

Pay Guide - Graphic Arts, Printing and Publishing Award

[MA000026]

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Pay rates change from 1 July each year, the rates in this guide apply from 11 December 2020.

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

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	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice
Level 1	\$753.80	\$19.84	\$39.68	\$49.60	\$39.68	\$39.68
Level 2	\$775.40	\$20.41	\$40.82	\$51.03	\$40.82	\$40.82
Level 3	\$805.10	\$21.19	\$42.38	\$52.98	\$42.38	\$42.38
Level 4	\$832.80	\$21.92	\$43.84	\$54.80	\$43.84	\$43.84
Level 5	\$877.60	\$23.09	\$46.18	\$57.73	\$46.18	\$46.18
Level 6	\$905.10	\$23.82	\$47.64	\$59.55	\$47.64	\$47.64
Level 7	\$932.60	\$24.54	\$49.08	\$61.35	\$49.08	\$49.08
Level 8	\$957.60	\$25.20	\$50.40	\$63.00	\$50.40	\$50.40

Table 2 of 8

Classification	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Level 1	\$39.68	\$23.81	\$23.81	\$23.81	\$25.79	\$43.65
Level 2	\$40.82	\$24.49	\$24.49	\$24.49	\$26.53	\$44.90
Level 3	\$42.38	\$25.43	\$25.43	\$25.43	\$27.55	\$46.62
Level 4	\$43.84	\$26.30	\$26.30	\$26.30	\$28.50	\$48.22
Level 5	\$46.18	\$27.71	\$27.71	\$27.71	\$30.02	\$50.80
Level 6	\$47.64	\$28.58	\$28.58	\$28.58	\$30.97	\$52.40
Level 7	\$49.08	\$29.45	\$29.45	\$29.45	\$31.90	\$53.99
Level 8	\$50.40	\$30.24	\$30.24	\$30.24	\$32.76	\$55.44

Table 3 of 8

Classification	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office
Level 1	\$43.65	\$43.65	\$45.63	\$23.88	\$43.72	\$24.13
Level 2	\$44.90	\$44.90	\$46.94	\$24.45	\$44.86	\$24.70
Level 3	\$46.62	\$46.62	\$48.74	\$25.23	\$46.42	\$25.48
Level 4	\$48.22	\$48.22	\$50.42	\$25.96	\$47.88	\$26.21
Level 5	\$50.80	\$50.80	\$53.11	\$27.13	\$50.22	\$27.38
Level 6	\$52.40	\$52.40	\$54.79	\$27.86	\$51.68	\$28.11
Level 7	\$53.99	\$53.99	\$56.44	\$28.58	\$53.12	\$28.83
Level 8	\$55.44	\$55.44	\$57.96	\$29.24	\$54.44	\$29.49

Table 4 of 8

Classification	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work
Level 1	\$79.36 per shift and \$19.84 per hour worked	\$20.91	\$29.76	\$39.68	\$39.68	\$29.76
Level 2	\$81.64 per shift and \$20.41 per hour worked	\$21.48	\$30.62	\$40.82	\$40.82	\$30.62
Level 3	\$84.76 per shift and \$21.19 per hour worked	\$22.26	\$31.79	\$42.38	\$42.38	\$31.79
Level 4	\$87.68 per shift and \$21.92 per hour worked	\$22.99	\$32.88	\$43.84	\$43.84	\$32.88
Level 5	\$92.36 per shift and \$23.09 per hour worked	\$24.16	\$34.64	\$46.18	\$46.18	\$34.64
Level 6	\$95.28 per shift and \$23.82 per hour worked	\$24.89	\$35.73	\$47.64	\$47.64	\$35.73
Level 7	\$98.16 per shift and \$24.54 per hour worked	\$25.61	\$36.81	\$49.08	\$49.08	\$36.81
Level 8	\$100.80 per shift and \$25.20 per hour worked	\$26.27	\$37.80	\$50.40	\$50.40	\$37.80

Table 5 of 8

Classification	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices
Level 1	\$39.68	\$35.72	\$47.62	\$47.62	\$35.72
Level 2	\$40.82	\$36.74	\$48.98	\$48.98	\$36.74
Level 3	\$42.38	\$38.15	\$50.86	\$50.86	\$38.15
Level 4	\$43.84	\$39.45	\$52.60	\$52.60	\$39.45
Level 5	\$46.18	\$41.57	\$55.42	\$55.42	\$41.57
Level 6	\$47.64	\$42.87	\$57.16	\$57.16	\$42.87
Level 7	\$49.08	\$44.18	\$58.90	\$58.90	\$44.18
Level 8	\$50.40	\$45.36	\$60.48	\$60.48	\$45.36

Table 6 of 8

Classification	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices
Level 1	\$47.62	\$38.69	\$51.58	\$51.58	\$38.69
Level 2	\$48.98	\$39.80	\$53.06	\$53.06	\$39.80
Level 3	\$50.86	\$41.33	\$55.10	\$55.10	\$41.33
Level 4	\$52.60	\$42.75	\$57.00	\$57.00	\$42.75
Level 5	\$55.42	\$45.03	\$60.04	\$60.04	\$45.03
Level 6	\$57.16	\$46.46	\$61.94	\$61.94	\$46.46
Level 7	\$58.90	\$47.85	\$63.80	\$63.80	\$47.85
Level 8	\$60.48	\$49.14	\$65.52	\$65.52	\$49.14

Table 7 of 8

Classification	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices
Level 1	\$51.58	\$39.68	\$39.68	\$47.62	\$51.58

Classification	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices
Level 2	\$53.06	\$40.82	\$40.82	\$48.98	\$53.06
Level 3	\$55.10	\$42.38	\$42.38	\$50.86	\$55.10
Level 4	\$57.00	\$43.84	\$43.84	\$52.60	\$57.00
Level 5	\$60.04	\$46.18	\$46.18	\$55.42	\$60.04
Level 6	\$61.94	\$47.64	\$47.64	\$57.16	\$61.94
Level 7	\$63.80	\$49.08	\$49.08	\$58.90	\$63.80
Level 8	\$65.52	\$50.40	\$50.40	\$60.48	\$65.52

Table 8 of 8

Classification	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Level 1	\$39.68	\$47.62	\$51.58	\$39.68	\$29.76
Level 2	\$40.82	\$48.98	\$53.06	\$40.82	\$30.62
Level 3	\$42.38	\$50.86	\$55.10	\$42.38	\$31.79
Level 4	\$43.84	\$52.60	\$57.00	\$43.84	\$32.88
Level 5	\$46.18	\$55.42	\$60.04	\$46.18	\$34.64
Level 6	\$47.64	\$57.16	\$61.94	\$47.64	\$35.73
Level 7	\$49.08	\$58.90	\$63.80	\$49.08	\$36.81
Level 8	\$50.40	\$60.48	\$65.52	\$50.40	\$37.80

Casual

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Level 1	\$24.80	\$49.60	\$62.00	\$49.60	\$49.60	\$29.76
Level 2	\$25.51	\$51.02	\$63.78	\$51.02	\$51.02	\$30.61
Level 3	\$26.49	\$52.98	\$66.23	\$52.98	\$52.98	\$31.79
Level 4	\$27.40	\$54.80	\$68.50	\$54.80	\$54.80	\$32.88
Level 5	\$28.86	\$57.72	\$72.15	\$57.72	\$57.72	\$34.63
Level 6	\$29.78	\$59.56	\$74.45	\$59.56	\$59.56	\$35.74
Level 7	\$30.68	\$61.36	\$76.70	\$61.36	\$61.36	\$36.82
Level 8	\$31.50	\$63.00	\$78.75	\$63.00	\$63.00	\$37.80

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Level 1	\$29.76	\$29.76	\$32.24	\$54.56	\$54.56	\$54.56
Level 2	\$30.61	\$30.61	\$33.16	\$56.12	\$56.12	\$56.12
Level 3	\$31.79	\$31.79	\$34.44	\$58.28	\$58.28	\$58.28
Level 4	\$32.88	\$32.88	\$35.62	\$60.28	\$60.28	\$60.28
Level 5	\$34.63	\$34.63	\$37.52	\$63.49	\$63.49	\$63.49
Level 6	\$35.74	\$35.74	\$38.71	\$65.52	\$65.52	\$65.52
Level 7	\$36.82	\$36.82	\$39.88	\$67.50	\$67.50	\$67.50
Level 8	\$37.80	\$37.80	\$40.95	\$69.30	\$69.30	\$69.30

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Level 1	\$57.04	\$28.84	\$53.64	\$29.09	\$99.20 per shift and \$24.80 per hour worked	\$25.87
Level 2	\$58.67	\$29.55	\$55.06	\$29.80	\$102.04 per shift and \$25.51 per hour worked	\$26.58
Level 3	\$60.93	\$30.53	\$57.02	\$30.78	\$105.96 per shift and \$26.49 per hour worked	\$27.56
Level 4	\$63.02	\$31.44	\$58.84	\$31.69	\$109.60 per shift and \$27.40 per hour worked	\$28.47
Level 5	\$66.38	\$32.90	\$61.76	\$33.15	\$115.44 per shift and \$28.86 per hour worked	\$29.93
Level 6	\$68.49	\$33.82	\$63.60	\$34.07	\$119.12 per shift and \$29.78 per hour worked	\$30.85
Level 7	\$70.56	\$34.72	\$65.40	\$34.97	\$122.72 per shift and \$30.68 per hour worked	\$31.75
Level 8	\$72.45	\$35.54	\$67.04	\$35.79	\$126.00 per shift and \$31.50 per hour worked	\$32.57

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Level 1	\$37.20	\$49.60	\$49.60	\$37.20	\$49.60	\$44.64
Level 2	\$38.27	\$51.02	\$51.02	\$38.27	\$51.02	\$45.92
Level 3	\$39.74	\$52.98	\$52.98	\$39.74	\$52.98	\$47.69
Level 4	\$41.10	\$54.80	\$54.80	\$41.10	\$54.80	\$49.32
Level 5	\$43.29	\$57.72	\$57.72	\$43.29	\$57.72	\$51.95
Level 6	\$44.67	\$59.56	\$59.56	\$44.67	\$59.56	\$53.61
Level 7	\$46.02	\$61.36	\$61.36	\$46.02	\$61.36	\$55.23
Level 8	\$47.25	\$63.00	\$63.00	\$47.25	\$63.00	\$56.70

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Level 1	\$59.52	\$59.52	\$44.64	\$59.52	\$48.36	\$64.48
Level 2	\$61.22	\$61.22	\$45.92	\$61.22	\$49.74	\$66.32
Level 3	\$63.58	\$63.58	\$47.69	\$63.58	\$51.66	\$68.88
Level 4	\$65.76	\$65.76	\$49.32	\$65.76	\$53.43	\$71.24
Level 5	\$69.26	\$69.26	\$51.95	\$69.26	\$56.28	\$75.04
Level 6	\$71.48	\$71.48	\$53.61	\$71.48	\$58.07	\$77.42
Level 7	\$73.64	\$73.64	\$55.23	\$73.64	\$59.82	\$79.76
Level 8	\$75.60	\$75.60	\$56.70	\$75.60	\$61.43	\$81.90

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Level 1	\$64.48	\$48.36	\$64.48	\$49.60	\$49.60	\$59.52
Level 2	\$66.32	\$49.74	\$66.32	\$51.02	\$51.02	\$61.22
Level 3	\$68.88	\$51.66	\$68.88	\$52.98	\$52.98	\$63.58
Level 4	\$71.24	\$53.43	\$71.24	\$54.80	\$54.80	\$65.76
Level 5	\$75.04	\$56.28	\$75.04	\$57.72	\$57.72	\$69.26
Level 6	\$77.42	\$58.07	\$77.42	\$59.56	\$59.56	\$71.48
Level 7	\$79.76	\$59.82	\$79.76	\$61.36	\$61.36	\$73.64
Level 8	\$81.90	\$61.43	\$81.90	\$63.00	\$63.00	\$75.60

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Level 1	\$64.48	\$49.60	\$59.52	\$64.48	\$49.60	\$37.20
Level 2	\$66.32	\$51.02	\$61.22	\$66.32	\$51.02	\$38.27
Level 3	\$68.88	\$52.98	\$63.58	\$68.88	\$52.98	\$39.74
Level 4	\$71.24	\$54.80	\$65.76	\$71.24	\$54.80	\$41.10
Level 5	\$75.04	\$57.72	\$69.26	\$75.04	\$57.72	\$43.29
Level 6	\$77.42	\$59.56	\$71.48	\$77.42	\$59.56	\$44.67
Level 7	\$79.76	\$61.36	\$73.64	\$79.76	\$61.36	\$46.02
Level 8	\$81.90	\$63.00	\$75.60	\$81.90	\$63.00	\$47.25

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$312.30	\$8.22	\$16.44	N/A	\$16.44	\$16.44	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	\$241.53	\$6.36	N/A	N/A	\$12.72	\$12.72	\$12.72
Other juniors	\$232.62	\$6.12	\$12.24	\$15.30	N/A	\$12.24	\$12.24

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$7.34	\$7.34	\$7.34	\$7.96	\$13.46	\$13.46

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$12.26	\$20.48	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$10.65	\$25.44 per shift and \$6.36 per hour worked
Other juniors	\$13.46	\$14.08	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$12.33	\$16.44	\$16.44	\$12.33	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	\$7.43	\$9.54	\$12.72	\$12.72	\$9.54	\$12.72
Other juniors	N/A	\$9.18	\$12.24	\$12.24	\$9.18	\$12.24

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$11.01	\$14.68	\$14.68	\$11.01	\$14.68	\$11.94

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$16.44	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$12.72	\$12.72
Other juniors	\$15.92	\$15.92	\$11.94	\$15.92	\$12.24	\$12.24

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$16.44	N/A	N/A	\$16.44	\$12.33
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$12.72	N/A	N/A	\$12.72	\$9.54
Other juniors	\$14.68	\$15.92	\$12.24	\$14.68	\$15.92	\$12.24	\$9.18

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$312.30	\$8.22	\$16.44	N/A	\$16.44	\$16.44	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	\$322.04	\$8.47	N/A	N/A	\$16.94	\$16.94	\$16.94
Other juniors	\$310.16	\$8.16	\$16.32	\$20.40	N/A	\$16.32	\$16.32

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$9.79	\$9.79	\$9.79	\$10.61	\$17.95	\$17.95

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$12.26	\$20.48	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$12.76	\$33.88 per shift and \$8.47 per hour worked
Other juniors	\$17.95	\$18.77	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$12.33	\$16.44	\$16.44	\$12.33	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	\$9.54	\$12.71	\$16.94	\$16.94	\$12.71	\$16.94
Other juniors	N/A	\$12.24	\$16.32	\$16.32	\$12.24	\$16.32

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$14.69	\$19.58	\$19.58	\$14.69	\$19.58	\$15.92

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$16.44	\$16.44
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$16.94	\$16.94
Other juniors	\$21.22	\$21.22	\$15.92	\$21.22	\$16.32	\$16.32

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$16.44	N/A	N/A	\$16.44	\$12.33
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$16.94	N/A	N/A	\$16.94	\$12.71
Other juniors	\$19.58	\$21.22	\$16.32	\$19.58	\$21.22	\$16.32	\$12.24

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$395.58	\$10.41	\$20.82	N/A	\$20.82	\$20.82	\$20.82
Juniors employed in a regional daily newspaper office other than inserters	\$402.55	\$10.59	N/A	N/A	\$21.18	\$21.18	\$21.18
Other juniors	\$387.70	\$10.20	\$20.40	\$25.50	N/A	\$20.40	\$20.40

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$12.24	\$12.24	\$12.24	\$13.26	\$22.44	\$22.44

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$14.45	\$24.86	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$14.88	\$42.36 per shift and \$10.59 per hour worked
Other juniors	\$22.44	\$23.46	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$15.62	\$20.82	\$20.82	\$15.62	\$20.82
Juniors employed in a regional daily newspaper office other than inserters	\$11.66	\$15.89	\$21.18	\$21.18	\$15.89	\$21.18
Other juniors	N/A	\$15.30	\$20.40	\$20.40	\$15.30	\$20.40

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$18.36	\$24.48	\$24.48	\$18.36	\$24.48	\$19.89

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$20.82	\$20.82
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$21.18	\$21.18
Other juniors	\$26.52	\$26.52	\$19.89	\$26.52	\$20.40	\$20.40

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$20.82	N/A	N/A	\$20.82	\$15.62
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$21.18	N/A	N/A	\$21.18	\$15.89
Other juniors	\$24.48	\$26.52	\$20.40	\$24.48	\$26.52	\$20.40	\$15.30

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$499.68	\$13.15	\$26.30	N/A	\$26.30	\$26.30	\$26.30
Juniors employed in a regional daily newspaper office other than inserters	\$483.06	\$12.71	N/A	N/A	\$25.42	\$25.42	\$25.42
Other juniors	\$465.24	\$12.24	\$24.48	\$30.60	N/A	\$24.48	\$24.48

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$14.69	\$14.69	\$14.69	\$15.91	\$26.93	\$26.93

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$17.19	\$30.34	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$17.00	\$50.84 per shift and \$12.71 per hour worked
Other juniors	\$26.93	\$28.15	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$19.73	\$26.30	\$26.30	\$19.73	\$26.30
Juniors employed in a regional daily newspaper office other than inserters	\$13.78	\$19.07	\$25.42	\$25.42	\$19.07	\$25.42
Other juniors	N/A	\$18.36	\$24.48	\$24.48	\$18.36	\$24.48

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$22.04	\$29.38	\$29.38	\$22.04	\$29.38	\$23.87

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$26.30	\$26.30
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$25.42	\$25.42
Other juniors	\$31.82	\$31.82	\$23.87	\$31.82	\$24.48	\$24.48

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$26.30	N/A	N/A	\$26.30	\$19.73
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$25.42	N/A	N/A	\$25.42	\$19.07
Other juniors	\$29.38	\$31.82	\$24.48	\$29.38	\$31.82	\$24.48	\$18.36

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$603.78	\$15.89	\$31.78	N/A	\$31.78	\$31.78	\$31.78
Juniors employed in a regional daily newspaper office other than inserters	\$603.83	\$15.89	N/A	N/A	\$31.78	\$31.78	\$31.78
Other juniors	\$581.55	\$15.30	\$30.60	\$38.25	N/A	\$30.60	\$30.60

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$18.36	\$18.36	\$18.36	\$19.89	\$33.66	\$33.66

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$19.93	\$35.82	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$20.18	\$63.56 per shift and \$15.89 per hour worked
Other juniors	\$33.66	\$35.19	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$23.84	\$31.78	\$31.78	\$23.84	\$31.78
Juniors employed in a regional daily newspaper office other than inserters	\$16.96	\$23.84	\$31.78	\$31.78	\$23.84	\$31.78
Other juniors	N/A	\$22.95	\$30.60	\$30.60	\$22.95	\$30.60

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$27.54	\$36.72	\$36.72	\$27.54	\$36.72	\$29.84

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$31.78	\$31.78
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$31.78	\$31.78
Other juniors	\$39.78	\$39.78	\$29.84	\$39.78	\$30.60	\$30.60

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$31.78	N/A	N/A	\$31.78	\$23.84
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$31.78	N/A	N/A	\$31.78	\$23.84
Other juniors	\$36.72	\$39.78	\$30.60	\$36.72	\$39.78	\$30.60	\$22.95

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

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Junior artist and/or designer (including junior commercial artist)	\$728.70	\$19.18	\$38.36	N/A	\$38.36	\$38.36	\$38.36
Juniors employed in a regional daily newspaper office other than inserters	\$724.59	\$19.07	N/A	N/A	\$38.14	\$38.14	\$38.14
Other juniors	\$697.86	\$18.36	\$36.72	\$45.90	N/A	\$36.72	\$36.72

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$22.03	\$22.03	\$22.03	\$23.87	\$40.39	\$40.39

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$23.22	\$42.40	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$23.36	\$76.28 per shift and \$19.07 per hour worked
Other juniors	\$40.39	\$42.23	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Junior artist and/or designer (including junior commercial artist)	N/A	\$28.77	\$38.36	\$38.36	\$28.77	\$38.36
Juniors employed in a regional daily newspaper office other than inserters	\$20.14	\$28.61	\$38.14	\$38.14	\$28.61	\$38.14
Other juniors	N/A	\$27.54	\$36.72	\$36.72	\$27.54	\$36.72

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$33.05	\$44.06	\$44.06	\$33.05	\$44.06	\$35.81

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	\$38.36	\$38.36
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	\$38.14	\$38.14
Other juniors	\$47.74	\$47.74	\$35.81	\$47.74	\$36.72	\$36.72

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	\$38.36	N/A	N/A	\$38.36	\$28.77
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	\$38.14	N/A	N/A	\$38.14	\$28.61
Other juniors	\$44.06	\$47.74	\$36.72	\$44.06	\$47.74	\$36.72	\$27.54

Junior - Casual - Under 16 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$10.28	\$20.56	\$25.70	\$20.56	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$7.95	N/A	\$19.88	\$15.90	\$15.90	N/A
Other juniors	\$7.65	\$15.30	\$19.13	\$15.30	\$15.30	\$9.18

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$9.18	\$9.18	\$9.95	\$16.83	\$16.83	\$16.83

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$14.32	\$24.60	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$12.24	\$31.80 per shift and \$7.95 per hour worked	\$9.02
Other juniors	\$17.60	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$15.42	\$20.56	\$20.56	\$15.42	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$11.93	\$15.90	\$15.90	\$11.93	\$15.90	N/A
Other juniors	\$11.48	\$15.30	\$15.30	\$11.48	\$15.30	\$13.77

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$18.36	\$18.36	\$13.77	\$18.36	\$14.93	\$19.90

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$20.56	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$15.90	\$15.90	N/A
Other juniors	\$19.90	\$14.93	\$19.90	\$15.30	\$15.30	\$18.36

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$20.56	N/A	N/A	\$20.56	\$15.42
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$15.90	N/A	N/A	\$15.90	\$11.93
Other juniors	\$19.90	\$15.30	\$18.36	\$19.90	\$15.30	\$11.48

Junior - Casual - 16 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$10.28	\$20.56	\$25.70	\$20.56	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$10.59	N/A	\$26.48	\$21.18	\$21.18	N/A
Other juniors	\$10.20	\$20.40	\$25.50	\$20.40	\$20.40	\$12.24

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$12.24	\$12.24	\$13.26	\$22.44	\$22.44	\$22.44

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$14.32	\$24.60	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$14.88	\$42.36 per shift and \$10.59 per hour worked	\$11.66
Other juniors	\$23.46	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$15.42	\$20.56	\$20.56	\$15.42	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$15.89	\$21.18	\$21.18	\$15.89	\$21.18	N/A
Other juniors	\$15.30	\$20.40	\$20.40	\$15.30	\$20.40	\$18.36

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$24.48	\$24.48	\$18.36	\$24.48	\$19.89	\$26.52

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$20.56	\$20.56	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$21.18	\$21.18	N/A
Other juniors	\$26.52	\$19.89	\$26.52	\$20.40	\$20.40	\$24.48

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$20.56	N/A	N/A	\$20.56	\$15.42
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$21.18	N/A	N/A	\$21.18	\$15.89
Other juniors	\$26.52	\$20.40	\$24.48	\$26.52	\$20.40	\$15.30

Junior - Casual - 17 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$13.01	\$26.02	\$32.53	\$26.02	\$26.02	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$13.24	N/A	\$33.10	\$26.48	\$26.48	N/A
Other juniors	\$12.75	\$25.50	\$31.88	\$25.50	\$25.50	\$15.30

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$15.30	\$15.30	\$16.58	\$28.05	\$28.05	\$28.05

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$17.05	\$30.06	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$17.53	\$52.96 per shift and \$13.24 per hour worked	\$14.31
Other juniors	\$29.33	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$19.52	\$26.02	\$26.02	\$19.52	\$26.02	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$19.86	\$26.48	\$26.48	\$19.86	\$26.48	N/A
Other juniors	\$19.13	\$25.50	\$25.50	\$19.13	\$25.50	\$22.95

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$30.60	\$30.60	\$22.95	\$30.60	\$24.87	\$33.16

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$26.02	\$26.02	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$26.48	\$26.48	N/A
Other juniors	\$33.16	\$24.87	\$33.16	\$25.50	\$25.50	\$30.60

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$26.02	N/A	N/A	\$26.02	\$19.52
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$26.48	N/A	N/A	\$26.48	\$19.86
Other juniors	\$33.16	\$25.50	\$30.60	\$33.16	\$25.50	\$19.13

Junior - Casual - 18 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$16.44	\$32.88	\$41.10	\$32.88	\$32.88	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$15.89	N/A	\$39.73	\$31.78	\$31.78	N/A
Other juniors	\$15.30	\$30.60	\$38.25	\$30.60	\$30.60	\$18.36

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$18.36	\$18.36	\$19.89	\$33.66	\$33.66	\$33.66

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$20.48	\$36.92	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$20.18	\$63.56 per shift and \$15.89 per hour worked	\$16.96
Other juniors	\$35.19	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$24.66	\$32.88	\$32.88	\$24.66	\$32.88	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$23.84	\$31.78	\$31.78	\$23.84	\$31.78	N/A
Other juniors	\$22.95	\$30.60	\$30.60	\$22.95	\$30.60	\$27.54

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$36.72	\$36.72	\$27.54	\$36.72	\$29.84	\$39.78

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$32.88	\$32.88	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$31.78	\$31.78	N/A
Other juniors	\$39.78	\$29.84	\$39.78	\$30.60	\$30.60	\$36.72

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$32.88	N/A	N/A	\$32.88	\$24.66
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$31.78	N/A	N/A	\$31.78	\$23.84
Other juniors	\$39.78	\$30.60	\$36.72	\$39.78	\$30.60	\$22.95

Junior - Casual - 19 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$19.86	\$39.72	\$49.65	\$39.72	\$39.72	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$19.86	N/A	\$49.65	\$39.72	\$39.72	N/A
Other juniors	\$19.13	\$38.26	\$47.83	\$38.26	\$38.26	\$22.96

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$22.96	\$22.96	\$24.87	\$42.09	\$42.09	\$42.09

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$23.90	\$43.76	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$24.15	\$79.44 per shift and \$19.86 per hour worked	\$20.93
Other juniors	\$44.00	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$29.79	\$39.72	\$39.72	\$29.79	\$39.72	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$29.79	\$39.72	\$39.72	\$29.79	\$39.72	N/A
Other juniors	\$28.70	\$38.26	\$38.26	\$28.70	\$38.26	\$34.44

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$45.92	\$45.92	\$34.44	\$45.92	\$37.31	\$49.74

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$39.72	\$39.72	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$39.72	\$39.72	N/A
Other juniors	\$49.74	\$37.31	\$49.74	\$38.26	\$38.26	\$45.92

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$39.72	N/A	N/A	\$39.72	\$29.79
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$39.72	N/A	N/A	\$39.72	\$29.79
Other juniors	\$49.74	\$38.26	\$45.92	\$49.74	\$38.26	\$28.70

Junior - Casual - 20 years

Junior keyboard operators/assemblers will be paid the level 4 adult rate.

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice	Morning shift - Monday to Friday - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$23.98	\$47.96	\$59.95	\$47.96	\$47.96	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$23.84	N/A	\$59.60	\$47.68	\$47.68	N/A
Other juniors	\$22.95	\$45.90	\$57.38	\$45.90	\$45.90	\$27.54

Table 2 of 7

Classification	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$27.54	\$27.54	\$29.84	\$50.49	\$50.49	\$50.49

Table 3 of 7

Classification	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office	Sunday - after 5pm - daily newspaper office
Junior artist and/or designer (including junior commercial artist)	N/A	\$28.02	\$52.00	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$28.13	\$95.36 per shift and \$23.84 per hour worked	\$24.91
Other juniors	\$52.79	N/A	N/A	N/A	N/A	N/A

Table 4 of 7

Classification	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	\$35.97	\$47.96	\$47.96	\$35.97	\$47.96	N/A
Juniors employed in a regional daily newspaper office other than inserters	\$35.76	\$47.68	\$47.68	\$35.76	\$47.68	N/A
Other juniors	\$34.43	\$45.90	\$45.90	\$34.43	\$45.90	\$41.31

Table 5 of 7

Classification	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	N/A	N/A	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	N/A	N/A	N/A
Other juniors	\$55.08	\$55.08	\$41.31	\$55.08	\$44.76	\$59.68

Table 6 of 7

Classification	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices
Junior artist and/or designer (including junior commercial artist)	N/A	N/A	N/A	\$47.96	\$47.96	N/A
Juniors employed in a regional daily newspaper office other than inserters	N/A	N/A	N/A	\$47.68	\$47.68	N/A
Other juniors	\$59.68	\$44.76	\$59.68	\$45.90	\$45.90	\$55.08

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Junior artist and/or designer (including junior commercial artist)	N/A	\$47.96	N/A	N/A	\$47.96	\$35.97
Juniors employed in a regional daily newspaper office other than inserters	N/A	\$47.68	N/A	N/A	\$47.68	\$35.76
Other juniors	\$59.68	\$45.90	\$55.08	\$59.68	\$45.90	\$34.43

Apprentice - Started before 1 Jan 2014

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Apprentice - 1st year / stage 1	\$10.97	\$21.94	\$27.43	\$21.94	\$21.94	\$21.94
Apprentice - 2nd year / stage 2	\$13.85	\$27.70	\$34.63	\$27.70	\$27.70	\$27.70
Apprentice - 3rd year / stage 3	\$16.74	\$33.48	\$41.85	\$33.48	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$20.20	\$40.40	\$50.50	\$40.40	\$40.40	\$40.40

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Apprentice - 1st year / stage 1	\$13.16	\$13.16	\$13.16	\$14.26	\$24.13	\$24.13
Apprentice - 2nd year / stage 2	\$16.62	\$16.62	\$16.62	\$18.01	\$30.47	\$30.47
Apprentice - 3rd year / stage 3	\$20.09	\$20.09	\$20.09	\$21.76	\$36.83	\$36.83
Apprentice - 4th year / stage 4	\$24.24	\$24.24	\$24.24	\$26.26	\$44.44	\$44.44

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Apprentice - 1st year / stage 1	\$24.13	\$25.23	\$15.01	\$25.98	\$15.26	\$43.88 per shift and \$10.97 per hour worked
Apprentice - 2nd year / stage 2	\$30.47	\$31.86	\$17.89	\$31.74	\$18.14	\$55.40 per shift and \$13.85 per hour worked
Apprentice - 3rd year / stage 3	\$36.83	\$38.50	\$20.78	\$37.52	\$21.03	\$66.96 per shift and \$16.74 per hour worked
Apprentice - 4th year / stage 4	\$44.44	\$46.46	\$24.24	\$44.44	\$24.49	\$80.80 per shift and \$20.20 per hour worked

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Apprentice - 1st year / stage 1	\$12.04	\$16.46	\$21.94	\$21.94	\$16.46	\$21.94
Apprentice - 2nd year / stage 2	\$14.92	\$20.78	\$27.70	\$27.70	\$20.78	\$27.70
Apprentice - 3rd year / stage 3	\$17.81	\$25.11	\$33.48	\$33.48	\$25.11	\$33.48
Apprentice - 4th year / stage 4	\$21.27	\$30.30	\$40.40	\$40.40	\$30.30	\$40.40

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Apprentice - 1st year / stage 1	\$19.74	\$26.32	\$26.32	\$19.74	\$26.32	\$21.39
Apprentice - 2nd year / stage 2	\$24.93	\$33.24	\$33.24	\$24.93	\$33.24	\$27.02
Apprentice - 3rd year / stage 3	\$30.14	\$40.18	\$40.18	\$30.14	\$40.18	\$32.64
Apprentice - 4th year / stage 4	\$36.36	\$48.48	\$48.48	\$36.36	\$48.48	\$39.39

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Apprentice - 1st year / stage 1	\$28.52	\$28.52	\$21.39	\$28.52	\$21.94	\$21.94
Apprentice - 2nd year / stage 2	\$36.02	\$36.02	\$27.02	\$36.02	\$27.70	\$27.70
Apprentice - 3rd year / stage 3	\$43.52	\$43.52	\$32.64	\$43.52	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$52.52	\$52.52	\$39.39	\$52.52	\$40.40	\$40.40

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Apprentice - 1st year / stage 1	\$26.32	\$28.52	\$21.94	\$26.32	\$28.52	\$21.94	\$16.46
Apprentice - 2nd year / stage 2	\$33.24	\$36.02	\$27.70	\$33.24	\$36.02	\$27.70	\$20.78
Apprentice - 3rd year / stage 3	\$40.18	\$43.52	\$33.48	\$40.18	\$43.52	\$33.48	\$25.11
Apprentice - 4th year / stage 4	\$48.48	\$52.52	\$40.40	\$48.48	\$52.52	\$40.40	\$30.30

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

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Apprentice - 1st year / stage 1	\$11.55	\$23.10	\$28.88	\$23.10	\$23.10	\$23.10
Apprentice - 2nd year / stage 2	\$13.85	\$27.70	\$34.63	\$27.70	\$27.70	\$27.70
Apprentice - 3rd year / stage 3	\$16.74	\$33.48	\$41.85	\$33.48	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$20.20	\$40.40	\$50.50	\$40.40	\$40.40	\$40.40

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Apprentice - 1st year / stage 1	\$13.86	\$13.86	\$13.86	\$15.02	\$25.41	\$25.41
Apprentice - 2nd year / stage 2	\$16.62	\$16.62	\$16.62	\$18.01	\$30.47	\$30.47
Apprentice - 3rd year / stage 3	\$20.09	\$20.09	\$20.09	\$21.76	\$36.83	\$36.83
Apprentice - 4th year / stage 4	\$24.24	\$24.24	\$24.24	\$26.26	\$44.44	\$44.44

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Apprentice - 1st year / stage 1	\$25.41	\$26.57	\$15.59	\$27.14	\$15.84	\$46.20 per shift and \$11.55 per hour worked
Apprentice - 2nd year / stage 2	\$30.47	\$31.86	\$17.89	\$31.74	\$18.14	\$55.40 per shift and \$13.85 per hour worked
Apprentice - 3rd year / stage 3	\$36.83	\$38.50	\$20.78	\$37.52	\$21.03	\$66.96 per shift and \$16.74 per hour worked
Apprentice - 4th year / stage 4	\$44.44	\$46.46	\$24.24	\$44.44	\$24.49	\$80.80 per shift and \$20.20 per hour worked

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Apprentice - 1st year / stage 1	\$12.62	\$17.33	\$23.10	\$23.10	\$17.33	\$23.10
Apprentice - 2nd year / stage 2	\$14.92	\$20.78	\$27.70	\$27.70	\$20.78	\$27.70
Apprentice - 3rd year / stage 3	\$17.81	\$25.11	\$33.48	\$33.48	\$25.11	\$33.48
Apprentice - 4th year / stage 4	\$21.27	\$30.30	\$40.40	\$40.40	\$30.30	\$40.40

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Apprentice - 1st year / stage 1	\$20.79	\$27.72	\$27.72	\$20.79	\$27.72	\$22.53
Apprentice - 2nd year / stage 2	\$24.93	\$33.24	\$33.24	\$24.93	\$33.24	\$27.02
Apprentice - 3rd year / stage 3	\$30.14	\$40.18	\$40.18	\$30.14	\$40.18	\$32.64
Apprentice - 4th year / stage 4	\$36.36	\$48.48	\$48.48	\$36.36	\$48.48	\$39.39

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Apprentice - 1st year / stage 1	\$30.04	\$30.04	\$22.53	\$30.04	\$23.10	\$23.10
Apprentice - 2nd year / stage 2	\$36.02	\$36.02	\$27.02	\$36.02	\$27.70	\$27.70
Apprentice - 3rd year / stage 3	\$43.52	\$43.52	\$32.64	\$43.52	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$52.52	\$52.52	\$39.39	\$52.52	\$40.40	\$40.40

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Apprentice - 1st year / stage 1	\$27.72	\$30.04	\$23.10	\$27.72	\$30.04	\$23.10	\$17.33
Apprentice - 2nd year / stage 2	\$33.24	\$36.02	\$27.70	\$33.24	\$36.02	\$27.70	\$20.78
Apprentice - 3rd year / stage 3	\$40.18	\$43.52	\$33.48	\$40.18	\$43.52	\$33.48	\$25.11
Apprentice - 4th year / stage 4	\$48.48	\$52.52	\$40.40	\$48.48	\$52.52	\$40.40	\$30.30

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Apprentice - 1st year / stage 1	\$12.70	\$25.40	\$31.75	\$25.40	\$25.40	\$25.40
Apprentice - 2nd year / stage 2	\$15.01	\$30.02	\$37.53	\$30.02	\$30.02	\$30.02
Apprentice - 3rd year / stage 3	\$16.74	\$33.48	\$41.85	\$33.48	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$20.20	\$40.40	\$50.50	\$40.40	\$40.40	\$40.40

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Apprentice - 1st year / stage 1	\$15.24	\$15.24	\$15.24	\$16.51	\$27.94	\$27.94
Apprentice - 2nd year / stage 2	\$18.01	\$18.01	\$18.01	\$19.51	\$33.02	\$33.02
Apprentice - 3rd year / stage 3	\$20.09	\$20.09	\$20.09	\$21.76	\$36.83	\$36.83
Apprentice - 4th year / stage 4	\$24.24	\$24.24	\$24.24	\$26.26	\$44.44	\$44.44

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Apprentice - 1st year / stage 1	\$27.94	\$29.21	\$16.74	\$29.44	\$16.99	\$50.80 per shift and \$12.70 per hour worked
Apprentice - 2nd year / stage 2	\$33.02	\$34.52	\$19.05	\$34.06	\$19.30	\$60.04 per shift and \$15.01 per hour worked
Apprentice - 3rd year / stage 3	\$36.83	\$38.50	\$20.78	\$37.52	\$21.03	\$66.96 per shift and \$16.74 per hour worked
Apprentice - 4th year / stage 4	\$44.44	\$46.46	\$24.24	\$44.44	\$24.49	\$80.80 per shift and \$20.20 per hour worked

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Apprentice - 1st year / stage 1	\$13.77	\$19.05	\$25.40	\$25.40	\$19.05	\$25.40
Apprentice - 2nd year / stage 2	\$16.08	\$22.52	\$30.02	\$30.02	\$22.52	\$30.02
Apprentice - 3rd year / stage 3	\$17.81	\$25.11	\$33.48	\$33.48	\$25.11	\$33.48
Apprentice - 4th year / stage 4	\$21.27	\$30.30	\$40.40	\$40.40	\$30.30	\$40.40

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Apprentice - 1st year / stage 1	\$22.86	\$30.48	\$30.48	\$22.86	\$30.48	\$24.77
Apprentice - 2nd year / stage 2	\$27.02	\$36.02	\$36.02	\$27.02	\$36.02	\$29.27
Apprentice - 3rd year / stage 3	\$30.14	\$40.18	\$40.18	\$30.14	\$40.18	\$32.64
Apprentice - 4th year / stage 4	\$36.36	\$48.48	\$48.48	\$36.36	\$48.48	\$39.39

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Apprentice - 1st year / stage 1	\$33.02	\$33.02	\$24.77	\$33.02	\$25.40	\$25.40
Apprentice - 2nd year / stage 2	\$39.02	\$39.02	\$29.27	\$39.02	\$30.02	\$30.02
Apprentice - 3rd year / stage 3	\$43.52	\$43.52	\$32.64	\$43.52	\$33.48	\$33.48
Apprentice - 4th year / stage 4	\$52.52	\$52.52	\$39.39	\$52.52	\$40.40	\$40.40

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Apprentice - 1st year / stage 1	\$30.48	\$33.02	\$25.40	\$30.48	\$33.02	\$25.40	\$19.05
Apprentice - 2nd year / stage 2	\$36.02	\$39.02	\$30.02	\$36.02	\$39.02	\$30.02	\$22.52
Apprentice - 3rd year / stage 3	\$40.18	\$43.52	\$33.48	\$40.18	\$43.52	\$33.48	\$25.11
Apprentice - 4th year / stage 4	\$48.48	\$52.52	\$40.40	\$48.48	\$52.52	\$40.40	\$30.30

Adult apprentice

Table 1 of 7

Classification	Hourly pay rate	Saturday or Sunday (agreement to work ordinary hours) - not daily newspaper offices	Public holiday	Public holiday - newspaper office employees (except inserters and publishing employees in non-daily newspaper offices)	Alteration to fixed daily hours - less than 1 weeks notice	Alteration to fixed daily hours - emergency - less than 48 hours notice
Apprentice - 1st year / stage 1	\$19.84	\$39.68	\$49.60	\$39.68	\$39.68	\$39.68
Apprentice - 2nd year / stage 2	\$20.09	\$40.18	\$50.23	\$40.18	\$40.18	\$40.18
Apprentice - 3rd year / stage 3	\$21.24	\$42.48	\$53.10	\$42.48	\$42.48	\$42.48
Apprentice - 4th year / stage 4	\$23.09	\$46.18	\$57.73	\$46.18	\$46.18	\$46.18

Table 2 of 7

Classification	Morning shift - Monday to Friday - not newspaper offices	Afternoon shift - Monday to Friday - not newspaper offices	Night shift - Monday to Friday - not newspaper offices	Night shift (non-rotating) - Monday to Friday - not newspaper offices	Morning shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Afternoon shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices
Apprentice - 1st year / stage 1	\$23.81	\$23.81	\$23.81	\$25.79	\$43.65	\$43.65
Apprentice - 2nd year / stage 2	\$24.11	\$24.11	\$24.11	\$26.12	\$44.20	\$44.20
Apprentice - 3rd year / stage 3	\$25.49	\$25.49	\$25.49	\$27.61	\$46.73	\$46.73
Apprentice - 4th year / stage 4	\$27.71	\$27.71	\$27.71	\$30.02	\$50.80	\$50.80

Table 3 of 7

Classification	Night shift - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night shift (non-rotating) - Saturday or Sunday (agreement to work ordinary hours) - not newspaper offices	Night work - Monday to Friday - 5pm to 8am - non-daily newspaper office	Night work - Saturday or Sunday - 5pm to 8am - (agreement to work ordinary hours) - non-daily newspaper office	Night work - Monday to Friday - 5pm to 8am - daily newspaper office	Saturday or before 5pm Sunday - daily newspaper office
Apprentice - 1st year / stage 1	\$43.65	\$45.63	\$23.88	\$43.72	\$24.13	\$79.36 per shift and \$19.84 per hour worked
Apprentice - 2nd year / stage 2	\$44.20	\$46.21	\$24.13	\$44.22	\$24.38	\$80.36 per shift and \$20.09 per hour worked
Apprentice - 3rd year / stage 3	\$46.73	\$48.85	\$25.28	\$46.52	\$25.53	\$84.96 per shift and \$21.24 per hour worked
Apprentice - 4th year / stage 4	\$50.80	\$53.11	\$27.13	\$50.22	\$27.38	\$92.36 per shift and \$23.09 per hour worked

Table 4 of 7

Classification	Sunday - after 5pm - daily newspaper office	Overtime - Monday to Friday first 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Monday to Friday after 3 hours - day work (all employees) & night work (newspaper offices)	Overtime - Saturday or Sunday - day work	Overtime - work on RDO - first 3 hours - day work	Overtime - work on RDO - after 3 hours - day work
Apprentice - 1st year / stage 1	\$20.91	\$29.76	\$39.68	\$39.68	\$29.76	\$39.68
Apprentice - 2nd year / stage 2	\$21.16	\$30.14	\$40.18	\$40.18	\$30.14	\$40.18
Apprentice - 3rd year / stage 3	\$22.31	\$31.86	\$42.48	\$42.48	\$31.86	\$42.48
Apprentice - 4th year / stage 4	\$24.16	\$34.64	\$46.18	\$46.18	\$34.64	\$46.18

Table 5 of 7

Classification	Overtime - Monday to Friday - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Saturday or Sunday - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - first 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - work on RDO - after 3 hours - afternoon, night or morning shift - not newspaper offices	Overtime - Monday to Friday - first 3 hours - non-rotating night shift - not newspaper offices
Apprentice - 1st year / stage 1	\$35.72	\$47.62	\$47.62	\$35.72	\$47.62	\$38.69
Apprentice - 2nd year / stage 2	\$36.17	\$48.22	\$48.22	\$36.17	\$48.22	\$39.18
Apprentice - 3rd year / stage 3	\$38.24	\$50.98	\$50.98	\$38.24	\$50.98	\$41.42
Apprentice - 4th year / stage 4	\$41.57	\$55.42	\$55.42	\$41.57	\$55.42	\$45.03

Table 6 of 7

Classification	Overtime - Monday to Friday - after 3 hours - non-rotating night shift - not newspaper offices	Overtime - Saturday or Sunday - non-rotating night shift - not newspaper offices	Overtime - work on RDO - first 3 hours - non-rotating night shift - not newspaper offices	Overtime - work on RDO - after 3 hours - non-rotating night shift - not newspaper offices	Less than 10 hour break between shifts - change between shiftwork & day work or change between shifts	Less than 10 hour break between shifts after overtime
Apprentice - 1st year / stage 1	\$51.58	\$51.58	\$38.69	\$51.58	\$39.68	\$39.68
Apprentice - 2nd year / stage 2	\$52.24	\$52.24	\$39.18	\$52.24	\$40.18	\$40.18
Apprentice - 3rd year / stage 3	\$55.22	\$55.22	\$41.42	\$55.22	\$42.48	\$42.48
Apprentice - 4th year / stage 4	\$60.04	\$60.04	\$45.03	\$60.04	\$46.18	\$46.18

Table 7 of 7

Classification	Less than 10 hour break between shifts after overtime - afternoon, night or morning shift - not newspaper offices	Less than 10 hour break between shifts after overtime - non-rotating night shift - not newspaper offices	Work after 6 days in a row - without 36 hour break	Work after 6 shifts in a row - without 36 hour break - afternoon, night or morning shift - not newspaper offices	Work after 6 shifts in a row - without 36 hour break - non-rotating night shift - not newspaper offices	Call-back	Working through meal break
Apprentice - 1st year / stage 1	\$47.62	\$51.58	\$39.68	\$47.62	\$51.58	\$39.68	\$29.76
Apprentice - 2nd year / stage 2	\$48.22	\$52.24	\$40.18	\$48.22	\$52.24	\$40.18	\$30.14
Apprentice - 3rd year / stage 3	\$50.98	\$55.22	\$42.48	\$50.98	\$55.22	\$42.48	\$31.86
Apprentice - 4th year / stage 4	\$55.42	\$60.04	\$46.18	\$55.42	\$60.04	\$46.18	\$34.64

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
Call-back allowance	payment of one hour at the minimum hourly rate (including any relevant all purpose allowance) in addition to relevant call-back penalty payment
First aid allowance	\$0.47 per hour up to a maximum of \$17.82 per week
* Manual inserting allowance - newspaper office	\$0.69 per hour
Meal allowance	\$15.54 per occasion
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing special clothing and equipment
Training fees and textbook costs reimbursement - all employees	reimbursement for the costs associated with standard fees for prescribed courses and textbooks
Transport after overtime or irregular shift - reasonable means of transport are not available	overtime rates for time taken to get home
Travel costs to training reimbursement	reimbursement of extra travel costs involved in attending training
Uniform / clothing reimbursement	reimbursement for the cost of purchasing and maintaining the uniform or clothing
* Visual display terminal allowance - newspaper offices (not 1st and 2nd year apprentices)	\$1.15 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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.