86	\$19.86	\$19.86	\$25.54	\$25.54
Clerical, administration and support stream, level 3	\$20.98	\$20.98	\$20.98	\$20.98	\$26.98	\$26.98
Clerical, administration and support stream, level 4	\$22.03	\$22.03	\$22.03	\$22.03	\$28.33	\$28.33
Clerical, administration and support stream, level 5	\$22.93	\$22.93	\$22.93	\$22.93	\$29.48	\$29.48
Clerical, administration and support stream, level 6	\$23.84	\$23.84	\$23.84	\$23.84	\$30.65	\$30.65
Clerical, administration and support stream, level 7	\$24.73	\$24.73	\$24.73	\$24.73	\$31.79	\$31.79
Clerical, administration and support stream, level 8	\$25.62	\$25.62	\$25.62	\$25.62	\$32.94	\$32.94
Maintenance and engineering stream employee	\$20.04	\$20.04	\$20.04	\$20.04	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$19.95	\$19.95	\$19.95	\$19.95	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$20.39	\$20.39	\$20.39	\$20.39	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$20.93	\$20.93	\$20.93	\$20.93	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$21.60	\$21.60	\$21.60	\$21.60	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$22.38	\$22.38	\$22.38	\$22.38	\$28.78	\$28.78

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$29.92	\$19.04	\$24.48	\$24.48	\$24.48
Clerical, administration and support stream, level 2	\$31.21	\$19.86	\$25.54	\$25.54	\$25.54
Clerical, administration and support stream, level 3	\$32.97	\$20.98	\$26.98	\$26.98	\$26.98
Clerical, administration and support stream, level 4	\$34.62	\$22.03	\$28.33	\$28.33	\$28.33
Clerical, administration and support stream, level 5	\$36.03	\$22.93	\$29.48	\$29.48	\$29.48
Clerical, administration and support stream, level 6	\$37.46	\$23.84	\$30.65	\$30.65	\$30.65
Clerical, administration and support stream, level 7	\$38.86	\$24.73	\$31.79	\$31.79	\$31.79
Clerical, administration and support stream, level 8	\$40.26	\$25.62	\$32.94	\$32.94	\$32.94
Maintenance and engineering stream employee	\$31.49	\$20.04	\$25.76	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$31.35	\$19.95	\$25.65	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$32.04	\$20.39	\$26.21	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$32.89	\$20.93	\$26.91	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$33.94	\$21.60	\$27.77	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$35.17	\$22.38	\$28.78	\$28.78	\$28.78

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$19.04	\$24.48	\$24.48	\$19.04	\$24.48
Clerical, administration and support stream, level 2	\$19.86	\$25.54	\$25.54	\$19.86	\$25.54
Clerical, administration and support stream, level 3	\$20.98	\$26.98	\$26.98	\$20.98	\$26.98
Clerical, administration and support stream, level 4	\$22.03	\$28.33	\$28.33	\$22.03	\$28.33
Clerical, administration and support stream, level 5	\$22.93	\$29.48	\$29.48	\$22.93	\$29.48
Clerical, administration and support stream, level 6	\$23.84	\$30.65	\$30.65	\$23.84	\$30.65
Clerical, administration and support stream, level 7	\$24.73	\$31.79	\$31.79	\$24.73	\$31.79
Clerical, administration and support stream, level 8	\$25.62	\$32.94	\$32.94	\$25.62	\$32.94
Maintenance and engineering stream employee	\$20.04	\$25.76	\$25.76	\$20.04	\$25.76
Storepersons and logistics stream, level 1	\$19.95	\$25.65	\$25.65	\$19.95	\$25.65
Storepersons and logistics stream, level 2	\$20.39	\$26.21	\$26.21	\$20.39	\$26.21
Storepersons and logistics stream, level 3	\$20.93	\$26.91	\$26.91	\$20.93	\$26.91
Storepersons and logistics stream, level 4	\$21.60	\$27.77	\$27.77	\$21.60	\$27.77
Storepersons and logistics stream, level 5	\$22.38	\$28.78	\$28.78	\$22.38	\$28.78

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$24.48	\$19.04	\$24.48	\$24.48	\$24.48
Clerical, administration and support stream, level 2	\$25.54	\$19.86	\$25.54	\$25.54	\$25.54
Clerical, administration and support stream, level 3	\$26.98	\$20.98	\$26.98	\$26.98	\$26.98
Clerical, administration and support stream, level 4	\$28.33	\$22.03	\$28.33	\$28.33	\$28.33
Clerical, administration and support stream, level 5	\$29.48	\$22.93	\$29.48	\$29.48	\$29.48
Clerical, administration and support stream, level 6	\$30.65	\$23.84	\$30.65	\$30.65	\$30.65
Clerical, administration and support stream, level 7	\$31.79	\$24.73	\$31.79	\$31.79	\$31.79
Clerical, administration and support stream, level 8	\$32.94	\$25.62	\$32.94	\$32.94	\$32.94
Maintenance and engineering stream employee	\$25.76	\$20.04	\$25.76	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$25.65	\$19.95	\$25.65	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$26.21	\$20.39	\$26.21	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$26.91	\$20.93	\$26.91	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$27.77	\$21.60	\$27.77	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$28.78	\$22.38	\$28.78	\$28.78	\$28.78

Junior - Casual - 17 years

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$14.95	\$16.74	\$16.74	\$17.64	\$18.54
Clerical, administration and support stream, level 2	\$15.61	\$17.49	\$17.49	\$18.42	\$19.36
Clerical, administration and support stream, level 3	\$16.48	\$18.45	\$18.45	\$19.44	\$20.43
Clerical, administration and support stream, level 4	\$17.31	\$19.39	\$19.39	\$20.43	\$21.47
Clerical, administration and support stream, level 5	\$18.01	\$20.17	\$20.17	\$21.25	\$22.34
Clerical, administration and support stream, level 6	\$18.73	\$20.97	\$20.97	\$22.10	\$23.22
Clerical, administration and support stream, level 7	\$19.43	\$21.76	\$21.76	\$22.92	\$24.09
Clerical, administration and support stream, level 8	\$20.13	\$22.54	\$22.54	\$23.75	\$24.96
Maintenance and engineering stream employee	\$14.31	\$16.03	\$16.03	\$16.89	\$17.75
Storepersons and logistics stream, level 1	\$14.25	\$15.96	\$15.96	\$16.82	\$17.67
Storepersons and logistics stream, level 2	\$14.56	\$16.31	\$16.31	\$17.18	\$18.06
Storepersons and logistics stream, level 3	\$14.95	\$16.74	\$16.74	\$17.64	\$18.54
Storepersons and logistics stream, level 4	\$15.43	\$17.28	\$17.28	\$18.20	\$19.13
Storepersons and logistics stream, level 5	\$15.99	\$17.91	\$17.91	\$18.87	\$19.82

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$20.93	\$20.93	\$20.93	\$20.93	\$26.91	\$26.91
Clerical, administration and support stream, level 2	\$21.86	\$21.86	\$21.86	\$21.86	\$28.10	\$28.10
Clerical, administration and support stream, level 3	\$23.07	\$23.07	\$23.07	\$23.07	\$29.66	\$29.66
Clerical, administration and support stream, level 4	\$24.24	\$24.24	\$24.24	\$24.24	\$31.16	\$31.16
Clerical, administration and support stream, level 5	\$25.22	\$25.22	\$25.22	\$25.22	\$32.42	\$32.42
Clerical, administration and support stream, level 6	\$26.22	\$26.22	\$26.22	\$26.22	\$33.71	\$33.71
Clerical, administration and support stream, level 7	\$27.20	\$27.20	\$27.20	\$27.20	\$34.97	\$34.97
Clerical, administration and support stream, level 8	\$28.18	\$28.18	\$28.18	\$28.18	\$36.23	\$36.23
Maintenance and engineering stream employee	\$20.04	\$20.04	\$20.04	\$20.04	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$19.95	\$19.95	\$19.95	\$19.95	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$20.39	\$20.39	\$20.39	\$20.39	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$20.93	\$20.93	\$20.93	\$20.93	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$21.60	\$21.60	\$21.60	\$21.60	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$22.38	\$22.38	\$22.38	\$22.38	\$28.78	\$28.78

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$32.89	\$20.93	\$26.91	\$26.91	\$26.91
Clerical, administration and support stream, level 2	\$34.35	\$21.86	\$28.10	\$28.10	\$28.10
Clerical, administration and support stream, level 3	\$36.25	\$23.07	\$29.66	\$29.66	\$29.66
Clerical, administration and support stream, level 4	\$38.09	\$24.24	\$31.16	\$31.16	\$31.16
Clerical, administration and support stream, level 5	\$39.63	\$25.22	\$32.42	\$32.42	\$32.42
Clerical, administration and support stream, level 6	\$41.20	\$26.22	\$33.71	\$33.71	\$33.71
Clerical, administration and support stream, level 7	\$42.74	\$27.20	\$34.97	\$34.97	\$34.97
Clerical, administration and support stream, level 8	\$44.28	\$28.18	\$36.23	\$36.23	\$36.23
Maintenance and engineering stream employee	\$31.49	\$20.04	\$25.76	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$31.35	\$19.95	\$25.65	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$32.04	\$20.39	\$26.21	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$32.89	\$20.93	\$26.91	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$33.94	\$21.60	\$27.77	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$35.17	\$22.38	\$28.78	\$28.78	\$28.78

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$20.93	\$26.91	\$26.91	\$20.93	\$26.91
Clerical, administration and support stream, level 2	\$21.86	\$28.10	\$28.10	\$21.86	\$28.10
Clerical, administration and support stream, level 3	\$23.07	\$29.66	\$29.66	\$23.07	\$29.66
Clerical, administration and support stream, level 4	\$24.24	\$31.16	\$31.16	\$24.24	\$31.16
Clerical, administration and support stream, level 5	\$25.22	\$32.42	\$32.42	\$25.22	\$32.42
Clerical, administration and support stream, level 6	\$26.22	\$33.71	\$33.71	\$26.22	\$33.71
Clerical, administration and support stream, level 7	\$27.20	\$34.97	\$34.97	\$27.20	\$34.97
Clerical, administration and support stream, level 8	\$28.18	\$36.23	\$36.23	\$28.18	\$36.23
Maintenance and engineering stream employee	\$20.04	\$25.76	\$25.76	\$20.04	\$25.76
Storepersons and logistics stream, level 1	\$19.95	\$25.65	\$25.65	\$19.95	\$25.65
Storepersons and logistics stream, level 2	\$20.39	\$26.21	\$26.21	\$20.39	\$26.21
Storepersons and logistics stream, level 3	\$20.93	\$26.91	\$26.91	\$20.93	\$26.91
Storepersons and logistics stream, level 4	\$21.60	\$27.77	\$27.77	\$21.60	\$27.77
Storepersons and logistics stream, level 5	\$22.38	\$28.78	\$28.78	\$22.38	\$28.78

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$26.91	\$20.93	\$26.91	\$26.91	\$26.91
Clerical, administration and support stream, level 2	\$28.10	\$21.86	\$28.10	\$28.10	\$28.10
Clerical, administration and support stream, level 3	\$29.66	\$23.07	\$29.66	\$29.66	\$29.66
Clerical, administration and support stream, level 4	\$31.16	\$24.24	\$31.16	\$31.16	\$31.16
Clerical, administration and support stream, level 5	\$32.42	\$25.22	\$32.42	\$32.42	\$32.42
Clerical, administration and support stream, level 6	\$33.71	\$26.22	\$33.71	\$33.71	\$33.71
Clerical, administration and support stream, level 7	\$34.97	\$27.20	\$34.97	\$34.97	\$34.97
Clerical, administration and support stream, level 8	\$36.23	\$28.18	\$36.23	\$36.23	\$36.23
Maintenance and engineering stream employee	\$25.76	\$20.04	\$25.76	\$25.76	\$25.76
Storepersons and logistics stream, level 1	\$25.65	\$19.95	\$25.65	\$25.65	\$25.65
Storepersons and logistics stream, level 2	\$26.21	\$20.39	\$26.21	\$26.21	\$26.21
Storepersons and logistics stream, level 3	\$26.91	\$20.93	\$26.91	\$26.91	\$26.91
Storepersons and logistics stream, level 4	\$27.77	\$21.60	\$27.77	\$27.77	\$27.77
Storepersons and logistics stream, level 5	\$28.78	\$22.38	\$28.78	\$28.78	\$28.78

Junior - Casual - 18 years

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$17.68	\$19.80	\$19.80	\$20.86	\$21.92
Clerical, administration and support stream, level 2	\$18.45	\$20.66	\$20.66	\$21.77	\$22.88
Clerical, administration and support stream, level 3	\$19.48	\$21.81	\$21.81	\$22.98	\$24.15
Clerical, administration and support stream, level 4	\$20.46	\$22.92	\$22.92	\$24.15	\$25.37
Clerical, administration and support stream, level 5	\$21.29	\$23.84	\$23.84	\$25.12	\$26.40
Clerical, administration and support stream, level 6	\$22.13	\$24.78	\$24.78	\$26.11	\$27.44
Clerical, administration and support stream, level 7	\$22.96	\$25.72	\$25.72	\$27.10	\$28.47
Clerical, administration and support stream, level 8	\$23.79	\$26.64	\$26.64	\$28.07	\$29.50
Maintenance and engineering stream employee	\$22.13	\$24.78	\$24.78	\$26.11	\$27.44
Storepersons and logistics stream, level 1	\$22.01	\$24.65	\$24.65	\$25.97	\$27.30
Storepersons and logistics stream, level 2	\$22.51	\$25.21	\$25.21	\$26.56	\$27.92
Storepersons and logistics stream, level 3	\$23.11	\$25.89	\$25.89	\$27.27	\$28.66
Storepersons and logistics stream, level 4	\$23.84	\$26.70	\$26.70	\$28.13	\$29.56
Storepersons and logistics stream, level 5	\$24.70	\$27.66	\$27.66	\$29.15	\$30.63

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$24.75	\$24.75	\$24.75	\$24.75	\$31.82	\$31.82
Clerical, administration and support stream, level 2	\$25.83	\$25.83	\$25.83	\$25.83	\$33.21	\$33.21
Clerical, administration and support stream, level 3	\$27.27	\$27.27	\$27.27	\$27.27	\$35.06	\$35.06
Clerical, administration and support stream, level 4	\$28.65	\$28.65	\$28.65	\$28.65	\$36.83	\$36.83
Clerical, administration and support stream, level 5	\$29.80	\$29.80	\$29.80	\$29.80	\$38.32	\$38.32
Clerical, administration and support stream, level 6	\$30.98	\$30.98	\$30.98	\$30.98	\$39.83	\$39.83
Clerical, administration and support stream, level 7	\$32.15	\$32.15	\$32.15	\$32.15	\$41.33	\$41.33
Clerical, administration and support stream, level 8	\$33.30	\$33.30	\$33.30	\$33.30	\$42.82	\$42.82
Maintenance and engineering stream employee	\$30.98	\$30.98	\$30.98	\$30.98	\$39.83	\$39.83
Storepersons and logistics stream, level 1	\$30.82	\$30.82	\$30.82	\$30.82	\$39.62	\$39.62
Storepersons and logistics stream, level 2	\$31.52	\$31.52	\$31.52	\$31.52	\$40.52	\$40.52
Storepersons and logistics stream, level 3	\$32.36	\$32.36	\$32.36	\$32.36	\$41.60	\$41.60
Storepersons and logistics stream, level 4	\$33.37	\$33.37	\$33.37	\$33.37	\$42.91	\$42.91
Storepersons and logistics stream, level 5	\$34.58	\$34.58	\$34.58	\$34.58	\$44.46	\$44.46

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$38.89	\$24.75	\$31.82	\$31.82	\$31.82
Clerical, administration and support stream, level 2	\$40.59	\$25.83	\$33.21	\$33.21	\$33.21
Clerical, administration and support stream, level 3	\$42.85	\$27.27	\$35.06	\$35.06	\$35.06
Clerical, administration and support stream, level 4	\$45.02	\$28.65	\$36.83	\$36.83	\$36.83
Clerical, administration and support stream, level 5	\$46.83	\$29.80	\$38.32	\$38.32	\$38.32
Clerical, administration and support stream, level 6	\$48.68	\$30.98	\$39.83	\$39.83	\$39.83
Clerical, administration and support stream, level 7	\$50.52	\$32.15	\$41.33	\$41.33	\$41.33
Clerical, administration and support stream, level 8	\$52.33	\$33.30	\$42.82	\$42.82	\$42.82
Maintenance and engineering stream employee	\$48.68	\$30.98	\$39.83	\$39.83	\$39.83
Storepersons and logistics stream, level 1	\$48.43	\$30.82	\$39.62	\$39.62	\$39.62
Storepersons and logistics stream, level 2	\$49.53	\$31.52	\$40.52	\$40.52	\$40.52
Storepersons and logistics stream, level 3	\$50.85	\$32.36	\$41.60	\$41.60	\$41.60
Storepersons and logistics stream, level 4	\$52.44	\$33.37	\$42.91	\$42.91	\$42.91
Storepersons and logistics stream, level 5	\$54.34	\$34.58	\$44.46	\$44.46	\$44.46

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$24.75	\$31.82	\$31.82	\$24.75	\$31.82
Clerical, administration and support stream, level 2	\$25.83	\$33.21	\$33.21	\$25.83	\$33.21
Clerical, administration and support stream, level 3	\$27.27	\$35.06	\$35.06	\$27.27	\$35.06
Clerical, administration and support stream, level 4	\$28.65	\$36.83	\$36.83	\$28.65	\$36.83
Clerical, administration and support stream, level 5	\$29.80	\$38.32	\$38.32	\$29.80	\$38.32
Clerical, administration and support stream, level 6	\$30.98	\$39.83	\$39.83	\$30.98	\$39.83
Clerical, administration and support stream, level 7	\$32.15	\$41.33	\$41.33	\$32.15	\$41.33
Clerical, administration and support stream, level 8	\$33.30	\$42.82	\$42.82	\$33.30	\$42.82
Maintenance and engineering stream employee	\$30.98	\$39.83	\$39.83	\$30.98	\$39.83
Storepersons and logistics stream, level 1	\$30.82	\$39.62	\$39.62	\$30.82	\$39.62
Storepersons and logistics stream, level 2	\$31.52	\$40.52	\$40.52	\$31.52	\$40.52
Storepersons and logistics stream, level 3	\$32.36	\$41.60	\$41.60	\$32.36	\$41.60
Storepersons and logistics stream, level 4	\$33.37	\$42.91	\$42.91	\$33.37	\$42.91
Storepersons and logistics stream, level 5	\$34.58	\$44.46	\$44.46	\$34.58	\$44.46

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$31.82	\$24.75	\$31.82	\$31.82	\$31.82
Clerical, administration and support stream, level 2	\$33.21	\$25.83	\$33.21	\$33.21	\$33.21
Clerical, administration and support stream, level 3	\$35.06	\$27.27	\$35.06	\$35.06	\$35.06
Clerical, administration and support stream, level 4	\$36.83	\$28.65	\$36.83	\$36.83	\$36.83
Clerical, administration and support stream, level 5	\$38.32	\$29.80	\$38.32	\$38.32	\$38.32
Clerical, administration and support stream, level 6	\$39.83	\$30.98	\$39.83	\$39.83	\$39.83
Clerical, administration and support stream, level 7	\$41.33	\$32.15	\$41.33	\$41.33	\$41.33
Clerical, administration and support stream, level 8	\$42.82	\$33.30	\$42.82	\$42.82	\$42.82
Maintenance and engineering stream employee	\$39.83	\$30.98	\$39.83	\$39.83	\$39.83
Storepersons and logistics stream, level 1	\$39.62	\$30.82	\$39.62	\$39.62	\$39.62
Storepersons and logistics stream, level 2	\$40.52	\$31.52	\$40.52	\$40.52	\$40.52
Storepersons and logistics stream, level 3	\$41.60	\$32.36	\$41.60	\$41.60	\$41.60
Storepersons and logistics stream, level 4	\$42.91	\$33.37	\$42.91	\$42.91	\$42.91
Storepersons and logistics stream, level 5	\$44.46	\$34.58	\$44.46	\$44.46	\$44.46

Junior - Casual - 19 years

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$20.39	\$22.83	\$22.83	\$24.06	\$25.28
Clerical, administration and support stream, level 2	\$21.29	\$23.84	\$23.84	\$25.12	\$26.40
Clerical, administration and support stream, level 3	\$22.48	\$25.17	\$25.17	\$26.52	\$27.87
Clerical, administration and support stream, level 4	\$23.61	\$26.45	\$26.45	\$27.86	\$29.28
Clerical, administration and support stream, level 5	\$24.56	\$27.51	\$27.51	\$28.98	\$30.46
Clerical, administration and support stream, level 6	\$25.53	\$28.59	\$28.59	\$30.12	\$31.65
Clerical, administration and support stream, level 7	\$26.50	\$29.68	\$29.68	\$31.27	\$32.86
Clerical, administration and support stream, level 8	\$27.45	\$30.74	\$30.74	\$32.39	\$34.04
Maintenance and engineering stream employee	\$24.20	\$27.10	\$27.10	\$28.56	\$30.01
Storepersons and logistics stream, level 1	\$24.09	\$26.98	\$26.98	\$28.42	\$29.87
Storepersons and logistics stream, level 2	\$24.64	\$27.59	\$27.59	\$29.07	\$30.55
Storepersons and logistics stream, level 3	\$25.29	\$28.32	\$28.32	\$29.84	\$31.36
Storepersons and logistics stream, level 4	\$26.08	\$29.20	\$29.20	\$30.77	\$32.33
Storepersons and logistics stream, level 5	\$27.03	\$30.27	\$30.27	\$31.89	\$33.51

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$28.54	\$28.54	\$28.54	\$28.54	\$36.70	\$36.70
Clerical, administration and support stream, level 2	\$29.80	\$29.80	\$29.80	\$29.80	\$38.32	\$38.32
Clerical, administration and support stream, level 3	\$31.47	\$31.47	\$31.47	\$31.47	\$40.46	\$40.46
Clerical, administration and support stream, level 4	\$33.06	\$33.06	\$33.06	\$33.06	\$42.50	\$42.50
Clerical, administration and support stream, level 5	\$34.39	\$34.39	\$34.39	\$34.39	\$44.21	\$44.21
Clerical, administration and support stream, level 6	\$35.74	\$35.74	\$35.74	\$35.74	\$45.95	\$45.95
Clerical, administration and support stream, level 7	\$37.10	\$37.10	\$37.10	\$37.10	\$47.70	\$47.70
Clerical, administration and support stream, level 8	\$38.43	\$38.43	\$38.43	\$38.43	\$49.41	\$49.41
Maintenance and engineering stream employee	\$33.88	\$33.88	\$33.88	\$33.88	\$43.56	\$43.56
Storepersons and logistics stream, level 1	\$33.72	\$33.72	\$33.72	\$33.72	\$43.36	\$43.36
Storepersons and logistics stream, level 2	\$34.49	\$34.49	\$34.49	\$34.49	\$44.35	\$44.35
Storepersons and logistics stream, level 3	\$35.40	\$35.40	\$35.40	\$35.40	\$45.52	\$45.52
Storepersons and logistics stream, level 4	\$36.51	\$36.51	\$36.51	\$36.51	\$46.94	\$46.94
Storepersons and logistics stream, level 5	\$37.84	\$37.84	\$37.84	\$37.84	\$48.65	\$48.65

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$44.85	\$28.54	\$36.70	\$36.70	\$36.70
Clerical, administration and support stream, level 2	\$46.83	\$29.80	\$38.32	\$38.32	\$38.32
Clerical, administration and support stream, level 3	\$49.45	\$31.47	\$40.46	\$40.46	\$40.46
Clerical, administration and support stream, level 4	\$51.95	\$33.06	\$42.50	\$42.50	\$42.50
Clerical, administration and support stream, level 5	\$54.04	\$34.39	\$44.21	\$44.21	\$44.21
Clerical, administration and support stream, level 6	\$56.16	\$35.74	\$45.95	\$45.95	\$45.95
Clerical, administration and support stream, level 7	\$58.30	\$37.10	\$47.70	\$47.70	\$47.70
Clerical, administration and support stream, level 8	\$60.39	\$38.43	\$49.41	\$49.41	\$49.41
Maintenance and engineering stream employee	\$53.24	\$33.88	\$43.56	\$43.56	\$43.56
Storepersons and logistics stream, level 1	\$52.99	\$33.72	\$43.36	\$43.36	\$43.36
Storepersons and logistics stream, level 2	\$54.20	\$34.49	\$44.35	\$44.35	\$44.35
Storepersons and logistics stream, level 3	\$55.63	\$35.40	\$45.52	\$45.52	\$45.52
Storepersons and logistics stream, level 4	\$57.37	\$36.51	\$46.94	\$46.94	\$46.94
Storepersons and logistics stream, level 5	\$59.46	\$37.84	\$48.65	\$48.65	\$48.65

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$28.54	\$36.70	\$36.70	\$28.54	\$36.70
Clerical, administration and support stream, level 2	\$29.80	\$38.32	\$38.32	\$29.80	\$38.32
Clerical, administration and support stream, level 3	\$31.47	\$40.46	\$40.46	\$31.47	\$40.46
Clerical, administration and support stream, level 4	\$33.06	\$42.50	\$42.50	\$33.06	\$42.50
Clerical, administration and support stream, level 5	\$34.39	\$44.21	\$44.21	\$34.39	\$44.21
Clerical, administration and support stream, level 6	\$35.74	\$45.95	\$45.95	\$35.74	\$45.95
Clerical, administration and support stream, level 7	\$37.10	\$47.70	\$47.70	\$37.10	\$47.70
Clerical, administration and support stream, level 8	\$38.43	\$49.41	\$49.41	\$38.43	\$49.41
Maintenance and engineering stream employee	\$33.88	\$43.56	\$43.56	\$33.88	\$43.56
Storepersons and logistics stream, level 1	\$33.72	\$43.36	\$43.36	\$33.72	\$43.36
Storepersons and logistics stream, level 2	\$34.49	\$44.35	\$44.35	\$34.49	\$44.35
Storepersons and logistics stream, level 3	\$35.40	\$45.52	\$45.52	\$35.40	\$45.52
Storepersons and logistics stream, level 4	\$36.51	\$46.94	\$46.94	\$36.51	\$46.94
Storepersons and logistics stream, level 5	\$37.84	\$48.65	\$48.65	\$37.84	\$48.65

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$36.70	\$28.54	\$36.70	\$36.70	\$36.70
Clerical, administration and support stream, level 2	\$38.32	\$29.80	\$38.32	\$38.32	\$38.32
Clerical, administration and support stream, level 3	\$40.46	\$31.47	\$40.46	\$40.46	\$40.46
Clerical, administration and support stream, level 4	\$42.50	\$33.06	\$42.50	\$42.50	\$42.50
Clerical, administration and support stream, level 5	\$44.21	\$34.39	\$44.21	\$44.21	\$44.21
Clerical, administration and support stream, level 6	\$45.95	\$35.74	\$45.95	\$45.95	\$45.95
Clerical, administration and support stream, level 7	\$47.70	\$37.10	\$47.70	\$47.70	\$47.70
Clerical, administration and support stream, level 8	\$49.41	\$38.43	\$49.41	\$49.41	\$49.41
Maintenance and engineering stream employee	\$43.56	\$33.88	\$43.56	\$43.56	\$43.56
Storepersons and logistics stream, level 1	\$43.36	\$33.72	\$43.36	\$43.36	\$43.36
Storepersons and logistics stream, level 2	\$44.35	\$34.49	\$44.35	\$44.35	\$44.35
Storepersons and logistics stream, level 3	\$45.52	\$35.40	\$45.52	\$45.52	\$45.52
Storepersons and logistics stream, level 4	\$46.94	\$36.51	\$46.94	\$46.94	\$46.94
Storepersons and logistics stream, level 5	\$48.65	\$37.84	\$48.65	\$48.65	\$48.65

Junior - Casual - 20 years

Table 1 of 5

Classification	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Clerical, administration and support stream, level 1	\$24.48	\$27.41	\$27.41	\$28.88	\$30.35
Clerical, administration and support stream, level 2	\$25.54	\$28.60	\$28.60	\$30.13	\$31.67
Clerical, administration and support stream, level 3	\$26.96	\$30.20	\$30.20	\$31.82	\$33.43
Clerical, administration and support stream, level 4	\$28.33	\$31.72	\$31.72	\$33.42	\$35.12
Clerical, administration and support stream, level 5	\$29.48	\$33.01	\$33.01	\$34.78	\$36.55
Clerical, administration and support stream, level 6	\$30.64	\$34.31	\$34.31	\$36.15	\$37.99
Clerical, administration and support stream, level 7	\$31.79	\$35.60	\$35.60	\$37.51	\$39.42
Clerical, administration and support stream, level 8	\$32.94	\$36.89	\$36.89	\$38.87	\$40.84
Maintenance and engineering stream employee	\$26.03	\$29.15	\$29.15	\$30.71	\$32.27
Storepersons and logistics stream, level 1	\$25.90	\$29.01	\$29.01	\$30.56	\$32.12
Storepersons and logistics stream, level 2	\$26.49	\$29.67	\$29.67	\$31.26	\$32.84
Storepersons and logistics stream, level 3	\$27.19	\$30.45	\$30.45	\$32.08	\$33.71
Storepersons and logistics stream, level 4	\$28.04	\$31.40	\$31.40	\$33.08	\$34.77
Storepersons and logistics stream, level 5	\$29.06	\$32.55	\$32.55	\$34.29	\$36.04

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday	Public holiday (other than Christmas Day and Good Friday)
Clerical, administration and support stream, level 1	\$34.27	\$34.27	\$34.27	\$34.27	\$44.06	\$44.06
Clerical, administration and support stream, level 2	\$35.75	\$35.75	\$35.75	\$35.75	\$45.97	\$45.97
Clerical, administration and support stream, level 3	\$37.75	\$37.75	\$37.75	\$37.75	\$48.53	\$48.53
Clerical, administration and support stream, level 4	\$39.66	\$39.66	\$39.66	\$39.66	\$50.99	\$50.99
Clerical, administration and support stream, level 5	\$41.27	\$41.27	\$41.27	\$41.27	\$53.06	\$53.06
Clerical, administration and support stream, level 6	\$42.89	\$42.89	\$42.89	\$42.89	\$55.15	\$55.15
Clerical, administration and support stream, level 7	\$44.50	\$44.50	\$44.50	\$44.50	\$57.22	\$57.22
Clerical, administration and support stream, level 8	\$46.11	\$46.11	\$46.11	\$46.11	\$59.29	\$59.29
Maintenance and engineering stream employee	\$36.44	\$36.44	\$36.44	\$36.44	\$46.85	\$46.85
Storepersons and logistics stream, level 1	\$36.26	\$36.26	\$36.26	\$36.26	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$37.08	\$37.08	\$37.08	\$37.08	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$38.06	\$38.06	\$38.06	\$38.06	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$39.25	\$39.25	\$39.25	\$39.25	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$40.69	\$40.69	\$40.69	\$40.69	\$52.31	\$52.31

Table 3 of 5

Classification	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Clerical, administration and support stream, level 1	\$53.85	\$34.27	\$44.06	\$44.06	\$44.06
Clerical, administration and support stream, level 2	\$56.18	\$35.75	\$45.97	\$45.97	\$45.97
Clerical, administration and support stream, level 3	\$59.32	\$37.75	\$48.53	\$48.53	\$48.53
Clerical, administration and support stream, level 4	\$62.32	\$39.66	\$50.99	\$50.99	\$50.99
Clerical, administration and support stream, level 5	\$64.85	\$41.27	\$53.06	\$53.06	\$53.06
Clerical, administration and support stream, level 6	\$67.40	\$42.89	\$55.15	\$55.15	\$55.15
Clerical, administration and support stream, level 7	\$69.93	\$44.50	\$57.22	\$57.22	\$57.22
Clerical, administration and support stream, level 8	\$72.46	\$46.11	\$59.29	\$59.29	\$59.29
Maintenance and engineering stream employee	\$57.26	\$36.44	\$46.85	\$46.85	\$46.85
Storepersons and logistics stream, level 1	\$56.98	\$36.26	\$46.62	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$58.27	\$37.08	\$47.68	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$59.81	\$38.06	\$48.94	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$61.68	\$39.25	\$50.47	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$63.94	\$40.69	\$52.31	\$52.31	\$52.31

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Clerical, administration and support stream, level 1	\$34.27	\$44.06	\$44.06	\$34.27	\$44.06
Clerical, administration and support stream, level 2	\$35.75	\$45.97	\$45.97	\$35.75	\$45.97
Clerical, administration and support stream, level 3	\$37.75	\$48.53	\$48.53	\$37.75	\$48.53
Clerical, administration and support stream, level 4	\$39.66	\$50.99	\$50.99	\$39.66	\$50.99
Clerical, administration and support stream, level 5	\$41.27	\$53.06	\$53.06	\$41.27	\$53.06
Clerical, administration and support stream, level 6	\$42.89	\$55.15	\$55.15	\$42.89	\$55.15
Clerical, administration and support stream, level 7	\$44.50	\$57.22	\$57.22	\$44.50	\$57.22
Clerical, administration and support stream, level 8	\$46.11	\$59.29	\$59.29	\$46.11	\$59.29
Maintenance and engineering stream employee	\$36.44	\$46.85	\$46.85	\$36.44	\$46.85
Storepersons and logistics stream, level 1	\$36.26	\$46.62	\$46.62	\$36.26	\$46.62
Storepersons and logistics stream, level 2	\$37.08	\$47.68	\$47.68	\$37.08	\$47.68
Storepersons and logistics stream, level 3	\$38.06	\$48.94	\$48.94	\$38.06	\$48.94
Storepersons and logistics stream, level 4	\$39.25	\$50.47	\$50.47	\$39.25	\$50.47
Storepersons and logistics stream, level 5	\$40.69	\$52.31	\$52.31	\$40.69	\$52.31

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Clerical, administration and support stream, level 1	\$44.06	\$34.27	\$44.06	\$44.06	\$44.06
Clerical, administration and support stream, level 2	\$45.97	\$35.75	\$45.97	\$45.97	\$45.97
Clerical, administration and support stream, level 3	\$48.53	\$37.75	\$48.53	\$48.53	\$48.53
Clerical, administration and support stream, level 4	\$50.99	\$39.66	\$50.99	\$50.99	\$50.99
Clerical, administration and support stream, level 5	\$53.06	\$41.27	\$53.06	\$53.06	\$53.06
Clerical, administration and support stream, level 6	\$55.15	\$42.89	\$55.15	\$55.15	\$55.15
Clerical, administration and support stream, level 7	\$57.22	\$44.50	\$57.22	\$57.22	\$57.22
Clerical, administration and support stream, level 8	\$59.29	\$46.11	\$59.29	\$59.29	\$59.29
Maintenance and engineering stream employee	\$46.85	\$36.44	\$46.85	\$46.85	\$46.85
Storepersons and logistics stream, level 1	\$46.62	\$36.26	\$46.62	\$46.62	\$46.62
Storepersons and logistics stream, level 2	\$47.68	\$37.08	\$47.68	\$47.68	\$47.68
Storepersons and logistics stream, level 3	\$48.94	\$38.06	\$48.94	\$48.94	\$48.94
Storepersons and logistics stream, level 4	\$50.47	\$39.25	\$50.47	\$50.47	\$50.47
Storepersons and logistics stream, level 5	\$52.31	\$40.69	\$52.31	\$52.31	\$52.31

Apprentice - Started before 1 Jan 2014 - Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Apprentice - Certificate III - 1st year / Stage 1	\$362.25	\$9.53	\$10.96	\$10.96	\$11.67	\$12.39
Apprentice - Certificate III - 2nd year / Stage 2	\$474.38	\$12.48	\$14.35	\$14.35	\$15.29	\$16.22
Apprentice - Certificate III - 3rd year / Stage 3	\$646.88	\$17.02	\$19.57	\$19.57	\$20.85	\$22.13
Apprentice - Certificate III - 4th year / Stage 4	\$759.00	\$19.97	\$22.97	\$22.97	\$24.46	\$25.96
Apprentice - Certificate IV - 1st year / Stage 1	\$395.26	\$10.40	\$11.96	\$11.96	\$12.74	\$13.52
Apprentice - Certificate IV - 2nd year / Stage 2	\$517.61	\$13.62	\$15.66	\$15.66	\$16.68	\$17.71
Apprentice - Certificate IV - 3rd year / Stage 3	\$705.83	\$18.57	\$21.36	\$21.36	\$22.75	\$24.14
Apprentice - Certificate IV - 4th year / Stage 4	\$828.17	\$21.79	\$25.06	\$25.06	\$26.69	\$28.33

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate III - 1st year / Stage 1	\$14.30	\$14.30	\$14.30	\$14.30	\$19.06
Apprentice - Certificate III - 2nd year / Stage 2	\$18.72	\$18.72	\$18.72	\$18.72	\$24.96
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$25.53	\$25.53	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$29.96	\$29.96	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$15.60	\$15.60	\$15.60	\$15.60	\$20.80
Apprentice - Certificate IV - 2nd year / Stage 2	\$20.43	\$20.43	\$20.43	\$20.43	\$27.24

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$27.86	\$27.86	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$32.69	\$32.69	\$32.69	\$43.58

Table 3 of 5

Classification	Public holiday (other than Christmas Day and Good Friday)	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Apprentice - Certificate III - 1st year / Stage 1	\$19.06	\$23.83	\$14.30	\$19.06	\$19.06	\$19.06
Apprentice - Certificate III - 2nd year / Stage 2	\$24.96	\$31.20	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$49.93	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$20.80	\$26.00	\$15.60	\$20.80	\$20.80	\$20.80
Apprentice - Certificate IV - 2nd year / Stage 2	\$27.24	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$46.43	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$54.48	\$32.69	\$43.58	\$43.58	\$43.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 1st year / Stage 1	\$14.30	\$19.06	\$19.06	\$14.30	\$19.06
Apprentice - Certificate III - 2nd year / Stage 2	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$34.04	\$34.04	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$39.94	\$39.94	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$15.60	\$20.80	\$20.80	\$15.60	\$20.80
Apprentice - Certificate IV - 2nd year / Stage 2	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$37.14	\$37.14	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$43.58	\$43.58	\$32.69	\$43.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Apprentice - Certificate III - 1st year / Stage 1	\$19.06	\$14.30	\$19.06	\$19.06	\$19.06
Apprentice - Certificate III - 2nd year / Stage 2	\$24.96	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$20.80	\$15.60	\$20.80	\$20.80	\$20.80
Apprentice - Certificate IV - 2nd year / Stage 2	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$32.69	\$43.58	\$43.58	\$43.58

Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Apprentice - Certificate III - 1st year / Stage 1	\$431.25	\$11.35	\$13.05	\$13.05	\$13.90	\$14.76
Apprentice - Certificate III - 2nd year / Stage 2	\$517.50	\$13.62	\$15.66	\$15.66	\$16.68	\$17.71
Apprentice - Certificate III - 3rd year / Stage 3	\$646.88	\$17.02	\$19.57	\$19.57	\$20.85	\$22.13
Apprentice - Certificate III - 4th year / Stage 4	\$759.00	\$19.97	\$22.97	\$22.97	\$24.46	\$25.96
Apprentice - Certificate IV - 1st year / Stage 1	\$431.25	\$11.35	\$13.05	\$13.05	\$13.90	\$14.76
Apprentice - Certificate IV - 2nd year / Stage 2	\$517.50	\$13.62	\$15.66	\$15.66	\$16.68	\$17.71
Apprentice - Certificate IV - 3rd year / Stage 3	\$705.83	\$18.57	\$21.36	\$21.36	\$22.75	\$24.14
Apprentice - Certificate IV - 4th year / Stage 4	\$828.17	\$21.79	\$25.06	\$25.06	\$26.69	\$28.33

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate III - 1st year / Stage 1	\$17.03	\$17.03	\$17.03	\$17.03	\$22.70
Apprentice - Certificate III - 2nd year / Stage 2	\$20.43	\$20.43	\$20.43	\$20.43	\$27.24
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$25.53	\$25.53	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$29.96	\$29.96	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$17.03	\$17.03	\$17.03	\$17.03	\$22.70
Apprentice - Certificate IV - 2nd year / Stage 2	\$20.43	\$20.43	\$20.43	\$20.43	\$27.24

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$27.86	\$27.86	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$32.69	\$32.69	\$32.69	\$43.58

Table 3 of 5

Classification	Public holiday (other than Christmas Day and Good Friday)	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Apprentice - Certificate III - 1st year / Stage 1	\$22.70	\$28.38	\$17.03	\$22.70	\$22.70	\$22.70
Apprentice - Certificate III - 2nd year / Stage 2	\$27.24	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$49.93	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$22.70	\$28.38	\$17.03	\$22.70	\$22.70	\$22.70
Apprentice - Certificate IV - 2nd year / Stage 2	\$27.24	\$34.05	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$46.43	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$54.48	\$32.69	\$43.58	\$43.58	\$43.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 1st year / Stage 1	\$17.03	\$22.70	\$22.70	\$17.03	\$22.70
Apprentice - Certificate III - 2nd year / Stage 2	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$34.04	\$34.04	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$39.94	\$39.94	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$17.03	\$22.70	\$22.70	\$17.03	\$22.70
Apprentice - Certificate IV - 2nd year / Stage 2	\$20.43	\$27.24	\$27.24	\$20.43	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$37.14	\$37.14	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$43.58	\$43.58	\$32.69	\$43.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Apprentice - Certificate III - 1st year / Stage 1	\$22.70	\$17.03	\$22.70	\$22.70	\$22.70
Apprentice - Certificate III - 2nd year / Stage 2	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$22.70	\$17.03	\$22.70	\$22.70	\$22.70
Apprentice - Certificate IV - 2nd year / Stage 2	\$27.24	\$20.43	\$27.24	\$27.24	\$27.24
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$32.69	\$43.58	\$43.58	\$43.58

Apprentice - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Apprentice - Certificate III - 1st year / Stage 1	\$474.38	\$12.48	\$14.35	\$14.35	\$15.29	\$16.22
Apprentice - Certificate III - 2nd year / Stage 2	\$560.63	\$14.75	\$16.96	\$16.96	\$18.07	\$19.18
Apprentice - Certificate III - 3rd year / Stage 3	\$646.88	\$17.02	\$19.57	\$19.57	\$20.85	\$22.13
Apprentice - Certificate III - 4th year / Stage 4	\$759.00	\$19.97	\$22.97	\$22.97	\$24.46	\$25.96
Apprentice - Certificate IV - 1st year / Stage 1	\$474.38	\$12.48	\$14.35	\$14.35	\$15.29	\$16.22
Apprentice - Certificate IV - 2nd year / Stage 2	\$560.63	\$14.75	\$16.96	\$16.96	\$18.07	\$19.18
Apprentice - Certificate IV - 3rd year / Stage 3	\$705.83	\$18.57	\$21.36	\$21.36	\$22.75	\$24.14
Apprentice - Certificate IV - 4th year / Stage 4	\$828.17	\$21.79	\$25.06	\$25.06	\$26.69	\$28.33

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate III - 1st year / Stage 1	\$18.72	\$18.72	\$18.72	\$18.72	\$24.96
Apprentice - Certificate III - 2nd year / Stage 2	\$22.13	\$22.13	\$22.13	\$22.13	\$29.50
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$25.53	\$25.53	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$29.96	\$29.96	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$18.72	\$18.72	\$18.72	\$18.72	\$24.96
Apprentice - Certificate IV - 2nd year / Stage 2	\$22.13	\$22.13	\$22.13	\$22.13	\$29.50

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$27.86	\$27.86	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$32.69	\$32.69	\$32.69	\$43.58

Table 3 of 5

Classification	Public holiday (other than Christmas Day and Good Friday)	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Apprentice - Certificate III - 1st year / Stage 1	\$24.96	\$31.20	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate III - 2nd year / Stage 2	\$29.50	\$36.88	\$22.13	\$29.50	\$29.50	\$29.50
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$42.55	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$49.93	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$24.96	\$31.20	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate IV - 2nd year / Stage 2	\$29.50	\$36.88	\$22.13	\$29.50	\$29.50	\$29.50
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$46.43	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$54.48	\$32.69	\$43.58	\$43.58	\$43.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 1st year / Stage 1	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice - Certificate III - 2nd year / Stage 2	\$22.13	\$29.50	\$29.50	\$22.13	\$29.50

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 3rd year / Stage 3	\$25.53	\$34.04	\$34.04	\$25.53	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$29.96	\$39.94	\$39.94	\$29.96	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$18.72	\$24.96	\$24.96	\$18.72	\$24.96
Apprentice - Certificate IV - 2nd year / Stage 2	\$22.13	\$29.50	\$29.50	\$22.13	\$29.50
Apprentice - Certificate IV - 3rd year / Stage 3	\$27.86	\$37.14	\$37.14	\$27.86	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$43.58	\$43.58	\$32.69	\$43.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Apprentice - Certificate III - 1st year / Stage 1	\$24.96	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate III - 2nd year / Stage 2	\$29.50	\$22.13	\$29.50	\$29.50	\$29.50
Apprentice - Certificate III - 3rd year / Stage 3	\$34.04	\$25.53	\$34.04	\$34.04	\$34.04
Apprentice - Certificate III - 4th year / Stage 4	\$39.94	\$29.96	\$39.94	\$39.94	\$39.94
Apprentice - Certificate IV - 1st year / Stage 1	\$24.96	\$18.72	\$24.96	\$24.96	\$24.96
Apprentice - Certificate IV - 2nd year / Stage 2	\$29.50	\$22.13	\$29.50	\$29.50	\$29.50
Apprentice - Certificate IV - 3rd year / Stage 3	\$37.14	\$27.86	\$37.14	\$37.14	\$37.14
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$32.69	\$43.58	\$43.58	\$43.58

Adult apprentice - Started after 1 Jan 2014 - Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Early morning shift	Afternoon shift - continuous shiftwork	Night shift - continuous shiftwork	Permanent night shift - continuous shiftwork
Apprentice - Certificate III - 1st year / Stage 1	\$690.00	\$18.16	\$20.88	\$20.88	\$22.25	\$23.61
Apprentice - Certificate III - 2nd year / Stage 2	\$740.80	\$19.49	\$22.41	\$22.41	\$23.88	\$25.34
Apprentice - Certificate III - 3rd year / Stage 3	\$762.10	\$20.06	\$23.07	\$23.07	\$24.57	\$26.08
Apprentice - Certificate III - 4th year / Stage 4	\$791.30	\$20.82	\$23.94	\$23.94	\$25.50	\$27.07
Apprentice - Certificate IV - 1st year / Stage 1	\$690.00	\$18.16	\$20.88	\$20.88	\$22.25	\$23.61
Apprentice - Certificate IV - 2nd year / Stage 2	\$740.80	\$19.49	\$22.41	\$22.41	\$23.88	\$25.34
Apprentice - Certificate IV - 3rd year / Stage 3	\$762.10	\$20.06	\$23.07	\$23.07	\$24.57	\$26.08
Apprentice - Certificate IV - 4th year / Stage 4	\$828.17	\$21.79	\$25.06	\$25.06	\$26.69	\$28.33

Table 2 of 5

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate III - 1st year / Stage 1	\$27.24	\$27.24	\$27.24	\$27.24	\$36.32
Apprentice - Certificate III - 2nd year / Stage 2	\$29.24	\$29.24	\$29.24	\$29.24	\$38.98
Apprentice - Certificate III - 3rd year / Stage 3	\$30.09	\$30.09	\$30.09	\$30.09	\$40.12
Apprentice - Certificate III - 4th year / Stage 4	\$31.23	\$31.23	\$31.23	\$31.23	\$41.64
Apprentice - Certificate IV - 1st year / Stage 1	\$27.24	\$27.24	\$27.24	\$27.24	\$36.32
Apprentice - Certificate IV - 2nd year / Stage 2	\$29.24	\$29.24	\$29.24	\$29.24	\$38.98

Classification	Afternoon shift - non-continuous shiftwork	Night shift - non-continuous shiftwork	Saturday - ordinary hours by agreement	Saturday - shiftworker	Sunday
Apprentice - Certificate IV - 3rd year / Stage 3	\$30.09	\$30.09	\$30.09	\$30.09	\$40.12
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$32.69	\$32.69	\$32.69	\$43.58

Table 3 of 5

Classification	Public holiday (other than Christmas Day and Good Friday)	Public holiday - Christmas Day and Good Friday	Overtime - first 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - after 2 hours - Monday - Saturday - day worker and non-continuous shiftworker	Overtime - continuous shiftworker	Less than 10 hour break after overtime
Apprentice - Certificate III - 1st year / Stage 1	\$36.32	\$45.40	\$27.24	\$36.32	\$36.32	\$36.32
Apprentice - Certificate III - 2nd year / Stage 2	\$38.98	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - Certificate III - 3rd year / Stage 3	\$40.12	\$50.15	\$30.09	\$40.12	\$40.12	\$40.12
Apprentice - Certificate III - 4th year / Stage 4	\$41.64	\$52.05	\$31.23	\$41.64	\$41.64	\$41.64
Apprentice - Certificate IV - 1st year / Stage 1	\$36.32	\$45.40	\$27.24	\$36.32	\$36.32	\$36.32
Apprentice - Certificate IV - 2nd year / Stage 2	\$38.98	\$48.73	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - Certificate IV - 3rd year / Stage 3	\$40.12	\$50.15	\$30.09	\$40.12	\$40.12	\$40.12
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$54.48	\$32.69	\$43.58	\$43.58	\$43.58

Table 4 of 5

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 1st year / Stage 1	\$27.24	\$36.32	\$36.32	\$27.24	\$36.32
Apprentice - Certificate III - 2nd year / Stage 2	\$29.24	\$38.98	\$38.98	\$29.24	\$38.98

Classification	Delayed meal break - first 2 hours - day work	Delayed meal break - after 2 hours - day work	Delayed meal break - shiftwork	Recall - first 2 hours - day worker and non-continuous shiftworker	Recall - after 2 hours - day worker and non-continuous shiftworker
Apprentice - Certificate III - 3rd year / Stage 3	\$30.09	\$40.12	\$40.12	\$30.09	\$40.12
Apprentice - Certificate III - 4th year / Stage 4	\$31.23	\$41.64	\$41.64	\$31.23	\$41.64
Apprentice - Certificate IV - 1st year / Stage 1	\$27.24	\$36.32	\$36.32	\$27.24	\$36.32
Apprentice - Certificate IV - 2nd year / Stage 2	\$29.24	\$38.98	\$38.98	\$29.24	\$38.98
Apprentice - Certificate IV - 3rd year / Stage 3	\$30.09	\$40.12	\$40.12	\$30.09	\$40.12
Apprentice - Certificate IV - 4th year / Stage 4	\$32.69	\$43.58	\$43.58	\$32.69	\$43.58

Table 5 of 5

Classification	Recall - continuous shiftworker	Travelling home after overtime - first 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - after 2 hours - day worker and non-continuous shiftworker	Travelling home after overtime - continuous shiftworkers	Insufficient notice of change of shiftwork roster
Apprentice - Certificate III - 1st year / Stage 1	\$36.32	\$27.24	\$36.32	\$36.32	\$36.32
Apprentice - Certificate III - 2nd year / Stage 2	\$38.98	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - Certificate III - 3rd year / Stage 3	\$40.12	\$30.09	\$40.12	\$40.12	\$40.12
Apprentice - Certificate III - 4th year / Stage 4	\$41.64	\$31.23	\$41.64	\$41.64	\$41.64
Apprentice - Certificate IV - 1st year / Stage 1	\$36.32	\$27.24	\$36.32	\$36.32	\$36.32
Apprentice - Certificate IV - 2nd year / Stage 2	\$38.98	\$29.24	\$38.98	\$38.98	\$38.98
Apprentice - Certificate IV - 3rd year / Stage 3	\$40.12	\$30.09	\$40.12	\$40.12	\$40.12
Apprentice - Certificate IV - 4th year / Stage 4	\$43.58	\$32.69	\$43.58	\$43.58	\$43.58

Allowances

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

General allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Aviation Security Identification Card reimbursement	reimbursement for the cost of the application fee and other fees required by legislation
Change in place of employment fares reimbursement	reimbursement for any additional fares
Coffin allowance	\$3.19 per coffin
Disability allowance - construction work involving excessive fumes, noise and dust through construction vehicles, drilling, electric saws and jack hammers, form work and concrete pours and construction work involving noise and dust to a limited degree due to alterations and or/the removal or installation of plant and machinery and a marked reduction in work space	\$1.61 per hour
Disability allowance - construction work involving excessive fumes, noise and dust through construction vehicles, drilling, electric saws and jack hammers, form work and concrete pours	\$1.04 per hour
Disability allowance - construction work involving noise and dust to a limited degree due to alterations and or/the removal or installation of plant and machinery and a marked reduction in work space	\$0.57 per hour
First aid allowance	\$0.38 per hour up to a maximum of \$14.49 per week
Foreign language allowance - one language	\$0.15 per hour up to a maximum of \$5.69 per week
Foreign language allowance - two languages	\$0.22 per hour up to a maximum of \$8.54 per week
Foreign language allowance - three or more languages	\$0.29 per hour up to a maximum of \$11.13 per week
Meal allowance	\$14.70 for a meal
Nightsoil allowance	\$5.52 per shift
Overnight travelling allowance	a reasonable allowance for the cost of board and lodging
Travelling expenses reimbursement	reimbursement for the cost of the travel and expenses

Allowances	Rate
Travelling from one location to another allowance - not required to remain away from home overnight	reimbursement for all expenses
Travelling from one location to another allowance - required to remain away from home overnight - reimbursement	reimbursement of all reasonable expenses, including board and lodging
Travelling from one location to another allowance - no reimbursement for board and lodging	reimbursement for all expenses and a minimum of \$124.61 per day for board and lodging
Uniform, protective clothing and equipment reimbursement	reimbursement for the cost of the uniform, clothing or equipment
Private motor vehicle allowance	\$0.78 per km
Working away from usual workplace - excess travel time allowance - Monday to Saturday	payment at the minimum hourly rate for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 out of every 24 hours (8 hours if a sleeping berth or air travel is provided)
Working away from usual workplace - excess travel time allowance - Sunday and public holidays	payment at the minimum hourly rate and 50% for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 out of every 24 hours (8 hours if a sleeping berth or air travel is provided)

Aviation transport workers allowances

Allowances	Rate
Laundry allowance	\$4.92 per week
Leading hand allowance - Aviation transport worker level 2	\$0.68 per hour up to a maximum of \$25.88 per week
Money collection allowance - less than \$200	\$5.18 per week
Money collection allowance - \$200 and less than \$1000	\$10.35 per week
Money collection allowance - \$1000 and less than \$5000	\$13.89 per week
Money collection allowance - \$5000 and over	\$16.13 per week

Maintenance and engineering stream allowances

Allowances	Rate
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1	\$5.29 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 - 1 additional endorsement	\$6.65 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1 - 2 or more additional endorsements	\$7.79 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2	\$4.73 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 - 1 additional endorsement	\$6.09 per hour

Allowances	Rate
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2 - 2 or more additional endorsements	\$7.23 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3	\$3.96 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 - 1 additional endorsement	\$5.32 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3 - 2 or more additional endorsements	\$6.46 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4	\$3.25 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 - 1 additional endorsement	\$4.61 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4 - 2 or more additional endorsements	\$5.74 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson	\$2.09 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson - 1 additional endorsement	\$3.45 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson - 2 or more additional endorsements	\$4.59 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer	\$1.77 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer - 1 additional endorsement	\$3.13 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer - 2 or more additional endorsements	\$4.27 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder	\$1.77 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder - 1 additional endorsement	\$3.13 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder - 2 or more additional endorsements	\$4.27 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder	\$1.77 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder - 1 additional endorsement	\$3.13 per hour
*Category A Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder - 2 or more additional endorsements	\$4.27 per hour

Allowances	Rate
*Category A Licence Holder allowance - Junior	Junior allowances can be calculated in the PACT
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 1	\$8.27 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 2	\$7.71 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 3	\$6.94 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft worker 4	\$6.23 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, tradesperson	\$5.07 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, aircraft maintenance engineer	\$3.00 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.1 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.2 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.3 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1.4 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B1/B2 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, full category B2 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.1 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.2 licence holder	\$2.42 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.3 licence holder	\$1.21 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B1.4 licence holder	\$2.42 per hour
* Category C Licence Holder allowance - Adult - Maintenance and engineering stream, transitional category B2 licence holder	\$1.21 per hour
*Category C Licence Holder allowance - Junior	Junior allowances can be calculated in the PACT
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 1 endorsement	\$4.54 per hour

Allowances	Rate
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 2 endorsements	\$5.67 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 3 endorsements	\$6.81 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.1 licence holder and full category B1.3 licence holder - 4 or more endorsements	\$7.94 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 1 endorsement	\$3.40 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 2 endorsements	\$4.54 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 3 endorsements	\$5.67 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 4 endorsements	\$6.81 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1.2 licence holder and full category B1.4 licence holder - 5 or more endorsements	\$7.94 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 1 endorsement	\$5.67 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 2 endorsements	\$6.81 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - 3 or more endorsements	\$7.94 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - Category A licence holder - 1 endorsement	\$5.67 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B2 licence holder - Category A licence holder - 2 or more endorsements	\$6.17 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1/B2 licence holder - 1 endorsement	\$6.81 per hour
* Full category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, full category B1/B2 licence holder - 2 or more endorsements	\$7.94 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 1 endorsement	\$3.40 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 2 endorsements	\$4.37 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 3 endorsements	\$5.33 per hour

Allowances	Rate
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 4 endorsements	\$6.30 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.1 licence holder and transitional category B1.3 licence holder - 5 or more endorsements	\$6.59 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 1 endorsement	\$2.48 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 2 endorsements	\$3.44 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 3 endorsements	\$4.41 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 4 endorsements	\$5.37 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 5 endorsements	\$6.33 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B1.2 licence holder and transitional category B1.4 licence holder - 6 or more endorsements	\$6.59 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 1 endorsement	\$4.82 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 2 endorsements	\$5.79 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - 3 or more endorsements	\$6.59 per hour
* Transitional category Aircraft Type Rating Endorsement allowance - Maintenance and engineering stream, transitional category B2 licence holder - category A licence holder - 1 or more endorsements	\$4.82 per hour
Relief duty travel time allowance - less than 2 days' notice	the appropriate penalty rate
Relief duty travel time allowance - Monday to Saturday - 2 or more days' notice	payment at the minimum hourly rate for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 hours out of every 24 hours (8 hours if a sleeping berth or air travel is provided)

Allowances	Rate
Relief duty travel time allowance - Sunday and public holidays - 2 or more days' notice	payment at the minimum hourly rate plus 50% for all time spent travelling in excess of the time normally spent travelling between home and work up to maximum of 12 hours out of every 24 hours (8 hours if a sleeping berth or air travel is provided)
Engineering school travel time allowance	appropriate penalty rate for a minimum of 4 hours
* Leading hand allowance	\$1.21 per hour
Stand by	payment at the minimum hourly rate
Multiple shift starting times allowance - 3 shifts in a roster week that start at times more than 30 minutes apart	\$4.49 per roster week
Multiple shift starting times allowance - 4 or more shifts in a roster week that start at times more than 30 minutes apart	\$4.49 per roster week plus an extra \$4.74 for each shift (after the 3rd shift) with a starting time more than 30 minutes apart
* Tool allowance <ul style="list-style-type: none"> - Tradesperson - Adult apprentice - 2nd year/Stage 2 - started after 1 January 2014 - Adult apprentice - 3rd year/Stage 3 - started after 1 January 2014 - Adult apprentice - Certificate III - 4th year/Stage 4 - started after 1 January 2014 	\$0.40 per hour
* Tool allowance - Apprentice - 1st year/Stage 1 - started before 1 January 2014	\$0.17 per hour
* Tool allowance <ul style="list-style-type: none"> - Apprentice - Certificate III - 1st year/Stage 1 - started after 1 January 2014 - has not completed year 12 - Apprentice - Certificate IV - 1st year/Stage 1 - started after 1 January 2014 - has not completed year 12 	\$0.20 per hour
* Tool allowance - Adult apprentice - 1st year/Stage 1 - started after 1 January 2014	\$0.32 per hour
* Tool allowance <ul style="list-style-type: none"> - Apprentice - 2nd year/Stage 2 - started before 1 January 2014 - Apprentice - Certificate III - 1st year/Stage 1 - started after 1 January 2014 - completed year 12 - Apprentice - Certificate IV - 1st year/Stage 1 - started after 1 January 2014 - completed year 12 	\$0.22 per hour
* Tool allowance <ul style="list-style-type: none"> - Apprentice - Certificate III - 2nd year/Stage 2 - started after 1 January 2014 - has not completed year 12 - Apprentice - Certificate IV - 2nd year/Stage 2 - started after 1 January 2014 - has not completed year 12 	\$0.24 per hour

Allowances	Rate
* Tool allowance - Apprentice - Certificate III - 2nd year/Stage 2 - started after 1 January 2014 - completed year 12 - Apprentice - Certificate IV - 2nd year/Stage 2 - started after 1 January 2014 - completed year 12	\$0.26 per hour
* Tool allowance - Apprentice - 3rd year/Stage 3	\$0.30 per hour
* Tool allowance - Apprentice - 4th year/Stage 4	\$0.35 per hour
* Weight control authority under CAO 100.28 allowance	\$1.63 per hour
* Appointment signatory under CAO 104.1.3.2 allowance	\$0.58 per hour
* Welding authority under CAO 100.25 allowance	\$0.79 per hour
* Taxiing approval allowance	\$0.31 per hour
* Control of engine overhaul test facility allowance	\$0.81 per hour with a minimum payment of \$6.12 per day or part of a day
* Non-destructive testing authorisation under CAO 100.27 allowance - 1 method of testing	\$0.31 per hour
* Non-destructive testing authorisation under CAO 100.27 allowance - 2 methods of testing	\$0.63 per hour
* Non-destructive testing authorisation under CAO 100.27 allowance - 3 or more methods of testing	\$0.79 per hour
Cold work allowance	\$0.64 per hour
Confined spaces allowance	\$0.66 per hour
Dirty work allowance	\$0.86 per hour
Fibre glass allowance	\$0.69 per hour
Fuel tanks allowance	\$1.04 per hour
Hot work allowance - Between 46 and 54 degrees Celsius	\$0.66 per hour
Hot work allowance - In excess of 54 degrees Celsius	\$0.86 per hour
Wet places allowance	\$0.66 per hour for the part of the day or shift required to be spent working in wet clothing or boots

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.