

Pay Guide - Business Equipment Award

[MA000021]

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Pay rates change from 1 July each year, the rates in this guide apply from 20 November 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 the Leading hand allowance applies, the rates in the table below should not be used, and should be calculated using [PACT](#).

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break
Technical employee level 1	\$774.50	\$20.38	\$34.05	\$39.53	\$50.95	\$26.08	\$30.57
Technical employee level 2	\$804.70	\$21.18	\$34.85	\$40.33	\$52.95	\$26.88	\$31.77
Technician level 3	\$832.30	\$21.90	\$35.57	\$41.05	\$54.75	\$27.60	\$32.85
Technician level 4	\$877.60	\$23.09	\$36.76	\$42.24	\$57.73	\$28.79	\$34.64
Technician level 5	\$931.90	\$24.52	\$38.19	\$43.67	\$61.30	\$30.22	\$36.78
Technician level 6	\$983.60	\$25.88	\$39.55	\$45.03	\$64.70	\$31.58	\$38.82
Clerical and administration employee level 1	\$805.20	\$21.19	\$34.86	\$40.34	\$52.98	\$26.89	\$31.79
Clerical and administration employee level 2	\$832.80	\$21.92	\$35.59	\$41.07	\$54.80	\$27.62	\$32.88
Clerical and administration employee level 3	\$877.60	\$23.09	\$36.76	\$42.24	\$57.73	\$28.79	\$34.64
Clerical and administration employee level 4	\$957.30	\$25.19	\$38.86	\$44.34	\$62.98	\$30.89	\$37.79
Clerical and administration employee level 5	\$1,026.70	\$27.02	\$40.69	\$46.17	\$67.55	\$32.72	\$40.53
Salesperson level 1	\$854.90	\$22.50	N/A	N/A	N/A	N/A	N/A
Salesperson level 2	\$937.80	\$24.68	N/A	N/A	N/A	N/A	N/A
Salesperson level 3	\$1,085.10	\$28.56	N/A	N/A	N/A	N/A	N/A

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Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Technical employee level 1	\$23.77	\$24.44	\$25.23	\$30.57	\$40.76	\$40.76	\$27.31
Technical employee level 2	\$24.57	\$25.24	\$26.03	\$31.77	\$42.36	\$42.36	\$28.11
Technician level 3	\$25.29	\$25.96	\$26.75	\$32.85	\$43.80	\$43.80	\$28.83
Technician level 4	\$26.48	\$27.15	\$27.94	\$34.64	\$46.18	\$46.18	\$30.02
Technician level 5	\$27.91	\$28.58	\$29.37	\$36.78	\$49.04	\$49.04	\$31.45
Technician level 6	\$29.27	\$29.94	\$30.73	\$38.82	\$51.76	\$51.76	\$32.81
Clerical and administration employee level 1	\$24.58	\$25.25	\$26.04	\$31.79	\$42.38	\$42.38	\$28.12
Clerical and administration employee level 2	\$25.31	\$25.98	\$26.77	\$32.88	\$43.84	\$43.84	\$28.85
Clerical and administration employee level 3	\$26.48	\$27.15	\$27.94	\$34.64	\$46.18	\$46.18	\$30.02
Clerical and administration employee level 4	\$28.58	\$29.25	\$30.04	\$37.79	\$50.38	\$50.38	\$32.12
Clerical and administration employee level 5	\$30.41	\$31.08	\$31.87	\$40.53	\$54.04	\$54.04	\$33.95
Salesperson level 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 2	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 3	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Technical employee level 1	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76
Technical employee level 2	\$31.77	\$42.36	\$31.77	\$42.36	\$42.36	\$42.36
Technician level 3	\$32.85	\$43.80	\$32.85	\$43.80	\$43.80	\$43.80
Technician level 4	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18	\$46.18
Technician level 5	\$36.78	\$49.04	\$36.78	\$49.04	\$49.04	\$49.04
Technician level 6	\$38.82	\$51.76	\$38.82	\$51.76	\$51.76	\$51.76
Clerical and administration employee level 1	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38
Clerical and administration employee level 2	\$32.88	\$43.84	\$32.88	\$43.84	\$43.84	\$43.84

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Clerical and administration employee level 3	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18	\$46.18
Clerical and administration employee level 4	\$37.79	\$50.38	\$37.79	\$50.38	\$50.38	\$50.38
Clerical and administration employee level 5	\$40.53	\$54.04	\$40.53	\$54.04	\$54.04	\$54.04
Salesperson level 1	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 2	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 3	N/A	N/A	N/A	N/A	N/A	N/A

Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break	Afternoon shift - standard shiftwork - not country employees
Technical employee level 1	\$25.48	\$39.15	\$44.63	\$56.05	\$31.18	\$35.67	\$28.87
Technical employee level 2	\$26.48	\$40.15	\$45.63	\$58.25	\$32.18	\$37.07	\$29.87
Technician level 3	\$27.38	\$41.05	\$46.53	\$60.23	\$33.08	\$38.33	\$30.77
Technician level 4	\$28.86	\$42.53	\$48.01	\$63.50	\$34.56	\$40.41	\$32.25
Technician level 5	\$30.65	\$44.32	\$49.80	\$67.43	\$36.35	\$42.91	\$34.04
Technician level 6	\$32.35	\$46.02	\$51.50	\$71.17	\$38.05	\$45.29	\$35.74
Clerical and administration employee level 1	\$26.49	\$40.16	\$45.64	\$58.27	\$32.19	\$37.08	\$29.88
Clerical and administration employee level 2	\$27.40	\$41.07	\$46.55	\$60.28	\$33.10	\$38.36	\$30.79
Clerical and administration employee level 3	\$28.86	\$42.53	\$48.01	\$63.50	\$34.56	\$40.41	\$32.25
Clerical and administration employee level 4	\$31.49	\$45.16	\$50.64	\$69.27	\$37.19	\$44.08	\$34.88
Clerical and administration employee level 5	\$33.78	\$47.45	\$52.93	\$74.31	\$39.48	\$47.29	\$37.17
Salesperson level 1	\$28.13	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 2	\$30.85	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 3	\$35.70	N/A	N/A	N/A	N/A	N/A	N/A

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Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees	Overtime - first 3 hours
Technical employee level 1	\$29.54	\$30.33	\$35.67	\$45.86	\$45.86	\$32.41	\$38.21
Technical employee level 2	\$30.54	\$31.33	\$37.07	\$47.66	\$47.66	\$33.41	\$39.71
Technician level 3	\$31.44	\$32.23	\$38.33	\$49.28	\$49.28	\$34.31	\$41.06
Technician level 4	\$32.92	\$33.71	\$40.41	\$51.95	\$51.95	\$35.79	\$43.29
Technician level 5	\$34.71	\$35.50	\$42.91	\$55.17	\$55.17	\$37.58	\$45.98
Technician level 6	\$36.41	\$37.20	\$45.29	\$58.23	\$58.23	\$39.28	\$48.53
Clerical and administration employee level 1	\$30.55	\$31.34	\$37.08	\$47.68	\$47.68	\$33.42	\$39.73

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees	Overtime - first 3 hours
Clerical and administration employee level 2	\$31.46	\$32.25	\$38.36	\$49.32	\$49.32	\$34.33	\$41.10
Clerical and administration employee level 3	\$32.92	\$33.71	\$40.41	\$51.95	\$51.95	\$35.79	\$43.29
Clerical and administration employee level 4	\$35.55	\$36.34	\$44.08	\$56.68	\$56.68	\$38.42	\$47.23
Clerical and administration employee level 5	\$37.84	\$38.63	\$47.29	\$60.80	\$60.80	\$40.71	\$50.66
Salesperson level 1	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 2	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Salesperson level 3	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Classification	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday
Technical employee level 1	\$50.95	\$38.21	\$50.95	\$45.86
Technical employee level 2	\$52.95	\$39.71	\$52.95	\$47.66
Technician level 3	\$54.75	\$41.06	\$54.75	\$49.28
Technician level 4	\$57.73	\$43.29	\$57.73	\$51.95
Technician level 5	\$61.30	\$45.98	\$61.30	\$55.17
Technician level 6	\$64.70	\$48.53	\$64.70	\$58.23
Clerical and administration employee level 1	\$52.98	\$39.73	\$52.98	\$47.68
Clerical and administration employee level 2	\$54.80	\$41.10	\$54.80	\$49.32
Clerical and administration employee level 3	\$57.73	\$43.29	\$57.73	\$51.95
Clerical and administration employee level 4	\$62.98	\$47.23	\$62.98	\$56.68
Clerical and administration employee level 5	\$67.55	\$50.66	\$67.55	\$60.80
Salesperson level 1	N/A	N/A	N/A	N/A
Salesperson level 2	N/A	N/A	N/A	N/A
Salesperson level 3	N/A	N/A	N/A	N/A

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break
Technical employee level 1	\$464.69	\$12.23	\$25.90	\$31.38	\$30.58	\$17.93	\$18.35
Technical employee level 2	\$482.79	\$12.71	\$26.38	\$31.86	\$31.78	\$18.41	\$19.07
Technician level 3	\$499.38	\$13.14	\$26.81	\$32.29	\$32.85	\$18.84	\$19.71
Technician level 4	\$526.55	\$13.86	\$27.53	\$33.01	\$34.65	\$19.56	\$20.79
Technician level 5	\$559.15	\$14.71	\$28.38	\$33.86	\$36.78	\$20.41	\$22.07
Technician level 6	\$590.16	\$15.53	\$29.20	\$34.68	\$38.83	\$21.23	\$23.30
Clerical and administration employee level 1	\$442.86	\$11.65	\$25.32	\$30.80	\$29.13	\$17.35	\$17.48
Clerical and administration employee level 2	\$458.05	\$12.05	\$25.72	\$31.20	\$30.13	\$17.75	\$18.08
Clerical and administration employee level 3	\$482.67	\$12.70	\$26.37	\$31.85	\$31.75	\$18.40	\$19.05
Clerical and administration employee level 4	\$526.54	\$13.86	\$27.53	\$33.01	\$34.65	\$19.56	\$20.79
Clerical and administration employee level 5	\$564.69	\$14.86	\$28.53	\$34.01	\$37.15	\$20.56	\$22.29

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Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Technical employee level 1	\$15.62	\$16.29	\$17.08	\$18.35	\$24.46	\$24.46	\$19.16
Technical employee level 2	\$16.10	\$16.77	\$17.56	\$19.07	\$25.42	\$25.42	\$19.64
Technician level 3	\$16.53	\$17.20	\$17.99	\$19.71	\$26.28	\$26.28	\$20.07
Technician level 4	\$17.25	\$17.92	\$18.71	\$20.79	\$27.72	\$27.72	\$20.79
Technician level 5	\$18.10	\$18.77	\$19.56	\$22.07	\$29.42	\$29.42	\$21.64
Technician level 6	\$18.92	\$19.59	\$20.38	\$23.30	\$31.06	\$31.06	\$22.46
Clerical and administration employee level 1	\$15.04	\$15.71	\$16.50	\$17.48	\$23.30	\$23.30	\$18.58
Clerical and administration employee level 2	\$15.44	\$16.11	\$16.90	\$18.08	\$24.10	\$24.10	\$18.98
Clerical and administration employee level 3	\$16.09	\$16.76	\$17.55	\$19.05	\$25.40	\$25.40	\$19.63

Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 4	\$17.25	\$17.92	\$18.71	\$20.79	\$27.72	\$27.72	\$20.79
Clerical and administration employee level 5	\$18.25	\$18.92	\$19.71	\$22.29	\$29.72	\$29.72	\$21.79

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Technical employee level 1	\$18.35	\$24.46	\$18.35	\$24.46	\$24.46	\$24.46
Technical employee level 2	\$19.07	\$25.42	\$19.07	\$25.42	\$25.42	\$25.42
Technician level 3	\$19.71	\$26.28	\$19.71	\$26.28	\$26.28	\$26.28
Technician level 4	\$20.79	\$27.72	\$20.79	\$27.72	\$27.72	\$27.72
Technician level 5	\$22.07	\$29.42	\$22.07	\$29.42	\$29.42	\$29.42
Technician level 6	\$23.30	\$31.06	\$23.30	\$31.06	\$31.06	\$31.06
Clerical and administration employee level 1	\$17.48	\$23.30	\$17.48	\$23.30	\$23.30	\$23.30
Clerical and administration employee level 2	\$18.08	\$24.10	\$18.08	\$24.10	\$24.10	\$24.10
Clerical and administration employee level 3	\$19.05	\$25.40	\$19.05	\$25.40	\$25.40	\$25.40
Clerical and administration employee level 4	\$20.79	\$27.72	\$20.79	\$27.72	\$27.72	\$27.72
Clerical and administration employee level 5	\$22.29	\$29.72	\$22.29	\$29.72	\$29.72	\$29.72

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

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Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break
Technical employee level 1	\$580.86	\$15.29	\$28.96	\$34.44	\$38.23	\$20.99	\$22.94
Technical employee level 2	\$603.49	\$15.88	\$29.55	\$35.03	\$39.70	\$21.58	\$23.82
Technician level 3	\$624.23	\$16.43	\$30.10	\$35.58	\$41.08	\$22.13	\$24.65
Technician level 4	\$658.18	\$17.32	\$30.99	\$36.47	\$43.30	\$23.02	\$25.98
Technician level 5	\$698.94	\$18.39	\$32.06	\$37.54	\$45.98	\$24.09	\$27.59
Technician level 6	\$737.70	\$19.41	\$33.08	\$38.56	\$48.53	\$25.11	\$29.12
Clerical and administration employee level 1	\$523.38	\$13.77	\$27.44	\$32.92	\$34.43	\$19.47	\$20.66
Clerical and administration employee level 2	\$541.34	\$14.25	\$27.92	\$33.40	\$35.63	\$19.95	\$21.38
Clerical and administration employee level 3	\$570.43	\$15.01	\$28.68	\$34.16	\$37.53	\$20.71	\$22.52
Clerical and administration employee level 4	\$622.28	\$16.38	\$30.05	\$35.53	\$40.95	\$22.08	\$24.57
Clerical and administration employee level 5	\$667.36	\$17.56	\$31.23	\$36.71	\$43.90	\$23.26	\$26.34

Table 2 of 3

Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Technical employee level 1	\$18.68	\$19.35	\$20.14	\$22.94	\$30.58	\$30.58	\$22.22
Technical employee level 2	\$19.27	\$19.94	\$20.73	\$23.82	\$31.76	\$31.76	\$22.81
Technician level 3	\$19.82	\$20.49	\$21.28	\$24.65	\$32.86	\$32.86	\$23.36
Technician level 4	\$20.71	\$21.38	\$22.17	\$25.98	\$34.64	\$34.64	\$24.25
Technician level 5	\$21.78	\$22.45	\$23.24	\$27.59	\$36.78	\$36.78	\$25.32
Technician level 6	\$22.80	\$23.47	\$24.26	\$29.12	\$38.82	\$38.82	\$26.34
Clerical and administration employee level 1	\$17.16	\$17.83	\$18.62	\$20.66	\$27.54	\$27.54	\$20.70
Clerical and administration employee level 2	\$17.64	\$18.31	\$19.10	\$21.38	\$28.50	\$28.50	\$21.18

Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 3	\$18.40	\$19.07	\$19.86	\$22.52	\$30.02	\$30.02	\$21.94
Clerical and administration employee level 4	\$19.77	\$20.44	\$21.23	\$24.57	\$32.76	\$32.76	\$23.31
Clerical and administration employee level 5	\$20.95	\$21.62	\$22.41	\$26.34	\$35.12	\$35.12	\$24.49

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Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Technical employee level 1	\$22.94	\$30.58	\$22.94	\$30.58	\$30.58	\$30.58
Technical employee level 2	\$23.82	\$31.76	\$23.82	\$31.76	\$31.76	\$31.76
Technician level 3	\$24.65	\$32.86	\$24.65	\$32.86	\$32.86	\$32.86
Technician level 4	\$25.98	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64
Technician level 5	\$27.59	\$36.78	\$27.59	\$36.78	\$36.78	\$36.78
Technician level 6	\$29.12	\$38.82	\$29.12	\$38.82	\$38.82	\$38.82
Clerical and administration employee level 1	\$20.66	\$27.54	\$20.66	\$27.54	\$27.54	\$27.54
Clerical and administration employee level 2	\$21.38	\$28.50	\$21.38	\$28.50	\$28.50	\$28.50
Clerical and administration employee level 3	\$22.52	\$30.02	\$22.52	\$30.02	\$30.02	\$30.02
Clerical and administration employee level 4	\$24.57	\$32.76	\$24.57	\$32.76	\$32.76	\$32.76
Clerical and administration employee level 5	\$26.34	\$35.12	\$26.34	\$35.12	\$35.12	\$35.12

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

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Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break
Clerical and administration employee level 1	\$603.89	\$15.89	\$29.56	\$35.04	\$39.73	\$21.59	\$23.84
Clerical and administration employee level 2	\$624.62	\$16.44	\$30.11	\$35.59	\$41.10	\$22.14	\$24.66
Clerical and administration employee level 3	\$658.18	\$17.32	\$30.99	\$36.47	\$43.30	\$23.02	\$25.98
Clerical and administration employee level 4	\$718.01	\$18.90	\$32.57	\$38.05	\$47.25	\$24.60	\$28.35
Clerical and administration employee level 5	\$770.03	\$20.26	\$33.93	\$39.41	\$50.65	\$25.96	\$30.39

Table 2 of 3

Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 1	\$19.28	\$19.95	\$20.74	\$23.84	\$31.78	\$31.78	\$22.82
Clerical and administration employee level 2	\$19.83	\$20.50	\$21.29	\$24.66	\$32.88	\$32.88	\$23.37
Clerical and administration employee level 3	\$20.71	\$21.38	\$22.17	\$25.98	\$34.64	\$34.64	\$24.25
Clerical and administration employee level 4	\$22.29	\$22.96	\$23.75	\$28.35	\$37.80	\$37.80	\$25.83
Clerical and administration employee level 5	\$23.65	\$24.32	\$25.11	\$30.39	\$40.52	\$40.52	\$27.19

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Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Clerical and administration employee level 1	\$23.84	\$31.78	\$23.84	\$31.78	\$31.78	\$31.78
Clerical and administration employee level 2	\$24.66	\$32.88	\$24.66	\$32.88	\$32.88	\$32.88
Clerical and administration employee level 3	\$25.98	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64
Clerical and administration employee level 4	\$28.35	\$37.80	\$28.35	\$37.80	\$37.80	\$37.80
Clerical and administration employee level 5	\$30.39	\$40.52	\$30.39	\$40.52	\$40.52	\$40.52

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break
Clerical and administration employee level 1	\$704.54	\$18.54	\$32.21	\$37.69	\$46.35	\$24.24	\$27.81
Clerical and administration employee level 2	\$728.72	\$19.18	\$32.85	\$38.33	\$47.95	\$24.88	\$28.77
Clerical and administration employee level 3	\$767.88	\$20.21	\$33.88	\$39.36	\$50.53	\$25.91	\$30.32
Clerical and administration employee level 4	\$837.68	\$22.04	\$35.71	\$41.19	\$55.10	\$27.74	\$33.06
Clerical and administration employee level 5	\$898.37	\$23.64	\$37.31	\$42.79	\$59.10	\$29.34	\$35.46

Table 2 of 3

Classification	Afternoon shift - standard shiftwork - not country employees	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 1	\$21.93	\$22.60	\$23.39	\$27.81	\$37.08	\$37.08	\$25.47
Clerical and administration employee level 2	\$22.57	\$23.24	\$24.03	\$28.77	\$38.36	\$38.36	\$26.11
Clerical and administration employee level 3	\$23.60	\$24.27	\$25.06	\$30.32	\$40.42	\$40.42	\$27.14
Clerical and administration employee level 4	\$25.43	\$26.10	\$26.89	\$33.06	\$44.08	\$44.08	\$28.97
Clerical and administration employee level 5	\$27.03	\$27.70	\$28.49	\$35.46	\$47.28	\$47.28	\$30.57

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday	Less than 10 hour break after overtime (full-time employees only)
Clerical and administration employee level 1	\$27.81	\$37.08	\$27.81	\$37.08	\$37.08	\$37.08
Clerical and administration employee level 2	\$28.77	\$38.36	\$28.77	\$38.36	\$38.36	\$38.36
Clerical and administration employee level 3	\$30.32	\$40.42	\$30.32	\$40.42	\$40.42	\$40.42
Clerical and administration employee level 4	\$33.06	\$44.08	\$33.06	\$44.08	\$44.08	\$44.08
Clerical and administration employee level 5	\$35.46	\$47.28	\$35.46	\$47.28	\$47.28	\$47.28

Junior - Casual - 16 years and under

Table 1 of 3

Classification	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break	Afternoon shift - standard shiftwork - not country employees
Technical employee level 1	\$15.29	\$28.96	\$34.44	\$33.63	\$20.99	\$21.40	\$18.68
Technical employee level 2	\$15.89	\$29.56	\$35.04	\$34.95	\$21.59	\$22.24	\$19.28
Technician level 3	\$16.43	\$30.10	\$35.58	\$36.14	\$22.13	\$23.00	\$19.82
Technician level 4	\$17.33	\$31.00	\$36.48	\$38.12	\$23.03	\$24.26	\$20.72
Technician level 5	\$18.39	\$32.06	\$37.54	\$40.45	\$24.09	\$25.74	\$21.78
Technician level 6	\$19.41	\$33.08	\$38.56	\$42.71	\$25.11	\$27.18	\$22.80
Clerical and administration employee level 1	\$14.56	\$28.23	\$33.71	\$32.04	\$20.26	\$20.39	\$17.95
Clerical and administration employee level 2	\$15.06	\$28.73	\$34.21	\$33.14	\$20.76	\$21.09	\$18.45
Clerical and administration employee level 3	\$15.88	\$29.55	\$35.03	\$34.93	\$21.58	\$22.23	\$19.27
Clerical and administration employee level 4	\$17.33	\$31.00	\$36.48	\$38.12	\$23.03	\$24.26	\$20.72
Clerical and administration employee level 5	\$18.58	\$32.25	\$37.73	\$40.87	\$24.28	\$26.01	\$21.97

Table 2 of 3

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Technical employee level 1	\$19.35	\$20.14	\$21.40	\$27.52	\$27.52	\$22.22
Technical employee level 2	\$19.95	\$20.74	\$22.24	\$28.60	\$28.60	\$22.82
Technician level 3	\$20.49	\$21.28	\$23.00	\$29.57	\$29.57	\$23.36
Technician level 4	\$21.39	\$22.18	\$24.26	\$31.19	\$31.19	\$24.26
Technician level 5	\$22.45	\$23.24	\$25.74	\$33.10	\$33.10	\$25.32
Technician level 6	\$23.47	\$24.26	\$27.18	\$34.94	\$34.94	\$26.34
Clerical and administration employee level 1	\$18.62	\$19.41	\$20.39	\$26.21	\$26.21	\$21.49

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 2	\$19.12	\$19.91	\$21.09	\$27.11	\$27.11	\$21.99
Clerical and administration employee level 3	\$19.94	\$20.73	\$22.23	\$28.58	\$28.58	\$22.81
Clerical and administration employee level 4	\$21.39	\$22.18	\$24.26	\$31.19	\$31.19	\$24.26
Clerical and administration employee level 5	\$22.64	\$23.43	\$26.01	\$33.44	\$33.44	\$25.51

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday
Technical employee level 1	\$22.93	\$30.58	\$22.93	\$30.58	\$27.52
Technical employee level 2	\$23.83	\$31.78	\$23.83	\$31.78	\$28.60
Technician level 3	\$24.64	\$32.85	\$24.64	\$32.85	\$29.57
Technician level 4	\$25.99	\$34.65	\$25.99	\$34.65	\$31.19
Technician level 5	\$27.58	\$36.78	\$27.58	\$36.78	\$33.10
Technician level 6	\$29.12	\$38.83	\$29.12	\$38.83	\$34.94
Clerical and administration employee level 1	\$21.84	\$29.13	\$21.84	\$29.13	\$26.21
Clerical and administration employee level 2	\$22.59	\$30.13	\$22.59	\$30.13	\$27.11
Clerical and administration employee level 3	\$23.81	\$31.75	\$23.81	\$31.75	\$28.58
Clerical and administration employee level 4	\$25.99	\$34.65	\$25.99	\$34.65	\$31.19
Clerical and administration employee level 5	\$27.86	\$37.15	\$27.86	\$37.15	\$33.44

Junior - Casual - 17 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break	Afternoon shift - standard shiftwork - not country employees
Technical employee level 1	\$19.11	\$32.78	\$38.26	\$42.05	\$24.81	\$26.76	\$22.50
Technical employee level 2	\$19.85	\$33.52	\$39.00	\$43.67	\$25.55	\$27.79	\$23.24
Technician level 3	\$20.54	\$34.21	\$39.69	\$45.18	\$26.24	\$28.75	\$23.93
Technician level 4	\$21.65	\$35.32	\$40.80	\$47.63	\$27.35	\$30.31	\$25.04
Technician level 5	\$22.99	\$36.66	\$42.14	\$50.57	\$28.69	\$32.18	\$26.38
Technician level 6	\$24.26	\$37.93	\$43.41	\$53.38	\$29.96	\$33.97	\$27.65
Clerical and administration employee level 1	\$17.21	\$30.88	\$36.36	\$37.87	\$22.91	\$24.10	\$20.60
Clerical and administration employee level 2	\$17.81	\$31.48	\$36.96	\$39.19	\$23.51	\$24.94	\$21.20
Clerical and administration employee level 3	\$18.76	\$32.43	\$37.91	\$41.28	\$24.46	\$26.27	\$22.15
Clerical and administration employee level 4	\$20.48	\$34.15	\$39.63	\$45.05	\$26.18	\$28.67	\$23.87
Clerical and administration employee level 5	\$21.95	\$35.62	\$41.10	\$48.29	\$27.65	\$30.73	\$25.34

Table 2 of 3

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Technical employee level 1	\$23.17	\$23.96	\$26.76	\$34.40	\$34.40	\$26.04
Technical employee level 2	\$23.91	\$24.70	\$27.79	\$35.73	\$35.73	\$26.78
Technician level 3	\$24.60	\$25.39	\$28.75	\$36.97	\$36.97	\$27.47
Technician level 4	\$25.71	\$26.50	\$30.31	\$38.97	\$38.97	\$28.58
Technician level 5	\$27.05	\$27.84	\$32.18	\$41.38	\$41.38	\$29.92
Technician level 6	\$28.32	\$29.11	\$33.97	\$43.67	\$43.67	\$31.19
Clerical and administration employee level 1	\$21.27	\$22.06	\$24.10	\$30.98	\$30.98	\$24.14

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 2	\$21.87	\$22.66	\$24.94	\$32.06	\$32.06	\$24.74
Clerical and administration employee level 3	\$22.82	\$23.61	\$26.27	\$33.77	\$33.77	\$25.69
Clerical and administration employee level 4	\$24.54	\$25.33	\$28.67	\$36.86	\$36.86	\$27.41
Clerical and administration employee level 5	\$26.01	\$26.80	\$30.73	\$39.51	\$39.51	\$28.88

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday
Technical employee level 1	\$28.67	\$38.23	\$28.67	\$38.23	\$34.40
Technical employee level 2	\$29.78	\$39.70	\$29.78	\$39.70	\$35.73
Technician level 3	\$30.81	\$41.08	\$30.81	\$41.08	\$36.97
Technician level 4	\$32.48	\$43.30	\$32.48	\$43.30	\$38.97
Technician level 5	\$34.48	\$45.98	\$34.48	\$45.98	\$41.38
Technician level 6	\$36.39	\$48.53	\$36.39	\$48.53	\$43.67
Clerical and administration employee level 1	\$25.82	\$34.43	\$25.82	\$34.43	\$30.98
Clerical and administration employee level 2	\$26.72	\$35.63	\$26.72	\$35.63	\$32.06
Clerical and administration employee level 3	\$28.14	\$37.53	\$28.14	\$37.53	\$33.77
Clerical and administration employee level 4	\$30.71	\$40.95	\$30.71	\$40.95	\$36.86
Clerical and administration employee level 5	\$32.93	\$43.90	\$32.93	\$43.90	\$39.51

Junior - Casual - 18 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break	Afternoon shift - standard shiftwork - not country employees
Clerical and administration employee level 1	\$19.86	\$33.53	\$39.01	\$43.70	\$25.56	\$27.81	\$23.25
Clerical and administration employee level 2	\$20.55	\$34.22	\$39.70	\$45.21	\$26.25	\$28.77	\$23.94
Clerical and administration employee level 3	\$21.65	\$35.32	\$40.80	\$47.63	\$27.35	\$30.31	\$25.04
Clerical and administration employee level 4	\$23.63	\$37.30	\$42.78	\$51.98	\$29.33	\$33.08	\$27.02
Clerical and administration employee level 5	\$25.33	\$39.00	\$44.48	\$55.72	\$31.03	\$35.46	\$28.72

Table 2 of 3

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 1	\$23.92	\$24.71	\$27.81	\$35.75	\$35.75	\$26.79
Clerical and administration employee level 2	\$24.61	\$25.40	\$28.77	\$36.99	\$36.99	\$27.48
Clerical and administration employee level 3	\$25.71	\$26.50	\$30.31	\$38.97	\$38.97	\$28.58
Clerical and administration employee level 4	\$27.69	\$28.48	\$33.08	\$42.53	\$42.53	\$30.56
Clerical and administration employee level 5	\$29.39	\$30.18	\$35.46	\$45.59	\$45.59	\$32.26

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday
Clerical and administration employee level 1	\$29.79	\$39.73	\$29.79	\$39.73	\$35.75
Clerical and administration employee level 2	\$30.83	\$41.10	\$30.83	\$41.10	\$36.99
Clerical and administration employee level 3	\$32.48	\$43.30	\$32.48	\$43.30	\$38.97
Clerical and administration employee level 4	\$35.44	\$47.25	\$35.44	\$47.25	\$42.53
Clerical and administration employee level 5	\$37.99	\$50.65	\$37.99	\$50.65	\$45.59

Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - ordinary time - not shiftwork, not country employees	Sunday - ordinary time - not shiftwork, not country employees	Public holiday	Work outside 6.30 am to 6.30 pm - ordinary time - not shiftwork, not country employees	Working through break	Afternoon shift - standard shiftwork - not country employees
Clerical and administration employee level 1	\$23.18	\$36.85	\$42.33	\$50.99	\$28.88	\$32.45	\$26.57
Clerical and administration employee level 2	\$23.98	\$37.65	\$43.13	\$52.75	\$29.68	\$33.57	\$27.37
Clerical and administration employee level 3	\$25.26	\$38.93	\$44.41	\$55.58	\$30.96	\$35.37	\$28.65
Clerical and administration employee level 4	\$27.55	\$41.22	\$46.70	\$60.61	\$33.25	\$38.57	\$30.94
Clerical and administration employee level 5	\$29.55	\$43.22	\$48.70	\$65.01	\$35.25	\$41.37	\$32.94

Table 2 of 3

Classification	Night shift - standard shiftwork - not country employees	Permanent night shift - standard shiftwork - not country employees	Saturday - standard shiftwork, not country employees - first 4 hours	Saturday - standard shiftwork, not country employees - after 4 hours	Sunday - standard shiftwork, not country employees	Non-standard shiftwork, not country employees
Clerical and administration employee level 1	\$27.24	\$28.03	\$32.45	\$41.72	\$41.72	\$30.11
Clerical and administration employee level 2	\$28.04	\$28.83	\$33.57	\$43.16	\$43.16	\$30.91
Clerical and administration employee level 3	\$29.32	\$30.11	\$35.37	\$45.47	\$45.47	\$32.19
Clerical and administration employee level 4	\$31.61	\$32.40	\$38.57	\$49.59	\$49.59	\$34.48
Clerical and administration employee level 5	\$33.61	\$34.40	\$41.37	\$53.19	\$53.19	\$36.48

Table 3 of 3

Classification	Overtime - first 3 hours	Overtime - after 3 hours	Overtime - work on day off - first 3 hours - Monday to Saturday	Overtime - work on day off - after 3 hours - Monday to Saturday	Overtime - work on day off - Sunday
Clerical and administration employee level 1	\$34.76	\$46.35	\$34.76	\$46.35	\$41.72
Clerical and administration employee level 2	\$35.96	\$47.95	\$35.96	\$47.95	\$43.16
Clerical and administration employee level 3	\$37.89	\$50.53	\$37.89	\$50.53	\$45.47
Clerical and administration employee level 4	\$41.33	\$55.10	\$41.33	\$55.10	\$49.59
Clerical and administration employee level 5	\$44.33	\$59.10	\$44.33	\$59.10	\$53.19

Allowances

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

Allowances	Rate
Stand-by allowance	\$13.72 per hour
Salespersons	
Expenses and accommodation reimbursement	reimbursement for the cost of authorised expenses
Relocation reimbursement - when not in the process of buying a place of residence	reimbursement for the cost of accommodation for up to 4 weeks
Relocation reimbursement - when in the process of buying a place of residence	reimbursement for the cost of accommodation for up to 6 weeks
Relocation reimbursement - when having difficulties buying a place of residence	reimbursement for the cost of accommodation for up to 3 months
Vehicle allowance - salesperson	payment of an allowance determined by agreement between employer and employee
Technical stream and Clerical stream	
Area allowance - that area within a line commencing on the coast at latitude 24 degrees, then East to the Northern Territory border, then South to the coast, then along the coast to a longitude 123 degrees, North to the intersection of latitude 26 degrees, then West along latitude 26 degrees	\$10.11 per week
Area allowance - Broken Hill, New South Wales	\$37.11 per week
Area allowance - Mt Isa, Queensland	\$74.00 per week
Area allowance - that area of Western Australia, North of a line running East from Carnot Bay to the Northern Territory border	\$26.10 per week
Area allowance - that area of Western Australia situated between latitude 24 degrees and a line running East from Carnot Bay to the Northern Territory border	\$22.42 per week
First aid allowance	\$0.54 per hour up to a maximum of \$20.62 per week
* Leading hand allowance - in charge of 2-5 employees	\$0.74 per hour
* Leading hand allowance - in charge of 6-10 employees	\$1.10 per hour
* Leading hand allowance - in charge of more than 10 employees	\$1.43 per hour
Living away from home allowance	\$71.85 per day
Living away from home meal allowance	\$13.09 for the evening meal
Meal allowance - rest break during overtime	\$15.00 for each meal
Service centre allowance	\$1.40 per hour up to a maximum of \$53.36 per week
Technical stream and Clerical stream	
Representation allowance	\$0.50 per hour up to a maximum of \$19.13 per week

Allowances	Rate
Vehicle allowance - not in a country territory	\$621.14 per month and a payment of \$0.34 per km travelled during the course of business
Vehicle allowance - only in a country territory	\$719.22 per month and a payment of \$0.34 per km travelled during the course of business
Vehicle allowance - using a vehicle on a casual basis	\$0.78 per km

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.