

Pay Guide - Hydrocarbons Industry (Upstream) Award

[MA000062]

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Pay rates change from 1 July each year, the rates in this guide apply from 20 November 2020.

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

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

Rates of pay

The rates below include industry allowance.

If the Electrical licence allowance applies the rates below should not be used, and should be calculated using [PACT](#).

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

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Entry level - introductory	\$833.70	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85
Level 1 - basic	\$872.30	\$22.96	\$34.44	\$45.92	\$45.92	\$57.40
Level 2 - intermediate	\$903.90	\$23.79	\$35.69	\$47.58	\$47.58	\$59.48
Level 3 - competent	\$929.90	\$24.47	\$36.71	\$48.94	\$48.94	\$61.18
Level 4 - advanced	\$988.60	\$26.02	\$39.03	\$52.04	\$52.04	\$65.05
Level 5 - advanced specialist	\$1,049.50	\$27.62	\$41.43	\$55.24	\$55.24	\$69.05
Level 6 - dual trade	\$1,098.30	\$28.91	\$43.37	\$57.82	\$57.82	\$72.28
Level 7 - dual trade instrument technician	\$1,140.80	\$30.02	\$45.03	\$60.04	\$60.04	\$75.05

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$25.23	\$25.23	\$28.52	\$32.91	\$43.88	\$43.88	\$43.88
Level 1 - basic	\$26.40	\$26.40	\$29.85	\$34.44	\$45.92	\$45.92	\$45.92
Level 2 - intermediate	\$27.36	\$27.36	\$30.93	\$35.69	\$47.58	\$47.58	\$47.58
Level 3 - competent	\$28.14	\$28.14	\$31.81	\$36.71	\$48.94	\$48.94	\$48.94
Level 4 - advanced	\$29.92	\$29.92	\$33.83	\$39.03	\$52.04	\$52.04	\$52.04
Level 5 - advanced specialist	\$31.76	\$31.76	\$35.91	\$41.43	\$55.24	\$55.24	\$55.24
Level 6 - dual trade	\$33.25	\$33.25	\$37.58	\$43.37	\$57.82	\$57.82	\$57.82
Level 7 - dual trade instrument technician	\$34.52	\$34.52	\$39.03	\$45.03	\$60.04	\$60.04	\$60.04

Casual

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$27.43	\$38.40	\$49.37	\$49.37	\$60.34	\$30.72
Level 1 - basic	\$28.70	\$40.18	\$51.66	\$51.66	\$63.14	\$32.14
Level 2 - intermediate	\$29.74	\$41.63	\$53.53	\$53.53	\$65.42	\$33.31
Level 3 - competent	\$30.59	\$42.82	\$55.06	\$55.06	\$67.29	\$34.26
Level 4 - advanced	\$32.53	\$45.54	\$58.55	\$58.55	\$71.56	\$36.43
Level 5 - advanced specialist	\$34.53	\$48.34	\$62.15	\$62.15	\$75.96	\$38.67
Level 6 - dual trade	\$36.14	\$50.59	\$65.05	\$65.05	\$79.50	\$40.47
Level 7 - dual trade instrument technician	\$37.53	\$52.54	\$67.55	\$67.55	\$82.56	\$42.03

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$30.72	\$34.01	\$38.40	\$49.37	\$49.37	\$43.88
Level 1 - basic	\$32.14	\$35.59	\$40.18	\$51.66	\$51.66	\$45.92
Level 2 - intermediate	\$33.31	\$36.87	\$41.63	\$53.53	\$53.53	\$47.58
Level 3 - competent	\$34.26	\$37.93	\$42.82	\$55.06	\$55.06	\$48.94
Level 4 - advanced	\$36.43	\$40.33	\$45.54	\$58.55	\$58.55	\$52.04
Level 5 - advanced specialist	\$38.67	\$42.81	\$48.34	\$62.15	\$62.15	\$55.24
Level 6 - dual trade	\$40.47	\$44.81	\$50.59	\$65.05	\$65.05	\$57.82
Level 7 - dual trade instrument technician	\$42.03	\$46.53	\$52.54	\$67.55	\$67.55	\$60.04

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Entry level - introductory	\$638.35	\$16.80	\$25.20	\$33.60	\$33.60	\$42.00
Level 1 - basic	\$667.30	\$17.56	\$26.34	\$35.12	\$35.12	\$43.90
Level 2 - intermediate	\$691.00	\$18.19	\$27.29	\$36.38	\$36.38	\$45.48
Level 3 - competent	\$710.50	\$18.70	\$28.05	\$37.40	\$37.40	\$46.75
Level 4 - advanced	\$754.53	\$19.86	\$29.79	\$39.72	\$39.72	\$49.65

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$19.32	\$19.32	\$21.84	\$25.20	\$33.60	\$33.60	\$33.60
Level 1 - basic	\$20.19	\$20.19	\$22.83	\$26.34	\$35.12	\$35.12	\$35.12
Level 2 - intermediate	\$20.92	\$20.92	\$23.65	\$27.29	\$36.38	\$36.38	\$36.38
Level 3 - competent	\$21.51	\$21.51	\$24.31	\$28.05	\$37.40	\$37.40	\$37.40
Level 4 - advanced	\$22.84	\$22.84	\$25.82	\$29.79	\$39.72	\$39.72	\$39.72

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Entry level - introductory	\$716.49	\$18.86	\$28.29	\$37.72	\$37.72	\$47.15
Level 1 - basic	\$749.30	\$19.72	\$29.58	\$39.44	\$39.44	\$49.30
Level 2 - intermediate	\$776.16	\$20.43	\$30.65	\$40.86	\$40.86	\$51.08
Level 3 - competent	\$798.26	\$21.01	\$31.52	\$42.02	\$42.02	\$52.53
Level 4 - advanced	\$848.16	\$22.32	\$33.48	\$44.64	\$44.64	\$55.80

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$21.69	\$21.69	\$24.52	\$28.29	\$37.72	\$37.72	\$37.72
Level 1 - basic	\$22.68	\$22.68	\$25.64	\$29.58	\$39.44	\$39.44	\$39.44
Level 2 - intermediate	\$23.49	\$23.49	\$26.56	\$30.65	\$40.86	\$40.86	\$40.86
Level 3 - competent	\$24.16	\$24.16	\$27.31	\$31.52	\$42.02	\$42.02	\$42.02
Level 4 - advanced	\$25.67	\$25.67	\$29.02	\$33.48	\$44.64	\$44.64	\$44.64

Junior - Casual - 16 years and under

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$21.00	\$29.40	\$37.80	\$37.80	\$46.20	\$23.52
Level 1 - basic	\$21.95	\$30.73	\$39.51	\$39.51	\$48.29	\$24.58
Level 2 - intermediate	\$22.74	\$31.83	\$40.93	\$40.93	\$50.02	\$25.47
Level 3 - competent	\$23.38	\$32.73	\$42.08	\$42.08	\$51.43	\$26.18
Level 4 - advanced	\$24.83	\$34.76	\$44.69	\$44.69	\$54.62	\$27.80

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$23.52	\$26.04	\$29.40	\$37.80	\$37.80	\$33.60
Level 1 - basic	\$24.58	\$27.22	\$30.73	\$39.51	\$39.51	\$35.12
Level 2 - intermediate	\$25.47	\$28.19	\$31.83	\$40.93	\$40.93	\$36.38
Level 3 - competent	\$26.18	\$28.99	\$32.73	\$42.08	\$42.08	\$37.40
Level 4 - advanced	\$27.80	\$30.78	\$34.76	\$44.69	\$44.69	\$39.72

Junior - Casual - 17 years

Table 1 of 2

Classification	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday	Afternoon shift - Monday to Friday
Entry level - introductory	\$23.58	\$33.01	\$42.44	\$42.44	\$51.87	\$26.40
Level 1 - basic	\$24.65	\$34.51	\$44.37	\$44.37	\$54.23	\$27.61
Level 2 - intermediate	\$25.54	\$35.75	\$45.97	\$45.97	\$56.18	\$28.60
Level 3 - competent	\$26.26	\$36.77	\$47.27	\$47.27	\$57.78	\$29.41
Level 4 - advanced	\$27.90	\$39.06	\$50.22	\$50.22	\$61.38	\$31.25

Table 2 of 2

Classification	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Entry level - introductory	\$26.40	\$29.23	\$33.01	\$42.44	\$42.44	\$37.72
Level 1 - basic	\$27.61	\$30.57	\$34.51	\$44.37	\$44.37	\$39.44
Level 2 - intermediate	\$28.60	\$31.67	\$35.75	\$45.97	\$45.97	\$40.86
Level 3 - competent	\$29.41	\$32.57	\$36.77	\$47.27	\$47.27	\$42.02
Level 4 - advanced	\$31.25	\$34.60	\$39.06	\$50.22	\$50.22	\$44.64

Apprentice - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$447.22	\$11.77	\$17.66	\$23.54	\$23.54	\$29.43
Apprentice - 2nd year	\$534.98	\$14.08	\$21.12	\$28.16	\$28.16	\$35.20
Apprentice - 3rd year	\$710.50	\$18.70	\$28.05	\$37.40	\$37.40	\$46.75
Apprentice - 4th year	\$824.59	\$21.70	\$32.55	\$43.40	\$43.40	\$54.25

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$13.54	\$13.54	\$15.30	\$17.66	\$23.54	\$23.54	\$23.54
Apprentice - 2nd year	\$16.19	\$16.19	\$18.30	\$21.12	\$28.16	\$28.16	\$28.16
Apprentice - 3rd year	\$21.51	\$21.51	\$24.31	\$28.05	\$37.40	\$37.40	\$37.40
Apprentice - 4th year	\$24.96	\$24.96	\$28.21	\$32.55	\$43.40	\$43.40	\$43.40

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$491.10	\$12.93	\$19.40	\$25.86	\$25.86	\$32.33
Apprentice - 2nd year	\$578.86	\$15.24	\$22.86	\$30.48	\$30.48	\$38.10
Apprentice - 3rd year	\$710.50	\$18.70	\$28.05	\$37.40	\$37.40	\$46.75
Apprentice - 4th year	\$824.59	\$21.70	\$32.55	\$43.40	\$43.40	\$54.25

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$14.87	\$14.87	\$16.81	\$19.40	\$25.86	\$25.86	\$25.86
Apprentice - 2nd year	\$17.53	\$17.53	\$19.81	\$22.86	\$30.48	\$30.48	\$30.48
Apprentice - 3rd year	\$21.51	\$21.51	\$24.31	\$28.05	\$37.40	\$37.40	\$37.40
Apprentice - 4th year	\$24.96	\$24.96	\$28.21	\$32.55	\$43.40	\$43.40	\$43.40

Apprentice - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$534.98	\$14.08	\$21.12	\$28.16	\$28.16	\$35.20
Apprentice - 2nd year	\$622.74	\$16.39	\$24.59	\$32.78	\$32.78	\$40.98
Apprentice - 3rd year	\$710.50	\$18.70	\$28.05	\$37.40	\$37.40	\$46.75
Apprentice - 4th year	\$824.59	\$21.70	\$32.55	\$43.40	\$43.40	\$54.25

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$16.19	\$16.19	\$18.30	\$21.12	\$28.16	\$28.16	\$28.16
Apprentice - 2nd year	\$18.85	\$18.85	\$21.31	\$24.59	\$32.78	\$32.78	\$32.78
Apprentice - 3rd year	\$21.51	\$21.51	\$24.31	\$28.05	\$37.40	\$37.40	\$37.40
Apprentice - 4th year	\$24.96	\$24.96	\$28.21	\$32.55	\$43.40	\$43.40	\$43.40

Adult apprentice - Started after 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday - 6am to 6pm - first 2 hours	Saturday 6am to 6pm - after 2 hours	Sunday - 6am to 6pm	Public holiday
Apprentice - 1st year	\$754.38	\$19.86	\$29.79	\$39.72	\$39.72	\$49.65
Apprentice - 2nd year	\$833.70	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85
Apprentice - 3rd year	\$833.70	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85
Apprentice - 4th year	\$833.70	\$21.94	\$32.91	\$43.88	\$43.88	\$54.85

Table 2 of 2

Classification	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Permanent night shift - Monday to Friday	Overtime - Monday to Saturday - first 2 hours - day work and non-continuous shiftwork	Overtime - Monday to Saturday - after 2 hours - day work and non-continuous shiftwork	Overtime - Sunday - day work and non-continuous shiftwork	Overtime - continuous shiftwork
Apprentice - 1st year	\$22.84	\$22.84	\$25.82	\$29.79	\$39.72	\$39.72	\$39.72
Apprentice - 2nd year	\$25.23	\$25.23	\$28.52	\$32.91	\$43.88	\$43.88	\$43.88
Apprentice - 3rd year	\$25.23	\$25.23	\$28.52	\$32.91	\$43.88	\$43.88	\$43.88
Apprentice - 4th year	\$25.23	\$25.23	\$28.52	\$32.91	\$43.88	\$43.88	\$43.88

Allowances

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

Allowances	Rate
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
* Electrical licence allowance	\$0.67 per hour
* Industry allowance (already included in the rate tables above)	\$1.38 per hour
Leading hand allowance - in charge of 3-10 employees	\$0.66 per hour up to a maximum of \$24.92 per week
Leading hand allowance - in charge of 11-20 employees	\$1.04 per hour up to a maximum of \$39.40 per week
Leading hand allowance - in charge of more than 20 employees	\$1.31 per hour up to a maximum of \$49.85 per week
Living away from home allowance - remote work	\$52.66 each day or part of the day the employee is living away
Meal allowance	\$17.29 after each 4 hours of overtime worked
Remote work - transport reimbursement	reimbursement for the cost of return transport between the assembly point and the workplace
Remote work allowance - travel time in excess of 4 hours	payment at the minimum hourly rate for the period in excess of 4 hours up to a maximum of 12 hours in respect of any journey
Remote work - termination of employment - transport reimbursement	reimbursement for the cost of transport from the workplace to the designated assembly point
Stand-by - away from home	reimbursement for the cost of board and accommodation
Tool allowance	\$0.42 per hour up to a maximum of \$15.96 per week

Disclaimer

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

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