

## Pay Guide - Journalists Published Media Award

[MA000067]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 November 2020.

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

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# Rates of pay

## Adult

### Magazine or wire service - Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday - starts between 6am and 7am	Saturday and Sunday - shift finishes between 6pm and 8.30pm	Saturday and Sunday - starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am
Cadet 1st year	N/A	\$15.12	\$18.14	\$18.14	\$19.28	\$37.80	\$16.63
Cadet 2nd year	N/A	\$18.90	\$22.68	\$22.68	\$24.10	\$47.25	\$20.79
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$27.22	\$27.22	\$28.92	\$56.70	\$24.95
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$30.24	\$30.24	\$32.13	\$63.00	\$27.72
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$31.09	\$31.09	\$33.04	\$64.78	\$28.50
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$32.42	\$32.42	\$34.45	\$67.55	\$29.72
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$33.29	\$33.29	\$35.37	\$69.35	\$30.51
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$34.16	\$34.16	\$36.30	\$71.18	\$31.32
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$35.92	\$35.92	\$38.16	\$74.83	\$32.92
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$37.48	\$37.48	\$39.82	\$78.08	\$34.35
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$39.23	\$39.23	\$41.68	\$81.73	\$35.96
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$41.40	\$41.40	\$43.85	\$87.15	\$38.13
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$43.58	\$43.58	\$46.03	\$92.60	\$40.31
Editorial employee band 3 - level 11	\$1,449.10	\$38.13	\$44.67	\$44.67	\$47.12	\$95.33	\$41.40
Editorial employee band 3 - level 12	\$1,628.30	\$42.85	N/A	N/A	N/A	\$107.13	N/A
Editorial employee band 3 - level 13	\$1,821.20	\$47.93	N/A	N/A	N/A	\$119.83	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.63	\$17.77	\$22.68	\$30.24	\$22.68	\$30.24
Cadet 2nd year	\$20.79	\$22.21	\$28.35	\$37.80	\$28.35	\$37.80
Cadet 3rd year / Graduate cadet	\$24.95	\$26.65	\$34.02	\$45.36	\$34.02	\$45.36
Editorial employee band 1 - level 1	\$27.72	\$29.61	\$37.80	\$50.40	\$37.80	\$50.40
Editorial employee band 1 - level 2	\$28.50	\$30.44	\$38.87	\$51.82	\$38.87	\$51.82
Editorial employee band 1 - level 3	\$29.72	\$31.75	\$40.53	\$54.04	\$40.53	\$54.04
Editorial employee band 1 - level 4	\$30.51	\$32.59	\$41.61	\$55.48	\$41.61	\$55.48
Editorial employee band 1 - level 5	\$31.32	\$33.45	\$42.71	\$56.94	\$42.71	\$56.94
Editorial employee band 1 - level 6	\$32.92	\$35.17	\$44.90	\$59.86	\$44.90	\$59.86
Editorial employee band 1 - level 7	\$34.35	\$36.70	\$46.85	\$62.46	\$46.85	\$62.46
Editorial employee band 2 - level 8	\$35.96	\$38.41	\$49.04	\$65.38	\$49.04	\$65.38
Editorial employee band 2 - level 9	\$38.13	\$40.58	\$52.29	\$69.72	\$52.29	\$69.72
Editorial employee band 2 - level 10	\$40.31	\$42.76	\$55.56	\$74.08	\$55.56	\$74.08
Editorial employee band 3 - level 11	\$41.40	\$43.85	\$57.20	\$76.26	\$57.20	\$76.26
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - working on a day off</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$22.68	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$28.35	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$34.02	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$37.80	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$38.87	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$40.53	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$41.61	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$42.71	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$44.90	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$46.85	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$49.04	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	\$52.29	\$69.72	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	\$74.08	\$55.56	\$74.08	\$55.56	\$74.08	\$55.56
Editorial employee band 3 - level 11	\$76.26	\$57.20	\$76.26	\$57.20	\$76.26	\$57.20
Editorial employee band 3 - level 12	\$85.70	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$95.86	N/A	N/A	N/A	N/A	N/A

## Country non-daily newspaper - Full-time & part-time

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday and Sunday - starts between 6am and 7am or finishes between 6pm and 8.30pm	Saturday and Sunday - starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am
Cadet 1st year	N/A	\$15.12	\$16.63	\$17.39	\$37.80	\$16.63
Cadet 2nd year	N/A	\$18.90	\$20.79	\$21.74	\$47.25	\$20.79
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$24.95	\$26.08	\$56.70	\$24.95
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$27.72	\$28.98	\$63.00	\$27.72
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$28.50	\$29.80	\$64.78	\$28.50
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$29.72	\$31.07	\$67.55	\$29.72
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$30.51	\$31.90	\$69.35	\$30.51
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$31.32	\$32.74	\$71.18	\$31.32
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$32.92	\$34.42	\$74.83	\$32.92
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$34.22	\$35.72	\$78.08	\$34.22
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$35.68	\$37.18	\$81.73	\$35.68
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	N/A	N/A	\$87.15	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.63	\$17.39	\$22.68	\$30.24	\$22.68	\$30.24
Cadet 2nd year	\$20.79	\$21.74	\$28.35	\$37.80	\$28.35	\$37.80
Cadet 3rd year / Graduate cadet	\$24.95	\$26.08	\$34.02	\$45.36	\$34.02	\$45.36
Editorial employee band 1 - level 1	\$27.72	\$28.98	\$37.80	\$50.40	\$37.80	\$50.40
Editorial employee band 1 - level 2	\$28.50	\$29.80	\$38.87	\$51.82	\$38.87	\$51.82
Editorial employee band 1 - level 3	\$29.72	\$31.07	\$40.53	\$54.04	\$40.53	\$54.04
Editorial employee band 1 - level 4	\$30.51	\$31.90	\$41.61	\$55.48	\$41.61	\$55.48
Editorial employee band 1 - level 5	\$31.32	\$32.74	\$42.71	\$56.94	\$42.71	\$56.94
Editorial employee band 1 - level 6	\$32.92	\$34.42	\$44.90	\$59.86	\$44.90	\$59.86
Editorial employee band 1 - level 7	\$34.22	\$35.72	\$46.85	\$62.46	\$46.85	\$62.46
Editorial employee band 2 - level 8	\$35.68	\$37.18	\$49.04	\$65.38	\$49.04	\$65.38
Editorial employee band 2 - level 9	N/A	N/A	N/A	N/A	N/A	N/A

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<b>Classification</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	N/A	N/A	N/A

## Metropolitan daily newspaper - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend-starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am
Cadet 1st year	N/A	\$15.12	\$18.14	\$18.14	\$19.28	\$37.80	\$16.63
Cadet 2nd year	N/A	\$18.90	\$22.68	\$22.68	\$24.10	\$47.25	\$20.79
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$27.22	\$27.22	\$28.92	\$56.70	\$24.95
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$30.24	\$30.24	\$32.13	\$63.00	\$27.72
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$31.09	\$31.09	\$33.04	\$64.78	\$28.50
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$32.42	\$32.42	\$34.45	\$67.55	\$29.72
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$33.29	\$33.29	\$35.37	\$69.35	\$30.51
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$34.16	\$34.16	\$36.30	\$71.18	\$31.32
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$35.92	\$35.92	\$38.16	\$74.83	\$32.92
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$37.48	\$37.48	\$39.82	\$78.08	\$34.35
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$39.23	\$39.23	\$41.68	\$81.73	\$35.96
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$41.40	\$41.40	\$43.85	\$87.15	\$38.13
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$43.58	\$43.58	\$46.03	\$92.60	\$40.31
Editorial employee band 3 - level 11	\$1,449.10	\$38.13	\$44.67	\$44.67	\$47.12	\$95.33	\$41.40
Editorial employee band 3 - level 12	\$1,628.30	\$42.85	N/A	N/A	N/A	\$107.13	N/A
Editorial employee band 3 - level 13	\$1,821.20	\$47.93	N/A	N/A	N/A	\$119.83	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.63	\$17.77	\$22.68	\$30.24	\$22.68	\$30.24
Cadet 2nd year	\$20.79	\$22.21	\$28.35	\$37.80	\$28.35	\$37.80
Cadet 3rd year / Graduate cadet	\$24.95	\$26.65	\$34.02	\$45.36	\$34.02	\$45.36
Editorial employee band 1 - level 1	\$27.72	\$29.61	\$37.80	\$50.40	\$37.80	\$50.40
Editorial employee band 1 - level 2	\$28.50	\$30.44	\$38.87	\$51.82	\$38.87	\$51.82
Editorial employee band 1 - level 3	\$29.72	\$31.75	\$40.53	\$54.04	\$40.53	\$54.04
Editorial employee band 1 - level 4	\$30.51	\$32.59	\$41.61	\$55.48	\$41.61	\$55.48
Editorial employee band 1 - level 5	\$31.32	\$33.45	\$42.71	\$56.94	\$42.71	\$56.94
Editorial employee band 1 - level 6	\$32.92	\$35.17	\$44.90	\$59.86	\$44.90	\$59.86
Editorial employee band 1 - level 7	\$34.35	\$36.70	\$46.85	\$62.46	\$46.85	\$62.46
Editorial employee band 2 - level 8	\$35.96	\$38.41	\$49.04	\$65.38	\$49.04	\$65.38
Editorial employee band 2 - level 9	\$38.13	\$40.58	\$52.29	\$69.72	\$52.29	\$69.72
Editorial employee band 2 - level 10	\$40.31	\$42.76	\$55.56	\$74.08	\$55.56	\$74.08
Editorial employee band 3 - level 11	\$41.40	\$43.85	\$57.20	\$76.26	\$57.20	\$76.26
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	N/A	N/A



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<b>Classification</b>	<b>Overtime - working on a day off</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$22.68	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$28.35	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$34.02	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$37.80	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$38.87	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$40.53	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$41.61	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$42.71	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$44.90	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$46.85	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$49.04	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	\$52.29	\$69.72	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	\$74.08	\$55.56	\$74.08	\$55.56	\$74.08	\$55.56
Editorial employee band 3 - level 11	\$76.26	\$57.20	\$76.26	\$57.20	\$76.26	\$57.20
Editorial employee band 3 - level 12	\$85.70	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$95.86	N/A	N/A	N/A	N/A	N/A

## Regional daily newspaper - Full-time & part-time

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend- starts after 8.30pm or finishes before 6am	Public holiday
Cadet 1st year	N/A	\$15.12	\$18.14	\$18.14	\$18.90	\$37.80
Cadet 2nd year	N/A	\$18.90	\$22.68	\$22.68	\$23.63	\$47.25
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$27.22	\$27.22	\$28.35	\$56.70
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$30.24	\$30.24	\$31.50	\$63.00
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$31.09	\$31.09	\$32.39	\$64.78
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$32.42	\$32.42	\$33.78	\$67.55
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$33.29	\$33.29	\$34.68	\$69.35
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$34.16	\$34.16	\$35.59	\$71.18
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$35.92	\$35.92	\$37.41	\$74.83
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$37.48	\$37.48	\$39.04	\$78.08
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$39.23	\$39.23	\$40.86	\$81.73
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$41.40	\$41.40	\$43.03	\$87.15
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$43.58	\$43.58	\$45.21	\$92.60

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - starts between 6am and 7am</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.63	\$16.63	\$17.39	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$20.79	\$20.79	\$21.74	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$24.95	\$24.95	\$26.08	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$27.72	\$27.72	\$28.98	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$28.50	\$28.50	\$29.80	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$29.72	\$29.72	\$31.07	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$30.51	\$30.51	\$31.90	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$31.32	\$31.32	\$32.74	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$32.92	\$32.92	\$34.42	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$34.35	\$34.35	\$35.91	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$35.96	\$35.96	\$37.59	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$38.13	\$38.13	\$39.76	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	\$40.31	\$40.31	\$41.94	\$55.56	\$74.08	\$55.56

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	\$69.72	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	\$74.08	\$74.08	\$55.56	\$74.08	\$55.56

## Specialist publications - Full-time & part-time

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - first 8 hours	Overtime - after 8 hours in a week
Cadet 1st year	N/A	\$15.12	\$37.80	\$22.68	\$30.24
Cadet 2nd year	N/A	\$18.90	\$47.25	\$28.35	\$37.80
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$56.70	\$34.02	\$45.36
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$63.00	\$37.80	\$50.40
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$64.78	\$38.87	\$51.82
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$67.55	\$40.53	\$54.04
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$69.35	\$41.61	\$55.48
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$71.18	\$42.71	\$56.94
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$74.83	\$44.90	\$59.86
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$78.08	\$46.85	\$62.46
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$81.73	\$49.04	\$65.38
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$87.15	\$52.29	\$69.72
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$92.60	\$55.56	\$74.08

## Suburban newspaper - Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend- starts after 8.30pm or finishes before 6am	Public holiday
Cadet 1st year	N/A	\$15.12	\$18.14	\$18.14	\$19.28	\$37.80
Cadet 2nd year	N/A	\$18.90	\$22.68	\$22.68	\$24.10	\$47.25
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$27.22	\$27.22	\$28.92	\$56.70
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$30.24	\$30.24	\$32.13	\$63.00
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$31.09	\$31.09	\$33.04	\$64.78
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$32.42	\$32.42	\$34.45	\$67.55
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$33.14	\$33.14	\$35.17	\$69.35
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$33.87	\$33.87	\$35.90	\$71.18
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$35.33	\$35.33	\$37.36	\$74.83
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$36.63	\$36.63	\$38.66	\$78.08
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$38.09	\$38.09	\$40.12	\$81.73
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$40.26	\$40.26	\$42.29	\$87.15
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	N/A	N/A	N/A	\$92.60

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - starts between 6am and 7am</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours (full-time only)</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>
Cadet 1st year	\$16.63	\$16.63	\$17.77	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$20.79	\$20.79	\$22.21	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$24.95	\$24.95	\$26.65	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$27.72	\$27.72	\$29.61	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$28.50	\$28.50	\$30.44	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$29.72	\$29.72	\$31.75	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$30.44	\$30.44	\$32.47	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$31.17	\$31.17	\$33.20	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$32.63	\$32.63	\$34.66	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$33.93	\$33.93	\$35.96	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$35.39	\$35.39	\$37.42	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$37.56	\$37.56	\$39.59	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	N/A	N/A	N/A	N/A	N/A	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	\$69.72	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	N/A	\$74.08	N/A	N/A	N/A

## Online publications - Full-time & part-time

These rates don't apply for online publications associated with print publications.

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Not given two days off
Cadet 1st year	N/A	\$15.12	\$37.80	\$30.24
Cadet 2nd year	N/A	\$18.90	\$47.25	\$37.80
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$56.70	\$45.36
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$63.00	\$50.40
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$64.78	\$51.82
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$67.55	\$54.04
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$69.35	\$55.48
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$71.18	\$56.94
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$74.83	\$59.86
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$78.08	\$62.46
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$81.73	\$65.38
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$87.15	\$69.72
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$92.60	\$74.08
Editorial employee band 3 - level 11	\$1,449.10	\$38.13	\$95.33	\$76.26
Editorial employee band 3 - level 12	\$1,628.30	\$42.85	\$107.13	\$85.70
Editorial employee band 3 - level 13	\$1,821.20	\$47.93	\$119.83	\$95.86

## Other publications - Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm	Overtime - first 2 hours (full-time only)
Cadet 1st year	N/A	\$15.12	\$18.14	\$18.14	\$37.80	\$16.63	\$16.63	\$22.68
Cadet 2nd year	N/A	\$18.90	\$22.68	\$22.68	\$47.25	\$20.79	\$20.79	\$28.35
Cadet 3rd year / Graduate cadet	N/A	\$22.68	\$27.22	\$27.22	\$56.70	\$24.95	\$24.95	\$34.02
Editorial employee band 1 - level 1	\$957.60	\$25.20	\$30.24	\$30.24	\$63.00	\$27.72	\$27.72	\$37.80
Editorial employee band 1 - level 2	\$984.40	\$25.91	\$31.09	\$31.09	\$64.78	\$28.50	\$28.50	\$38.87
Editorial employee band 1 - level 3	\$1,026.70	\$27.02	\$32.42	\$32.42	\$67.55	\$29.72	\$29.72	\$40.53
Editorial employee band 1 - level 4	\$1,054.20	\$27.74	\$33.29	\$33.29	\$69.35	\$30.51	\$30.51	\$41.61
Editorial employee band 1 - level 5	\$1,081.70	\$28.47	\$34.16	\$34.16	\$71.18	\$31.32	\$31.32	\$42.71
Editorial employee band 1 - level 6	\$1,137.20	\$29.93	\$35.92	\$35.92	\$74.83	\$32.92	\$32.92	\$44.90
Editorial employee band 1 - level 7	\$1,186.80	\$31.23	\$37.22	\$37.22	\$78.08	\$34.22	\$34.22	\$46.85
Editorial employee band 2 - level 8	\$1,242.20	\$32.69	\$38.68	\$38.68	\$81.73	\$35.68	\$35.68	\$49.04
Editorial employee band 2 - level 9	\$1,324.70	\$34.86	\$40.85	\$40.85	\$87.15	\$37.85	\$37.85	\$52.29
Editorial employee band 2 - level 10	\$1,407.50	\$37.04	\$43.03	\$43.03	\$92.60	\$40.03	\$40.03	\$55.56
Editorial employee band 3 - level 11	\$1,449.10	\$38.13	\$44.12	\$44.12	\$95.33	\$41.12	\$41.12	\$57.20
Editorial employee band 3 - level 12	\$1,628.30	\$42.85	N/A	N/A	\$107.13	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$1,821.20	\$47.93	N/A	N/A	\$119.83	N/A	N/A	N/A



**Table 2 of 2**

<b>Classification</b>	<b>Overtime - after 2 hours (full-time only)</b>	<b>Overtime - first 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - after 3 hours - in excess of agreed hours (part-time only)</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Cadet 1st year	\$30.24	\$22.68	\$30.24	\$30.24	\$22.68	\$30.24	\$22.68
Cadet 2nd year	\$37.80	\$28.35	\$37.80	\$37.80	\$28.35	\$37.80	\$28.35
Cadet 3rd year / Graduate cadet	\$45.36	\$34.02	\$45.36	\$45.36	\$34.02	\$45.36	\$34.02
Editorial employee band 1 - level 1	\$50.40	\$37.80	\$50.40	\$50.40	\$37.80	\$50.40	\$37.80
Editorial employee band 1 - level 2	\$51.82	\$38.87	\$51.82	\$51.82	\$38.87	\$51.82	\$38.87
Editorial employee band 1 - level 3	\$54.04	\$40.53	\$54.04	\$54.04	\$40.53	\$54.04	\$40.53
Editorial employee band 1 - level 4	\$55.48	\$41.61	\$55.48	\$55.48	\$41.61	\$55.48	\$41.61
Editorial employee band 1 - level 5	\$56.94	\$42.71	\$56.94	\$56.94	\$42.71	\$56.94	\$42.71
Editorial employee band 1 - level 6	\$59.86	\$44.90	\$59.86	\$59.86	\$44.90	\$59.86	\$44.90
Editorial employee band 1 - level 7	\$62.46	\$46.85	\$62.46	\$62.46	\$46.85	\$62.46	\$46.85
Editorial employee band 2 - level 8	\$65.38	\$49.04	\$65.38	\$65.38	\$49.04	\$65.38	\$49.04
Editorial employee band 2 - level 9	\$69.72	\$52.29	\$69.72	\$69.72	\$52.29	\$69.72	\$52.29
Editorial employee band 2 - level 10	\$74.08	\$55.56	\$74.08	\$74.08	\$55.56	\$74.08	\$55.56
Editorial employee band 3 - level 11	\$76.26	\$57.20	\$76.26	\$76.26	\$57.20	\$76.26	\$57.20
Editorial employee band 3 - level 12	N/A	N/A	N/A	\$85.70	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	\$95.86	N/A	N/A	N/A

## Magazine or wire service - Casual

Table 1 of 3

Classification	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend- starts after 8.30pm or finishes before 6am	Shiftwork Monday to Friday – starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$31.50	\$36.54	\$36.54	\$38.43	\$34.02	\$34.02
Editorial employee band 1 - level 2	\$32.39	\$37.57	\$37.57	\$39.52	\$34.98	\$34.98
Editorial employee band 1 - level 3	\$33.78	\$39.18	\$39.18	\$41.21	\$36.48	\$36.48
Editorial employee band 1 - level 4	\$34.68	\$40.23	\$40.23	\$42.31	\$37.45	\$37.45
Editorial employee band 1 - level 5	\$35.59	\$41.28	\$41.28	\$43.42	\$38.44	\$38.44
Editorial employee band 1 - level 6	\$37.41	\$43.40	\$43.40	\$45.64	\$40.40	\$40.40
Editorial employee band 1 - level 7	\$39.04	\$45.29	\$45.29	\$47.63	\$42.16	\$42.16
Editorial employee band 2 - level 8	\$40.86	\$47.40	\$47.40	\$49.85	\$44.13	\$44.13
Editorial employee band 2 - level 9	\$43.58	\$50.12	\$50.12	\$52.57	\$46.85	\$46.85
Editorial employee band 2 - level 10	\$46.30	\$52.84	\$52.84	\$55.29	\$49.57	\$49.57
Editorial employee band 3 - level 11	\$47.66	\$54.20	\$54.20	\$56.65	\$50.93	\$50.93
Editorial employee band 3 - level 12	\$53.56	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	\$59.91	N/A	N/A	N/A	N/A	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Public holiday</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Overtime - distant engagement - first 8 hours</b>
Editorial employee band 1 - level 1	\$35.91	\$69.30	\$44.10	\$56.70	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$36.92	\$71.25	\$45.34	\$58.30	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$38.51	\$74.31	\$47.29	\$60.80	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$39.53	\$76.29	\$48.55	\$62.42	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$40.57	\$78.29	\$49.82	\$64.06	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$42.65	\$82.31	\$52.38	\$67.34	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$44.51	\$85.88	\$54.65	\$70.27	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$46.58	\$89.90	\$57.21	\$73.55	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$49.30	\$95.87	\$61.01	\$78.44	\$78.44	\$61.01
Editorial employee band 2 - level 10	\$52.02	\$101.86	\$64.82	\$83.34	\$83.34	\$64.82
Editorial employee band 3 - level 11	\$53.38	\$104.86	\$66.73	\$85.79	\$85.79	\$66.73
Editorial employee band 3 - level 12	N/A	\$117.84	N/A	N/A	\$96.41	N/A
Editorial employee band 3 - level 13	N/A	\$131.81	N/A	N/A	\$107.84	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$78.44	\$61.01	\$78.44	\$61.01
Editorial employee band 2 - level 10	\$83.34	\$64.82	\$83.34	\$64.82
Editorial employee band 3 - level 11	\$85.79	\$66.73	\$85.79	\$66.73
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A

## Country non-daily newspaper – Casual

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

Table 1 of 2

Classification	Hourly pay rate	Weekend - starts between 6am and 7am or finishes between 6pm and 8.30pm	Weekend - starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm	Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am
Editorial employee band 1 - level 1	\$31.50	\$34.02	\$35.28	\$69.30	\$34.02	\$34.02	\$35.28
Editorial employee band 1 - level 2	\$32.39	\$34.98	\$36.28	\$71.25	\$34.98	\$34.98	\$36.28
Editorial employee band 1 - level 3	\$33.78	\$36.48	\$37.83	\$74.31	\$36.48	\$36.48	\$37.83
Editorial employee band 1 - level 4	\$34.68	\$37.45	\$38.84	\$76.29	\$37.45	\$37.45	\$38.84
Editorial employee band 1 - level 5	\$35.59	\$38.44	\$39.86	\$78.29	\$38.44	\$38.44	\$39.86
Editorial employee band 1 - level 6	\$37.41	\$40.40	\$41.90	\$82.31	\$40.40	\$40.40	\$41.90
Editorial employee band 1 - level 7	\$39.04	\$42.03	\$43.53	\$85.88	\$42.03	\$42.03	\$43.53
Editorial employee band 2 - level 8	\$40.86	\$43.85	\$45.35	\$89.90	\$43.85	\$43.85	\$45.35
Editorial employee band 2 - level 9	\$43.58	N/A	N/A	\$95.87	N/A	N/A	N/A

Table 2 of 2

Classification	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - working on a day off	Less than 12 hour break after distant engagement	Less than 8 hour break between shifts	Break of more than 8 hours but less than 11 hours between shifts
Editorial employee band 1 - level 1	\$44.10	\$56.70	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$45.34	\$58.30	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$47.29	\$60.80	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$48.55	\$62.42	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$49.82	\$64.06	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$52.38	\$67.34	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$54.65	\$70.27	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$57.21	\$73.55	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	N/A	N/A	\$78.44	N/A	N/A	N/A

## Metropolitan daily newspaper – Casual

Table 1 of 3

Classification	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend- starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am
Editorial employee band 1 - level 1	\$31.50	\$36.54	\$36.54	\$38.43	\$69.30	\$34.02
Editorial employee band 1 - level 2	\$32.39	\$37.57	\$37.57	\$39.52	\$71.25	\$34.98
Editorial employee band 1 - level 3	\$33.78	\$39.18	\$39.18	\$41.21	\$74.31	\$36.48
Editorial employee band 1 - level 4	\$34.68	\$40.23	\$40.23	\$42.31	\$76.29	\$37.45
Editorial employee band 1 - level 5	\$35.59	\$41.28	\$41.28	\$43.42	\$78.29	\$38.44
Editorial employee band 1 - level 6	\$37.41	\$43.40	\$43.40	\$45.64	\$82.31	\$40.40
Editorial employee band 1 - level 7	\$39.04	\$45.29	\$45.29	\$47.63	\$85.88	\$42.16
Editorial employee band 2 - level 8	\$40.86	\$47.40	\$47.40	\$49.85	\$89.90	\$44.13
Editorial employee band 2 - level 9	\$43.58	\$50.12	\$50.12	\$52.57	\$95.87	\$46.85
Editorial employee band 2 - level 10	\$46.30	\$52.84	\$52.84	\$55.29	\$101.86	\$49.57
Editorial employee band 3 - level 11	\$47.66	\$54.20	\$54.20	\$56.65	\$104.86	\$50.93
Editorial employee band 3 - level 12	\$53.56	N/A	N/A	N/A	\$117.84	N/A
Editorial employee band 3 - level 13	\$59.91	N/A	N/A	N/A	\$131.81	N/A

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork Monday to Friday - finishes between 6pm and 8.30pm</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>
Editorial employee band 1 - level 1	\$34.02	\$35.91	\$44.10	\$56.70	\$56.70
Editorial employee band 1 - level 2	\$34.98	\$36.92	\$45.34	\$58.30	\$58.30
Editorial employee band 1 - level 3	\$36.48	\$38.51	\$47.29	\$60.80	\$60.80
Editorial employee band 1 - level 4	\$37.45	\$39.53	\$48.55	\$62.42	\$62.42
Editorial employee band 1 - level 5	\$38.44	\$40.57	\$49.82	\$64.06	\$64.06
Editorial employee band 1 - level 6	\$40.40	\$42.65	\$52.38	\$67.34	\$67.34
Editorial employee band 1 - level 7	\$42.16	\$44.51	\$54.65	\$70.27	\$70.27
Editorial employee band 2 - level 8	\$44.13	\$46.58	\$57.21	\$73.55	\$73.55
Editorial employee band 2 - level 9	\$46.85	\$49.30	\$61.01	\$78.44	\$78.44
Editorial employee band 2 - level 10	\$49.57	\$52.02	\$64.82	\$83.34	\$83.34
Editorial employee band 3 - level 11	\$50.93	\$53.38	\$66.73	\$85.79	\$85.79
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	\$96.41
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	\$107.84

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - distant engagement - first 8 hours</b>	<b>Overtime - distant engagement - after 8 hours</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$44.10	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$45.34	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$47.29	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$48.55	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$49.82	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$52.38	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$54.65	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$57.21	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$61.01	\$78.44	\$61.01	\$78.44	\$61.01
Editorial employee band 2 - level 10	\$64.82	\$83.34	\$64.82	\$83.34	\$64.82
Editorial employee band 3 - level 11	\$66.73	\$85.79	\$66.73	\$85.79	\$66.73
Editorial employee band 3 - level 12	N/A	N/A	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	N/A	N/A	N/A

## Regional daily newspaper - Casual

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

Table 1 of 2

Classification	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend-starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$31.50	\$36.54	\$36.54	\$37.80	\$69.30	\$34.02	\$34.02
Editorial employee band 1 - level 2	\$32.39	\$37.57	\$37.57	\$38.87	\$71.25	\$34.98	\$34.98
Editorial employee band 1 - level 3	\$33.78	\$39.18	\$39.18	\$40.54	\$74.31	\$36.48	\$36.48
Editorial employee band 1 - level 4	\$34.68	\$40.23	\$40.23	\$41.62	\$76.29	\$37.45	\$37.45
Editorial employee band 1 - level 5	\$35.59	\$41.28	\$41.28	\$42.71	\$78.29	\$38.44	\$38.44
Editorial employee band 1 - level 6	\$37.41	\$43.40	\$43.40	\$44.89	\$82.31	\$40.40	\$40.40
Editorial employee band 1 - level 7	\$39.04	\$45.29	\$45.29	\$46.85	\$85.88	\$42.16	\$42.16
Editorial employee band 2 - level 8	\$40.86	\$47.40	\$47.40	\$49.03	\$89.90	\$44.13	\$44.13
Editorial employee band 2 - level 9	\$43.58	\$50.12	\$50.12	\$51.75	\$95.87	\$46.85	\$46.85
Editorial employee band 2 - level 10	\$46.30	\$52.84	\$52.84	\$54.47	\$101.86	\$49.57	\$49.57



**Table 2 of 2**

<b>Classification</b>	<b>Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$35.28	\$44.10	\$56.70	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$36.28	\$45.34	\$58.30	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$37.83	\$47.29	\$60.80	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$38.84	\$48.55	\$62.42	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$39.86	\$49.82	\$64.06	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$41.90	\$52.38	\$67.34	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$43.72	\$54.65	\$70.27	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$45.76	\$57.21	\$73.55	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$48.48	\$61.01	\$78.44	\$78.44	\$61.01	\$78.44	\$61.01
Editorial employee band 2 - level 10	\$51.20	\$64.82	\$83.34	\$83.34	\$64.82	\$83.34	\$64.82

## Specialist publications – Casual

A specialist publication is a publication that employs 20 or fewer editorial employees, not including a regional daily newspaper, country non-daily newspaper, suburban or metropolitan daily newspaper.

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>
Editorial employee band 1 - level 1	\$31.50	\$69.30
Editorial employee band 1 - level 2	\$32.39	\$71.25
Editorial employee band 1 - level 3	\$33.78	\$74.31
Editorial employee band 1 - level 4	\$34.68	\$76.29
Editorial employee band 1 - level 5	\$35.59	\$78.29
Editorial employee band 1 - level 6	\$37.41	\$82.31
Editorial employee band 1 - level 7	\$39.04	\$85.88
Editorial employee band 2 - level 8	\$40.86	\$89.90
Editorial employee band 2 - level 9	\$43.58	\$95.87
Editorial employee band 2 - level 10	\$46.30	\$101.86

## Suburban newspaper - Casual

Table 1 of 2

Classification	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Weekend- starts after 8.30pm or finishes before 6am	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$31.50	\$36.54	\$36.54	\$38.43	\$69.30	\$34.02	\$34.02
Editorial employee band 1 - level 2	\$32.39	\$37.57	\$37.57	\$39.52	\$71.25	\$34.98	\$34.98
Editorial employee band 1 - level 3	\$33.78	\$39.18	\$39.18	\$41.21	\$74.31	\$36.48	\$36.48
Editorial employee band 1 - level 4	\$34.68	\$40.08	\$40.08	\$42.11	\$76.29	\$37.38	\$37.38
Editorial employee band 1 - level 5	\$35.59	\$40.99	\$40.99	\$43.02	\$78.29	\$38.29	\$38.29
Editorial employee band 1 - level 6	\$37.41	\$42.81	\$42.81	\$44.84	\$82.31	\$40.11	\$40.11
Editorial employee band 1 - level 7	\$39.04	\$44.44	\$44.44	\$46.47	\$85.88	\$41.74	\$41.74
Editorial employee band 2 - level 8	\$40.86	\$46.26	\$46.26	\$48.29	\$89.90	\$43.56	\$43.56
Editorial employee band 2 - level 9	\$43.58	\$48.98	\$48.98	\$51.01	\$95.87	\$46.28	\$46.28
Editorial employee band 2 - level 10	\$46.30	N/A	N/A	N/A	\$101.86	N/A	N/A

Table 2 of 2

Classification	Shiftwork Monday to Friday - starts after 8.30pm or finishes before 6am	Overtime - first 2 hours	Overtime - after 2 hours	Overtime - working on a day off	Less than 12 hour break after distant engagement	Less than 8 hour break between shifts	Break of more than 8 hours but less than 11 hours between shifts
Editorial employee band 1 - level 1	\$35.91	\$44.10	\$56.70	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$36.92	\$45.34	\$58.30	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$38.51	\$47.29	\$60.80	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$39.41	\$48.55	\$62.42	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$40.32	\$49.82	\$64.06	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$42.14	\$52.38	\$67.34	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$43.77	\$54.65	\$70.27	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$45.59	\$57.21	\$73.55	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$48.31	\$61.01	\$78.44	\$78.44	\$61.01	\$78.44	\$61.01
Editorial employee band 2 - level 10	N/A	N/A	N/A	\$83.34	N/A	N/A	N/A

## Online publications – Casual

These rates don't apply for online publications associated with print publications.

<b>Classification</b>	<b>Hourly pay rate</b>	<b>Public holiday</b>	<b>Not given two days off</b>
Editorial employee band 1 - level 1	\$31.50	\$69.30	\$56.70
Editorial employee band 1 - level 2	\$32.39	\$71.25	\$58.30
Editorial employee band 1 - level 3	\$33.78	\$74.31	\$60.80
Editorial employee band 1 - level 4	\$34.68	\$76.29	\$62.42
Editorial employee band 1 - level 5	\$35.59	\$78.29	\$64.06
Editorial employee band 1 - level 6	\$37.41	\$82.31	\$67.34
Editorial employee band 1 - level 7	\$39.04	\$85.88	\$70.27
Editorial employee band 2 - level 8	\$40.86	\$89.90	\$73.55
Editorial employee band 2 - level 9	\$43.58	\$95.87	\$78.44
Editorial employee band 2 - level 10	\$46.30	\$101.86	\$83.34
Editorial employee band 3 - level 11	\$47.66	\$104.86	\$85.79
Editorial employee band 3 - level 12	\$53.56	\$117.84	\$96.41
Editorial employee band 3 - level 13	\$59.91	\$131.81	\$107.84

## Other publications - Casual

Table 1 of 2

Classification	Hourly pay rate	Weekend - starts between 6am and 7am	Weekend - finishes between 6pm and 8.30pm	Public holiday	Shiftwork Monday to Friday - starts between 6am and 7am	Shiftwork Monday to Friday - finishes between 6pm and 8.30pm
Editorial employee band 1 - level 1	\$31.50	\$36.54	\$36.54	\$69.30	\$34.02	\$34.02
Editorial employee band 1 - level 2	\$32.39	\$37.57	\$37.57	\$71.25	\$34.98	\$34.98
Editorial employee band 1 - level 3	\$33.78	\$39.18	\$39.18	\$74.31	\$36.48	\$36.48
Editorial employee band 1 - level 4	\$34.68	\$40.23	\$40.23	\$76.29	\$37.45	\$37.45
Editorial employee band 1 - level 5	\$35.59	\$41.28	\$41.28	\$78.29	\$38.44	\$38.44
Editorial employee band 1 - level 6	\$37.41	\$43.40	\$43.40	\$82.31	\$40.40	\$40.40
Editorial employee band 1 - level 7	\$39.04	\$45.03	\$45.03	\$85.88	\$42.03	\$42.03
Editorial employee band 2 - level 8	\$40.86	\$46.85	\$46.85	\$89.90	\$43.85	\$43.85
Editorial employee band 2 - level 9	\$43.58	\$49.57	\$49.57	\$95.87	\$46.57	\$46.57
Editorial employee band 2 - level 10	\$46.30	\$52.29	\$52.29	\$101.86	\$49.29	\$49.29
Editorial employee band 3 - level 11	\$47.66	\$53.65	\$53.65	\$104.86	\$50.65	\$50.65
Editorial employee band 3 - level 12	\$53.56	N/A	N/A	\$117.84	N/A	N/A
Editorial employee band 3 - level 13	\$59.91	N/A	N/A	\$131.81	N/A	N/A

**Table 2 of 2**

<b>Classification</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime - working on a day off</b>	<b>Less than 12 hour break after distant engagement</b>	<b>Less than 8 hour break between shifts</b>	<b>Break of more than 8 hours but less than 11 hours between shifts</b>
Editorial employee band 1 - level 1	\$44.10	\$56.70	\$56.70	\$44.10	\$56.70	\$44.10
Editorial employee band 1 - level 2	\$45.34	\$58.30	\$58.30	\$45.34	\$58.30	\$45.34
Editorial employee band 1 - level 3	\$47.29	\$60.80	\$60.80	\$47.29	\$60.80	\$47.29
Editorial employee band 1 - level 4	\$48.55	\$62.42	\$62.42	\$48.55	\$62.42	\$48.55
Editorial employee band 1 - level 5	\$49.82	\$64.06	\$64.06	\$49.82	\$64.06	\$49.82
Editorial employee band 1 - level 6	\$52.38	\$67.34	\$67.34	\$52.38	\$67.34	\$52.38
Editorial employee band 1 - level 7	\$54.65	\$70.27	\$70.27	\$54.65	\$70.27	\$54.65
Editorial employee band 2 - level 8	\$57.21	\$73.55	\$73.55	\$57.21	\$73.55	\$57.21
Editorial employee band 2 - level 9	\$61.01	\$78.44	\$78.44	\$61.01	\$78.44	\$61.01
Editorial employee band 2 - level 10	\$64.82	\$83.34	\$83.34	\$64.82	\$83.34	\$64.82
Editorial employee band 3 - level 11	\$66.73	\$85.79	\$85.79	\$66.73	\$85.79	\$66.73
Editorial employee band 3 - level 12	N/A	N/A	\$96.41	N/A	N/A	N/A
Editorial employee band 3 - level 13	N/A	N/A	\$107.84	N/A	N/A	N/A

## Allowances

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

Allowances	Rate
Cadet journalist fees reimbursement	reimbursement of fees for prescribed courses (excluding amounts owed under the Higher Education Contribution Scheme)
Damage to clothing reimbursement	reasonable compensation for damage to clothing and personal effects
Expenses reimbursement	reimbursement for reasonable out-of-pocket expenses, including transport expenses
Evening attire allowance	\$300 minimum per year
Meal allowance - more than one meal a day away from home	\$20.35 per meal for the 2nd and 3rd meal
Permanent transfer to another location reimbursement	reimbursement for reasonable travelling expenses for the employee and their family and the transfer or storage of furniture and personal property
Personal air travel insurance reimbursement	reimbursement for additional personal insurance to cover any existing personal insurance policies that would be invalidated by such travel
Special risk insurance reimbursement	reimbursement for the cost of insuring against injury or death by accident from any air travel other than by regular passenger carrying service or any duties performed in a war zone or warlike operations
*Sub-editing allowance - country non-daily newspaper or a regional daily newspaper	5% of the employee's minimum hourly rate per hour for an employee who works a full shift as a sub-editor
Temporary transfer to another location reimbursement	reimbursement for all reasonable expenses for accommodation and travel

## 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.