

Pay Guide - Aluminium Industry Award 2010

[MA000060]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

The rates below include work conditions and disability allowance.

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

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Aluminium worker grade 1	\$756.81	\$19.92	\$29.88	\$39.84	\$49.80	\$23.11	\$23.11	\$26.31
Aluminium worker grade 2	\$792.31	\$20.85	\$31.28	\$41.70	\$52.13	\$24.04	\$24.04	\$27.24
Aluminium worker grade 3	\$821.51	\$21.62	\$32.43	\$43.24	\$54.05	\$24.81	\$24.81	\$28.01
Aluminium worker grade 4	\$845.51	\$22.25	\$33.38	\$44.50	\$55.63	\$25.44	\$25.44	\$28.64
Aluminium worker grade 5	\$899.61	\$23.68	\$35.52	\$47.36	\$59.20	\$26.87	\$26.87	\$30.07
Aluminium worker grade 6	\$955.71	\$25.15	\$37.73	\$50.30	\$62.88	\$28.34	\$28.34	\$31.54
Aluminium worker grade 7	\$1,000.71	\$26.34	\$39.51	\$52.68	\$65.85	\$29.53	\$29.53	\$32.73
Aluminium worker grade 8	\$1,039.91	\$27.37	\$41.06	\$54.74	\$68.43	\$30.56	\$30.56	\$33.76

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$29.88	\$39.84	\$39.84	\$49.80	\$39.84	\$39.84	\$39.84
Aluminium worker grade 2	\$31.28	\$41.70	\$41.70	\$52.13	\$41.70	\$41.70	\$41.70
Aluminium worker grade 3	\$32.43	\$43.24	\$43.24	\$54.05	\$43.24	\$43.24	\$43.24
Aluminium worker grade 4	\$33.38	\$44.50	\$44.50	\$55.63	\$44.50	\$44.50	\$44.50
Aluminium worker grade 5	\$35.52	\$47.36	\$47.36	\$59.20	\$47.36	\$47.36	\$47.36
Aluminium worker grade 6	\$37.73	\$50.30	\$50.30	\$62.88	\$50.30	\$50.30	\$50.30
Aluminium worker grade 7	\$39.51	\$52.68	\$52.68	\$65.85	\$52.68	\$52.68	\$52.68
Aluminium worker grade 8	\$41.06	\$54.74	\$54.74	\$68.43	\$54.74	\$54.74	\$54.74

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork
Aluminium worker grade 1	\$24.90	\$34.86	\$44.82	\$54.78	\$28.09	\$28.09	\$31.29	\$34.86
Aluminium worker grade 2	\$26.06	\$36.49	\$46.91	\$57.34	\$29.25	\$29.25	\$32.45	\$36.49
Aluminium worker grade 3	\$27.03	\$37.84	\$48.65	\$59.46	\$30.22	\$30.22	\$33.42	\$37.84
Aluminium worker grade 4	\$27.81	\$38.94	\$50.06	\$61.19	\$31.00	\$31.00	\$34.20	\$38.94
Aluminium worker grade 5	\$29.60	\$41.44	\$53.28	\$65.12	\$32.79	\$32.79	\$35.99	\$41.44
Aluminium worker grade 6	\$31.44	\$44.01	\$56.59	\$69.16	\$34.63	\$34.63	\$37.83	\$44.01
Aluminium worker grade 7	\$32.93	\$46.10	\$59.27	\$72.44	\$36.12	\$36.12	\$39.32	\$46.10
Aluminium worker grade 8	\$34.21	\$47.90	\$61.58	\$75.27	\$37.40	\$37.40	\$40.60	\$47.90

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$44.82	\$44.82	\$54.78	\$44.82	\$44.82	\$44.82
Aluminium worker grade 2	\$46.91	\$46.91	\$57.34	\$46.91	\$46.91	\$46.91
Aluminium worker grade 3	\$48.65	\$48.65	\$59.46	\$48.65	\$48.65	\$48.65
Aluminium worker grade 4	\$50.06	\$50.06	\$61.19	\$50.06	\$50.06	\$50.06
Aluminium worker grade 5	\$53.28	\$53.28	\$65.12	\$53.28	\$53.28	\$53.28
Aluminium worker grade 6	\$56.59	\$56.59	\$69.16	\$56.59	\$56.59	\$56.59
Aluminium worker grade 7	\$59.27	\$59.27	\$72.44	\$59.27	\$59.27	\$59.27
Aluminium worker grade 8	\$61.58	\$61.58	\$75.27	\$61.58	\$61.58	\$61.58

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Aluminium worker grade 1	\$576.71	\$15.18	\$22.77	\$30.36	\$37.95	\$18.37	\$18.37	\$21.57
Aluminium worker grade 2	\$603.34	\$15.88	\$23.82	\$31.76	\$39.70	\$19.07	\$19.07	\$22.27
Aluminium worker grade 3	\$625.24	\$16.46	\$24.69	\$32.92	\$41.15	\$19.65	\$19.65	\$22.85
Aluminium worker grade 4	\$643.24	\$16.93	\$25.40	\$33.86	\$42.33	\$20.12	\$20.12	\$23.32
Aluminium worker grade 5	\$683.81	\$18.00	\$27.00	\$36.00	\$45.00	\$21.19	\$21.19	\$24.39

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$22.77	\$30.36	\$30.36	\$37.95	\$30.36	\$30.36	\$30.36
Aluminium worker grade 2	\$23.82	\$31.76	\$31.76	\$39.70	\$31.76	\$31.76	\$31.76
Aluminium worker grade 3	\$24.69	\$32.92	\$32.92	\$41.15	\$32.92	\$32.92	\$32.92
Aluminium worker grade 4	\$25.40	\$33.86	\$33.86	\$42.33	\$33.86	\$33.86	\$33.86
Aluminium worker grade 5	\$27.00	\$36.00	\$36.00	\$45.00	\$36.00	\$36.00	\$36.00

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Aluminium worker grade 1	\$648.75	\$17.07	\$25.61	\$34.14	\$42.68	\$20.26	\$20.26	\$23.46
Aluminium worker grade 2	\$678.93	\$17.87	\$26.81	\$35.74	\$44.68	\$21.06	\$21.06	\$24.26
Aluminium worker grade 3	\$703.75	\$18.52	\$27.78	\$37.04	\$46.30	\$21.71	\$21.71	\$24.91
Aluminium worker grade 4	\$724.15	\$19.06	\$28.59	\$38.12	\$47.65	\$22.25	\$22.25	\$25.45
Aluminium worker grade 5	\$770.13	\$20.27	\$30.41	\$40.54	\$50.68	\$23.46	\$23.46	\$26.66

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$25.61	\$34.14	\$34.14	\$42.68	\$34.14	\$34.14	\$34.14
Aluminium worker grade 2	\$26.81	\$35.74	\$35.74	\$44.68	\$35.74	\$35.74	\$35.74
Aluminium worker grade 3	\$27.78	\$37.04	\$37.04	\$46.30	\$37.04	\$37.04	\$37.04
Aluminium worker grade 4	\$28.59	\$38.12	\$38.12	\$47.65	\$38.12	\$38.12	\$38.12
Aluminium worker grade 5	\$30.41	\$40.54	\$40.54	\$50.68	\$40.54	\$40.54	\$40.54

Junior - Casual - 16 years or under

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork
Aluminium worker grade 1	\$18.98	\$26.57	\$34.16	\$41.75	\$22.17	\$22.17	\$25.37	\$26.57
Aluminium worker grade 2	\$19.85	\$27.79	\$35.73	\$43.67	\$23.04	\$23.04	\$26.24	\$27.79
Aluminium worker grade 3	\$20.58	\$28.81	\$37.04	\$45.27	\$23.77	\$23.77	\$26.97	\$28.81
Aluminium worker grade 4	\$21.16	\$29.63	\$38.09	\$46.56	\$24.35	\$24.35	\$27.55	\$29.63
Aluminium worker grade 5	\$22.50	\$31.50	\$40.50	\$49.50	\$25.69	\$25.69	\$28.89	\$31.50

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$34.16	\$34.16	\$41.75	\$34.16	\$34.16	\$34.16
Aluminium worker grade 2	\$35.73	\$35.73	\$43.67	\$35.73	\$35.73	\$35.73
Aluminium worker grade 3	\$37.04	\$37.04	\$45.27	\$37.04	\$37.04	\$37.04
Aluminium worker grade 4	\$38.09	\$38.09	\$46.56	\$38.09	\$38.09	\$38.09
Aluminium worker grade 5	\$40.50	\$40.50	\$49.50	\$40.50	\$40.50	\$40.50

Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork
Aluminium worker grade 1	\$21.34	\$29.87	\$38.41	\$46.94	\$24.53	\$24.53	\$27.73	\$29.87
Aluminium worker grade 2	\$22.34	\$31.27	\$40.21	\$49.14	\$25.53	\$25.53	\$28.73	\$31.27
Aluminium worker grade 3	\$23.15	\$32.41	\$41.67	\$50.93	\$26.34	\$26.34	\$29.54	\$32.41
Aluminium worker grade 4	\$23.83	\$33.36	\$42.89	\$52.42	\$27.02	\$27.02	\$30.22	\$33.36
Aluminium worker grade 5	\$25.34	\$35.47	\$45.61	\$55.74	\$28.53	\$28.53	\$31.73	\$35.47

Table 2 of 2

Classification	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Aluminium worker grade 1	\$38.41	\$38.41	\$46.94	\$38.41	\$38.41	\$38.41
Aluminium worker grade 2	\$40.21	\$40.21	\$49.14	\$40.21	\$40.21	\$40.21
Aluminium worker grade 3	\$41.67	\$41.67	\$50.93	\$41.67	\$41.67	\$41.67
Aluminium worker grade 4	\$42.89	\$42.89	\$52.42	\$42.89	\$42.89	\$42.89
Aluminium worker grade 5	\$45.61	\$45.61	\$55.74	\$45.61	\$45.61	\$45.61

Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$440.96	\$11.61	\$17.42	\$23.22	\$29.03	\$14.80	\$14.80	\$18.00
Apprentice - 2nd year	\$521.87	\$13.74	\$20.61	\$27.48	\$34.35	\$16.93	\$16.93	\$20.13
Apprentice - 3rd year	\$643.24	\$16.93	\$25.40	\$33.86	\$42.33	\$20.12	\$20.12	\$23.32
Apprentice - 4th year	\$748.42	\$19.70	\$29.55	\$39.40	\$49.25	\$22.89	\$22.89	\$26.09

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$17.42	\$23.22	\$23.22	\$29.03	\$23.22	\$23.22	\$23.22
Apprentice - 2nd year	\$20.61	\$27.48	\$27.48	\$34.35	\$27.48	\$27.48	\$27.48
Apprentice - 3rd year	\$25.40	\$33.86	\$33.86	\$42.33	\$33.86	\$33.86	\$33.86
Apprentice - 4th year	\$29.55	\$39.40	\$39.40	\$49.25	\$39.40	\$39.40	\$39.40

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$440.96	\$11.61	\$17.42	\$23.22	\$29.03	\$14.80	\$14.80	\$18.00
Apprentice - 2nd year	\$521.87	\$13.74	\$20.61	\$27.48	\$34.35	\$16.93	\$16.93	\$20.13
Apprentice - 3rd year	\$643.24	\$16.93	\$25.40	\$33.86	\$42.33	\$20.12	\$20.12	\$23.32
Apprentice - 4th year	\$748.42	\$19.70	\$29.55	\$39.40	\$49.25	\$22.89	\$22.89	\$26.09

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$17.42	\$23.22	\$23.22	\$29.03	\$23.22	\$23.22	\$23.22
Apprentice - 2nd year	\$20.61	\$27.48	\$27.48	\$34.35	\$27.48	\$27.48	\$27.48
Apprentice - 3rd year	\$25.40	\$33.86	\$33.86	\$42.33	\$33.86	\$33.86	\$33.86
Apprentice - 4th year	\$29.55	\$39.40	\$39.40	\$49.25	\$39.40	\$39.40	\$39.40

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$481.42	\$12.67	\$19.01	\$25.34	\$31.68	\$15.86	\$15.86	\$19.06
Apprentice - 2nd year	\$562.33	\$14.80	\$22.20	\$29.60	\$37.00	\$17.99	\$17.99	\$21.19
Apprentice - 3rd year	\$643.24	\$16.93	\$25.40	\$33.86	\$42.33	\$20.12	\$20.12	\$23.32
Apprentice - 4th year	\$748.42	\$19.70	\$29.55	\$39.40	\$49.25	\$22.89	\$22.89	\$26.09

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$19.01	\$25.34	\$25.34	\$31.68	\$25.34	\$25.34	\$25.34
Apprentice - 2nd year	\$22.20	\$29.60	\$29.60	\$37.00	\$29.60	\$29.60	\$29.60
Apprentice - 3rd year	\$25.40	\$33.86	\$33.86	\$42.33	\$33.86	\$33.86	\$33.86
Apprentice - 4th year	\$29.55	\$39.40	\$39.40	\$49.25	\$39.40	\$39.40	\$39.40

Adult apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 2nd year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 3rd year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 4th year	\$805.06	\$21.19	\$31.79	\$42.38	\$52.98	\$24.38	\$24.38	\$27.58

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 2nd year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 3rd year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 4th year	\$31.79	\$42.38	\$42.38	\$52.98	\$42.38	\$42.38	\$42.38

Adult apprentice - Started after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Sunday	Public holiday	Afternoon shift - Monday to Friday	Night shift (rotating) - Monday to Friday	Permanent night shift - Monday to Friday
Apprentice - 1st year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 2nd year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 3rd year	\$764.60	\$20.12	\$30.18	\$40.24	\$50.30	\$23.31	\$23.31	\$26.51
Apprentice - 4th year	\$805.06	\$21.19	\$31.79	\$42.38	\$52.98	\$24.38	\$24.38	\$27.58

Table 2 of 2

Classification	Overtime - Monday to Saturday - first 3 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 3 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - public holiday - day work and non-continuous shiftwork	Overtime - continuous shiftworkers	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Apprentice - 1st year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 2nd year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 3rd year	\$30.18	\$40.24	\$40.24	\$50.30	\$40.24	\$40.24	\$40.24
Apprentice - 4th year	\$31.79	\$42.38	\$42.38	\$52.98	\$42.38	\$42.38	\$42.38

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
First aid allowance	\$0.43 per hour up to a maximum of \$16.18 per week
Leading hand allowance - in charge of 3-10 employees	\$0.94 per hour up to a maximum of \$35.60 per week
Leading hand allowance - in charge of 11-20 employees	\$1.19 per hour up to a maximum of \$45.31 per week
Leading hand allowance - in charge of more than 20 employees	\$1.60 per hour up to a maximum of \$60.68 per week
Meal allowance	\$16.08 per meal
Tool allowance	\$0.40 per hour up to a maximum of \$15.25 per week
Transport after overtime - reasonable means of transport not available	payment at the minimum hourly rate for the time reasonably occupied in reaching home
* Work conditions and disability allowance (already included in the rate tables above)	\$0.96 per hour

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 our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.