

## Pay Guide - Local Government Industry Award

[MA000112]

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

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

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## Rates of pay

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

### Adult

#### Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$805.90	\$21.21	\$31.82	\$31.82	\$37.12
Level 2	\$832.80	\$21.92	\$32.88	\$32.88	\$38.36
Level 3	\$864.90	\$22.76	\$34.14	\$34.14	\$39.83
Level 4	\$877.60	\$23.09	\$34.64	\$34.64	\$40.41
Level 5	\$932.60	\$24.54	\$36.81	\$36.81	\$42.95
Level 6	\$1,009.30	\$26.56	\$39.84	\$39.84	\$46.48
Level 7	\$1,026.70	\$27.02	\$40.53	\$40.53	\$47.29
Level 8	\$1,109.50	\$29.20	\$43.80	\$43.80	\$51.10
Level 9	\$1,186.80	\$31.23	\$46.85	\$46.85	\$54.65
Level 10	\$1,297.20	\$34.14	\$51.21	\$51.21	\$59.75
Level 11	\$1,462.80	\$38.49	\$57.74	\$57.74	\$67.36

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$37.12	\$53.03	\$25.45	\$31.82	\$42.42
Level 2	\$38.36	\$54.80	\$26.30	\$32.88	\$43.84
Level 3	\$39.83	\$56.90	\$27.31	\$34.14	\$45.52
Level 4	\$40.41	\$57.73	\$27.71	\$34.64	\$46.18
Level 5	\$42.95	\$61.35	\$29.45	\$36.81	\$49.08

<b>Classification</b>	<b>Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services</b>	<b>Public holiday</b>	<b>Working outside span of hours - Monday to Friday</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Level 6	\$46.48	\$66.40	\$31.87	\$39.84	\$53.12
Level 7	\$47.29	\$67.55	\$32.42	\$40.53	\$54.04
Level 8	\$51.10	\$73.00	\$35.04	\$43.80	\$58.40
Level 9	\$54.65	\$78.08	\$37.48	\$46.85	\$62.46
Level 10	\$59.75	\$85.35	\$40.97	\$51.21	\$68.28
Level 11	\$67.36	\$96.23	\$46.19	\$57.74	\$76.98

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$31.82	\$42.42	\$42.42	\$42.42	\$42.42
Level 2	\$32.88	\$43.84	\$43.84	\$43.84	\$43.84
Level 3	\$34.14	\$45.52	\$45.52	\$45.52	\$45.52
Level 4	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18
Level 5	\$36.81	\$49.08	\$49.08	\$49.08	\$49.08
Level 6	\$39.84	\$53.12	\$53.12	\$53.12	\$53.12
Level 7	\$40.53	\$54.04	\$54.04	\$54.04	\$54.04
Level 8	\$43.80	\$58.40	\$58.40	\$58.40	\$58.40
Level 9	\$46.85	\$62.46	\$62.46	\$62.46	\$62.46
Level 10	\$51.21	\$68.28	\$68.28	\$68.28	\$68.28
Level 11	\$57.74	\$76.98	\$76.98	\$76.98	\$76.98

## Casual

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$26.51	\$37.12	\$37.12	\$42.42
Level 2	\$27.40	\$38.36	\$38.36	\$43.84
Level 3	\$28.45	\$39.83	\$39.83	\$45.52
Level 4	\$28.86	\$40.41	\$40.41	\$46.18
Level 5	\$30.68	\$42.95	\$42.95	\$49.08
Level 6	\$33.20	\$46.48	\$46.48	\$53.12
Level 7	\$33.78	\$47.29	\$47.29	\$54.04
Level 8	\$36.50	\$51.10	\$51.10	\$58.40
Level 9	\$39.04	\$54.65	\$54.65	\$62.46
Level 10	\$42.68	\$59.75	\$59.75	\$68.28
Level 11	\$48.11	\$67.36	\$67.36	\$76.98

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$42.42	\$58.33	\$30.75	\$31.82
Level 2	\$43.84	\$60.28	\$31.78	\$32.88
Level 3	\$45.52	\$62.59	\$33.00	\$34.14
Level 4	\$46.18	\$63.50	\$33.48	\$34.64
Level 5	\$49.08	\$67.49	\$35.58	\$36.81
Level 6	\$53.12	\$73.04	\$38.51	\$39.84
Level 7	\$54.04	\$74.31	\$39.18	\$40.53
Level 8	\$58.40	\$80.30	\$42.34	\$43.80
Level 9	\$62.46	\$85.88	\$45.28	\$46.85
Level 10	\$68.28	\$93.89	\$49.50	\$51.21
Level 11	\$76.98	\$105.85	\$55.81	\$57.74

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$42.42	\$31.82	\$42.42	\$42.42	\$42.42
Level 2	\$43.84	\$32.88	\$43.84	\$43.84	\$43.84
Level 3	\$45.52	\$34.14	\$45.52	\$45.52	\$45.52
Level 4	\$46.18	\$34.64	\$46.18	\$46.18	\$46.18
Level 5	\$49.08	\$36.81	\$49.08	\$49.08	\$49.08
Level 6	\$53.12	\$39.84	\$53.12	\$53.12	\$53.12
Level 7	\$54.04	\$40.53	\$54.04	\$54.04	\$54.04
Level 8	\$58.40	\$43.80	\$58.40	\$58.40	\$58.40
Level 9	\$62.46	\$46.85	\$62.46	\$62.46	\$62.46
Level 10	\$68.28	\$51.21	\$68.28	\$68.28	\$68.28
Level 11	\$76.98	\$57.74	\$76.98	\$76.98	\$76.98

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$443.25	\$11.66	\$17.49	\$17.49	\$20.41
Level 2	\$458.04	\$12.05	\$18.08	\$18.08	\$21.09
Level 3	\$475.70	\$12.52	\$18.78	\$18.78	\$21.91
Level 4	\$482.68	\$12.70	\$19.05	\$19.05	\$22.23
Level 5	\$512.93	\$13.50	\$20.25	\$20.25	\$23.63
Level 6	\$555.12	\$14.61	\$21.92	\$21.92	\$25.57
Level 7	\$564.69	\$14.86	\$22.29	\$22.29	\$26.01
Level 8	\$610.23	\$16.06	\$24.09	\$24.09	\$28.11
Level 9	\$652.74	\$17.18	\$25.77	\$25.77	\$30.07
Level 10	\$713.46	\$18.78	\$28.17	\$28.17	\$32.87
Level 11	\$804.54	\$21.17	\$31.76	\$31.76	\$37.05

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$20.41	\$29.15	\$13.99	\$17.49	\$23.32
Level 2	\$21.09	\$30.13	\$14.46	\$18.08	\$24.10
Level 3	\$21.91	\$31.30	\$15.02	\$18.78	\$25.04
Level 4	\$22.23	\$31.75	\$15.24	\$19.05	\$25.40
Level 5	\$23.63	\$33.75	\$16.20	\$20.25	\$27.00
Level 6	\$25.57	\$36.53	\$17.53	\$21.92	\$29.22
Level 7	\$26.01	\$37.15	\$17.83	\$22.29	\$29.72
Level 8	\$28.11	\$40.15	\$19.27	\$24.09	\$32.12
Level 9	\$30.07	\$42.95	\$20.62	\$25.77	\$34.36
Level 10	\$32.87	\$46.95	\$22.54	\$28.17	\$37.56
Level 11	\$37.05	\$52.93	\$25.40	\$31.76	\$42.34

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$17.49	\$23.32	\$23.32	\$23.32	\$23.32
Level 2	\$18.08	\$24.10	\$24.10	\$24.10	\$24.10
Level 3	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04
Level 4	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40
Level 5	\$20.25	\$27.00	\$27.00	\$27.00	\$27.00
Level 6	\$21.92	\$29.22	\$29.22	\$29.22	\$29.22
Level 7	\$22.29	\$29.72	\$29.72	\$29.72	\$29.72
Level 8	\$24.09	\$32.12	\$32.12	\$32.12	\$32.12
Level 9	\$25.77	\$34.36	\$34.36	\$34.36	\$34.36
Level 10	\$28.17	\$37.56	\$37.56	\$37.56	\$37.56
Level 11	\$31.76	\$42.34	\$42.34	\$42.34	\$42.34

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$523.84	\$13.79	\$20.69	\$20.69	\$24.13
Level 2	\$541.32	\$14.25	\$21.38	\$21.38	\$24.94
Level 3	\$562.19	\$14.79	\$22.19	\$22.19	\$25.88
Level 4	\$570.44	\$15.01	\$22.52	\$22.52	\$26.27
Level 5	\$606.19	\$15.95	\$23.93	\$23.93	\$27.91
Level 6	\$656.05	\$17.26	\$25.89	\$25.89	\$30.21
Level 7	\$667.36	\$17.56	\$26.34	\$26.34	\$30.73
Level 8	\$721.18	\$18.98	\$28.47	\$28.47	\$33.22
Level 9	\$771.42	\$20.30	\$30.45	\$30.45	\$35.53
Level 10	\$843.18	\$22.19	\$33.29	\$33.29	\$38.83
Level 11	\$950.82	\$25.02	\$37.53	\$37.53	\$43.79

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$24.13	\$34.48	\$16.55	\$20.69	\$27.58
Level 2	\$24.94	\$35.63	\$17.10	\$21.38	\$28.50
Level 3	\$25.88	\$36.98	\$17.75	\$22.19	\$29.58
Level 4	\$26.27	\$37.53	\$18.01	\$22.52	\$30.02
Level 5	\$27.91	\$39.88	\$19.14	\$23.93	\$31.90
Level 6	\$30.21	\$43.15	\$20.71	\$25.89	\$34.52
Level 7	\$30.73	\$43.90	\$21.07	\$26.34	\$35.12
Level 8	\$33.22	\$47.45	\$22.78	\$28.47	\$37.96
Level 9	\$35.53	\$50.75	\$24.36	\$30.45	\$40.60
Level 10	\$38.83	\$55.48	\$26.63	\$33.29	\$44.38
Level 11	\$43.79	\$62.55	\$30.02	\$37.53	\$50.04



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$20.69	\$27.58	\$27.58	\$27.58	\$27.58
Level 2	\$21.38	\$28.50	\$28.50	\$28.50	\$28.50
Level 3	\$22.19	\$29.58	\$29.58	\$29.58	\$29.58
Level 4	\$22.52	\$30.02	\$30.02	\$30.02	\$30.02
Level 5	\$23.93	\$31.90	\$31.90	\$31.90	\$31.90
Level 6	\$25.89	\$34.52	\$34.52	\$34.52	\$34.52
Level 7	\$26.34	\$35.12	\$35.12	\$35.12	\$35.12
Level 8	\$28.47	\$37.96	\$37.96	\$37.96	\$37.96
Level 9	\$30.45	\$40.60	\$40.60	\$40.60	\$40.60
Level 10	\$33.29	\$44.38	\$44.38	\$44.38	\$44.38
Level 11	\$37.53	\$50.04	\$50.04	\$50.04	\$50.04

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$604.43	\$15.91	\$23.87	\$23.87	\$27.84
Level 2	\$624.60	\$16.44	\$24.66	\$24.66	\$28.77
Level 3	\$648.68	\$17.07	\$25.61	\$25.61	\$29.87
Level 4	\$658.20	\$17.32	\$25.98	\$25.98	\$30.31
Level 5	\$699.45	\$18.41	\$27.62	\$27.62	\$32.22
Level 6	\$756.98	\$19.92	\$29.88	\$29.88	\$34.86
Level 7	\$770.03	\$20.26	\$30.39	\$30.39	\$35.46
Level 8	\$832.13	\$21.90	\$32.85	\$32.85	\$38.33
Level 9	\$890.10	\$23.42	\$35.13	\$35.13	\$40.99
Level 10	\$972.90	\$25.60	\$38.40	\$38.40	\$44.80
Level 11	\$1,097.10	\$28.87	\$43.31	\$43.31	\$50.52

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$27.84	\$39.78	\$19.09	\$23.87	\$31.82
Level 2	\$28.77	\$41.10	\$19.73	\$24.66	\$32.88
Level 3	\$29.87	\$42.68	\$20.48	\$25.61	\$34.14
Level 4	\$30.31	\$43.30	\$20.78	\$25.98	\$34.64
Level 5	\$32.22	\$46.03	\$22.09	\$27.62	\$36.82
Level 6	\$34.86	\$49.80	\$23.90	\$29.88	\$39.84
Level 7	\$35.46	\$50.65	\$24.31	\$30.39	\$40.52
Level 8	\$38.33	\$54.75	\$26.28	\$32.85	\$43.80
Level 9	\$40.99	\$58.55	\$28.10	\$35.13	\$46.84
Level 10	\$44.80	\$64.00	\$30.72	\$38.40	\$51.20
Level 11	\$50.52	\$72.18	\$34.64	\$43.31	\$57.74

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82
Level 2	\$24.66	\$32.88	\$32.88	\$32.88	\$32.88
Level 3	\$25.61	\$34.14	\$34.14	\$34.14	\$34.14
Level 4	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64
Level 5	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82
Level 6	\$29.88	\$39.84	\$39.84	\$39.84	\$39.84
Level 7	\$30.39	\$40.52	\$40.52	\$40.52	\$40.52
Level 8	\$32.85	\$43.80	\$43.80	\$43.80	\$43.80
Level 9	\$35.13	\$46.84	\$46.84	\$46.84	\$46.84
Level 10	\$38.40	\$51.20	\$51.20	\$51.20	\$51.20
Level 11	\$43.31	\$57.74	\$57.74	\$57.74	\$57.74

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$685.02	\$18.03	\$27.05	\$27.05	\$31.55
Level 2	\$707.88	\$18.63	\$27.95	\$27.95	\$32.60
Level 3	\$735.17	\$19.35	\$29.03	\$29.03	\$33.86
Level 4	\$745.96	\$19.63	\$29.45	\$29.45	\$34.35
Level 5	\$792.71	\$20.86	\$31.29	\$31.29	\$36.51
Level 6	\$857.91	\$22.58	\$33.87	\$33.87	\$39.52
Level 7	\$872.70	\$22.97	\$34.46	\$34.46	\$40.20
Level 8	\$943.08	\$24.82	\$37.23	\$37.23	\$43.44
Level 9	\$1,008.78	\$26.55	\$39.83	\$39.83	\$46.46
Level 10	\$1,102.62	\$29.02	\$43.53	\$43.53	\$50.79
Level 11	\$1,243.38	\$32.72	\$49.08	\$49.08	\$57.26

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$31.55	\$45.08	\$21.64	\$27.05	\$36.06
Level 2	\$32.60	\$46.58	\$22.36	\$27.95	\$37.26
Level 3	\$33.86	\$48.38	\$23.22	\$29.03	\$38.70
Level 4	\$34.35	\$49.08	\$23.56	\$29.45	\$39.26
Level 5	\$36.51	\$52.15	\$25.03	\$31.29	\$41.72
Level 6	\$39.52	\$56.45	\$27.10	\$33.87	\$45.16
Level 7	\$40.20	\$57.43	\$27.56	\$34.46	\$45.94
Level 8	\$43.44	\$62.05	\$29.78	\$37.23	\$49.64
Level 9	\$46.46	\$66.38	\$31.86	\$39.83	\$53.10
Level 10	\$50.79	\$72.55	\$34.82	\$43.53	\$58.04
Level 11	\$57.26	\$81.80	\$39.26	\$49.08	\$65.44

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$27.05	\$36.06	\$36.06	\$36.06	\$36.06
Level 2	\$27.95	\$37.26	\$37.26	\$37.26	\$37.26
Level 3	\$29.03	\$38.70	\$38.70	\$38.70	\$38.70
Level 4	\$29.45	\$39.26	\$39.26	\$39.26	\$39.26
Level 5	\$31.29	\$41.72	\$41.72	\$41.72	\$41.72
Level 6	\$33.87	\$45.16	\$45.16	\$45.16	\$45.16
Level 7	\$34.46	\$45.94	\$45.94	\$45.94	\$45.94
Level 8	\$37.23	\$49.64	\$49.64	\$49.64	\$49.64
Level 9	\$39.83	\$53.10	\$53.10	\$53.10	\$53.10
Level 10	\$43.53	\$58.04	\$58.04	\$58.04	\$58.04
Level 11	\$49.08	\$65.44	\$65.44	\$65.44	\$65.44

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$765.61	\$20.15	\$30.23	\$30.23	\$35.26
Level 2	\$791.16	\$20.82	\$31.23	\$31.23	\$36.44
Level 3	\$821.66	\$21.62	\$32.43	\$32.43	\$37.84
Level 4	\$833.72	\$21.94	\$32.91	\$32.91	\$38.40
Level 5	\$885.97	\$23.32	\$34.98	\$34.98	\$40.81
Level 6	\$958.84	\$25.23	\$37.85	\$37.85	\$44.15
Level 7	\$975.37	\$25.67	\$38.51	\$38.51	\$44.92
Level 8	\$1,054.03	\$27.74	\$41.61	\$41.61	\$48.55
Level 9	\$1,127.46	\$29.67	\$44.51	\$44.51	\$51.92
Level 10	\$1,232.34	\$32.43	\$48.65	\$48.65	\$56.75
Level 11	\$1,389.66	\$36.57	\$54.86	\$54.86	\$64.00

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Level 1	\$35.26	\$50.38	\$24.18	\$30.23	\$40.30
Level 2	\$36.44	\$52.05	\$24.98	\$31.23	\$41.64
Level 3	\$37.84	\$54.05	\$25.94	\$32.43	\$43.24
Level 4	\$38.40	\$54.85	\$26.33	\$32.91	\$43.88
Level 5	\$40.81	\$58.30	\$27.98	\$34.98	\$46.64
Level 6	\$44.15	\$63.08	\$30.28	\$37.85	\$50.46
Level 7	\$44.92	\$64.18	\$30.80	\$38.51	\$51.34
Level 8	\$48.55	\$69.35	\$33.29	\$41.61	\$55.48
Level 9	\$51.92	\$74.18	\$35.60	\$44.51	\$59.34
Level 10	\$56.75	\$81.08	\$38.92	\$48.65	\$64.86
Level 11	\$64.00	\$91.43	\$43.88	\$54.86	\$73.14

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Level 1	\$30.23	\$40.30	\$40.30	\$40.30	\$40.30
Level 2	\$31.23	\$41.64	\$41.64	\$41.64	\$41.64
Level 3	\$32.43	\$43.24	\$43.24	\$43.24	\$43.24
Level 4	\$32.91	\$43.88	\$43.88	\$43.88	\$43.88
Level 5	\$34.98	\$46.64	\$46.64	\$46.64	\$46.64
Level 6	\$37.85	\$50.46	\$50.46	\$50.46	\$50.46
Level 7	\$38.51	\$51.34	\$51.34	\$51.34	\$51.34
Level 8	\$41.61	\$55.48	\$55.48	\$55.48	\$55.48
Level 9	\$44.51	\$59.34	\$59.34	\$59.34	\$59.34
Level 10	\$48.65	\$64.86	\$64.86	\$64.86	\$64.86
Level 11	\$54.86	\$73.14	\$73.14	\$73.14	\$73.14

## Junior - Casual - Under 17 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$14.58	\$20.41	\$20.41	\$23.32
Level 2	\$15.06	\$21.09	\$21.09	\$24.10
Level 3	\$15.65	\$21.91	\$21.91	\$25.04
Level 4	\$15.88	\$22.23	\$22.23	\$25.40
Level 5	\$16.88	\$23.63	\$23.63	\$27.00
Level 6	\$18.26	\$25.57	\$25.57	\$29.22
Level 7	\$18.58	\$26.01	\$26.01	\$29.72
Level 8	\$20.08	\$28.11	\$28.11	\$32.12
Level 9	\$21.48	\$30.07	\$30.07	\$34.36
Level 10	\$23.48	\$32.87	\$32.87	\$37.56
Level 11	\$26.46	\$37.05	\$37.05	\$42.34

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$23.32	\$32.07	\$16.91	\$17.49
Level 2	\$24.10	\$33.14	\$17.47	\$18.08
Level 3	\$25.04	\$34.43	\$18.15	\$18.78
Level 4	\$25.40	\$34.93	\$18.42	\$19.05
Level 5	\$27.00	\$37.13	\$19.58	\$20.25
Level 6	\$29.22	\$40.18	\$21.18	\$21.92
Level 7	\$29.72	\$40.87	\$21.55	\$22.29
Level 8	\$32.12	\$44.17	\$23.29	\$24.09
Level 9	\$34.36	\$47.25	\$24.91	\$25.77
Level 10	\$37.56	\$51.65	\$27.23	\$28.17
Level 11	\$42.34	\$58.22	\$30.70	\$31.76



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$23.32	\$17.49	\$23.32	\$23.32	\$23.32
Level 2	\$24.10	\$18.08	\$24.10	\$24.10	\$24.10
Level 3	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04
Level 4	\$25.40	\$19.05	\$25.40	\$25.40	\$25.40
Level 5	\$27.00	\$20.25	\$27.00	\$27.00	\$27.00
Level 6	\$29.22	\$21.92	\$29.22	\$29.22	\$29.22
Level 7	\$29.72	\$22.29	\$29.72	\$29.72	\$29.72
Level 8	\$32.12	\$24.09	\$32.12	\$32.12	\$32.12
Level 9	\$34.36	\$25.77	\$34.36	\$34.36	\$34.36
Level 10	\$37.56	\$28.17	\$37.56	\$37.56	\$37.56
Level 11	\$42.34	\$31.76	\$42.34	\$42.34	\$42.34

## Junior - Casual - 17 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$17.24	\$24.13	\$24.13	\$27.58
Level 2	\$17.81	\$24.94	\$24.94	\$28.50
Level 3	\$18.49	\$25.88	\$25.88	\$29.58
Level 4	\$18.76	\$26.27	\$26.27	\$30.02
Level 5	\$19.94	\$27.91	\$27.91	\$31.90
Level 6	\$21.58	\$30.21	\$30.21	\$34.52
Level 7	\$21.95	\$30.73	\$30.73	\$35.12
Level 8	\$23.73	\$33.22	\$33.22	\$37.96
Level 9	\$25.38	\$35.53	\$35.53	\$40.60
Level 10	\$27.74	\$38.83	\$38.83	\$44.38
Level 11	\$31.28	\$43.79	\$43.79	\$50.04

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$27.58	\$37.92	\$20.00	\$20.69
Level 2	\$28.50	\$39.19	\$20.66	\$21.38
Level 3	\$29.58	\$40.67	\$21.45	\$22.19
Level 4	\$30.02	\$41.28	\$21.76	\$22.52
Level 5	\$31.90	\$43.86	\$23.13	\$23.93
Level 6	\$34.52	\$47.47	\$25.03	\$25.89
Level 7	\$35.12	\$48.29	\$25.46	\$26.34
Level 8	\$37.96	\$52.20	\$27.52	\$28.47
Level 9	\$40.60	\$55.83	\$29.44	\$30.45
Level 10	\$44.38	\$61.02	\$32.18	\$33.29
Level 11	\$50.04	\$68.81	\$36.28	\$37.53

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$27.58	\$20.69	\$27.58	\$27.58	\$27.58
Level 2	\$28.50	\$21.38	\$28.50	\$28.50	\$28.50
Level 3	\$29.58	\$22.19	\$29.58	\$29.58	\$29.58
Level 4	\$30.02	\$22.52	\$30.02	\$30.02	\$30.02
Level 5	\$31.90	\$23.93	\$31.90	\$31.90	\$31.90
Level 6	\$34.52	\$25.89	\$34.52	\$34.52	\$34.52
Level 7	\$35.12	\$26.34	\$35.12	\$35.12	\$35.12
Level 8	\$37.96	\$28.47	\$37.96	\$37.96	\$37.96
Level 9	\$40.60	\$30.45	\$40.60	\$40.60	\$40.60
Level 10	\$44.38	\$33.29	\$44.38	\$44.38	\$44.38
Level 11	\$50.04	\$37.53	\$50.04	\$50.04	\$50.04

## Junior - Casual - 18 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$19.89	\$27.84	\$27.84	\$31.82
Level 2	\$20.55	\$28.77	\$28.77	\$32.88
Level 3	\$21.34	\$29.87	\$29.87	\$34.14
Level 4	\$21.65	\$30.31	\$30.31	\$34.64
Level 5	\$23.01	\$32.22	\$32.22	\$36.82
Level 6	\$24.90	\$34.86	\$34.86	\$39.84
Level 7	\$25.33	\$35.46	\$35.46	\$40.52
Level 8	\$27.38	\$38.33	\$38.33	\$43.80
Level 9	\$29.28	\$40.99	\$40.99	\$46.84
Level 10	\$32.00	\$44.80	\$44.80	\$51.20
Level 11	\$36.09	\$50.52	\$50.52	\$57.74

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$31.82	\$43.75	\$23.07	\$23.87
Level 2	\$32.88	\$45.21	\$23.84	\$24.66
Level 3	\$34.14	\$46.94	\$24.75	\$25.61
Level 4	\$34.64	\$47.63	\$25.11	\$25.98
Level 5	\$36.82	\$50.63	\$26.69	\$27.62
Level 6	\$39.84	\$54.78	\$28.88	\$29.88
Level 7	\$40.52	\$55.72	\$29.38	\$30.39
Level 8	\$43.80	\$60.23	\$31.76	\$32.85
Level 9	\$46.84	\$64.41	\$33.96	\$35.13
Level 10	\$51.20	\$70.40	\$37.12	\$38.40
Level 11	\$57.74	\$79.39	\$41.86	\$43.31

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82
Level 2	\$32.88	\$24.66	\$32.88	\$32.88	\$32.88
Level 3	\$34.14	\$25.61	\$34.14	\$34.14	\$34.14
Level 4	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64
Level 5	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82
Level 6	\$39.84	\$29.88	\$39.84	\$39.84	\$39.84
Level 7	\$40.52	\$30.39	\$40.52	\$40.52	\$40.52
Level 8	\$43.80	\$32.85	\$43.80	\$43.80	\$43.80
Level 9	\$46.84	\$35.13	\$46.84	\$46.84	\$46.84
Level 10	\$51.20	\$38.40	\$51.20	\$51.20	\$51.20
Level 11	\$57.74	\$43.31	\$57.74	\$57.74	\$57.74

## Junior - Casual - 19 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$22.54	\$31.55	\$31.55	\$36.06
Level 2	\$23.29	\$32.60	\$32.60	\$37.26
Level 3	\$24.19	\$33.86	\$33.86	\$38.70
Level 4	\$24.54	\$34.35	\$34.35	\$39.26
Level 5	\$26.08	\$36.51	\$36.51	\$41.72
Level 6	\$28.23	\$39.52	\$39.52	\$45.16
Level 7	\$28.71	\$40.20	\$40.20	\$45.94
Level 8	\$31.03	\$43.44	\$43.44	\$49.64
Level 9	\$33.19	\$46.46	\$46.46	\$53.10
Level 10	\$36.28	\$50.79	\$50.79	\$58.04
Level 11	\$40.90	\$57.26	\$57.26	\$65.44

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$36.06	\$49.58	\$26.14	\$27.05
Level 2	\$37.26	\$51.23	\$27.01	\$27.95
Level 3	\$38.70	\$53.21	\$28.06	\$29.03
Level 4	\$39.26	\$53.98	\$28.46	\$29.45
Level 5	\$41.72	\$57.37	\$30.25	\$31.29
Level 6	\$45.16	\$62.10	\$32.74	\$33.87
Level 7	\$45.94	\$63.17	\$33.31	\$34.46
Level 8	\$49.64	\$68.26	\$35.99	\$37.23
Level 9	\$53.10	\$73.01	\$38.50	\$39.83
Level 10	\$58.04	\$79.81	\$42.08	\$43.53
Level 11	\$65.44	\$89.98	\$47.44	\$49.08

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$36.06	\$27.05	\$36.06	\$36.06	\$36.06
Level 2	\$37.26	\$27.95	\$37.26	\$37.26	\$37.26
Level 3	\$38.70	\$29.03	\$38.70	\$38.70	\$38.70
Level 4	\$39.26	\$29.45	\$39.26	\$39.26	\$39.26
Level 5	\$41.72	\$31.29	\$41.72	\$41.72	\$41.72
Level 6	\$45.16	\$33.87	\$45.16	\$45.16	\$45.16
Level 7	\$45.94	\$34.46	\$45.94	\$45.94	\$45.94
Level 8	\$49.64	\$37.23	\$49.64	\$49.64	\$49.64
Level 9	\$53.10	\$39.83	\$53.10	\$53.10	\$53.10
Level 10	\$58.04	\$43.53	\$58.04	\$58.04	\$58.04
Level 11	\$65.44	\$49.08	\$65.44	\$65.44	\$65.44

## Junior - Casual - 20 years

Table 1 of 3

Classification	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Level 1	\$25.19	\$35.26	\$35.26	\$40.30
Level 2	\$26.03	\$36.44	\$36.44	\$41.64
Level 3	\$27.03	\$37.84	\$37.84	\$43.24
Level 4	\$27.43	\$38.40	\$38.40	\$43.88
Level 5	\$29.15	\$40.81	\$40.81	\$46.64
Level 6	\$31.54	\$44.15	\$44.15	\$50.46
Level 7	\$32.09	\$44.92	\$44.92	\$51.34
Level 8	\$34.68	\$48.55	\$48.55	\$55.48
Level 9	\$37.09	\$51.92	\$51.92	\$59.34
Level 10	\$40.54	\$56.75	\$56.75	\$64.86
Level 11	\$45.71	\$64.00	\$64.00	\$73.14

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours
Level 1	\$40.30	\$55.41	\$29.22	\$30.23
Level 2	\$41.64	\$57.26	\$30.19	\$31.23
Level 3	\$43.24	\$59.46	\$31.35	\$32.43
Level 4	\$43.88	\$60.34	\$31.81	\$32.91
Level 5	\$46.64	\$64.13	\$33.81	\$34.98
Level 6	\$50.46	\$69.38	\$36.58	\$37.85
Level 7	\$51.34	\$70.59	\$37.22	\$38.51
Level 8	\$55.48	\$76.29	\$40.22	\$41.61
Level 9	\$59.34	\$81.59	\$43.02	\$44.51
Level 10	\$64.86	\$89.18	\$47.02	\$48.65
Level 11	\$73.14	\$100.57	\$53.03	\$54.86



**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - after 2 hours</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>
Level 1	\$40.30	\$30.23	\$40.30	\$40.30	\$40.30
Level 2	\$41.64	\$31.23	\$41.64	\$41.64	\$41.64
Level 3	\$43.24	\$32.43	\$43.24	\$43.24	\$43.24
Level 4	\$43.88	\$32.91	\$43.88	\$43.88	\$43.88
Level 5	\$46.64	\$34.98	\$46.64	\$46.64	\$46.64
Level 6	\$50.46	\$37.85	\$50.46	\$50.46	\$50.46
Level 7	\$51.34	\$38.51	\$51.34	\$51.34	\$51.34
Level 8	\$55.48	\$41.61	\$55.48	\$55.48	\$55.48
Level 9	\$59.34	\$44.51	\$59.34	\$59.34	\$59.34
Level 10	\$64.86	\$48.65	\$64.86	\$64.86	\$64.86
Level 11	\$73.14	\$54.86	\$73.14	\$73.14	\$73.14

## Apprentice - 4 years - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Apprentice 1st year	\$394.92	\$10.39	\$15.59	\$15.59	\$18.18
Apprentice 2nd year	\$526.56	\$13.86	\$20.79	\$20.79	\$24.26
Apprentice 3rd year	\$658.20	\$17.32	\$25.98	\$25.98	\$30.31
Apprentice 4th year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice 1st year	\$18.18	\$25.98	\$12.47	\$15.59	\$20.78
Apprentice 2nd year	\$24.26	\$34.65	\$16.63	\$20.79	\$27.72
Apprentice 3rd year	\$30.31	\$43.30	\$20.78	\$25.98	\$34.64
Apprentice 4th year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice 1st year	\$15.59	\$20.78	\$20.78	\$20.78	\$20.78
Apprentice 2nd year	\$20.79	\$27.72	\$27.72	\$27.72	\$27.72
Apprentice 3rd year	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Apprentice 1st year	\$438.80	\$11.55	\$17.33	\$17.33	\$20.21
Apprentice 2nd year	\$526.56	\$13.86	\$20.79	\$20.79	\$24.26
Apprentice 3rd year	\$658.20	\$17.32	\$25.98	\$25.98	\$30.31
Apprentice 4th year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice 1st year	\$20.21	\$28.88	\$13.86	\$17.33	\$23.10
Apprentice 2nd year	\$24.26	\$34.65	\$16.63	\$20.79	\$27.72
Apprentice 3rd year	\$30.31	\$43.30	\$20.78	\$25.98	\$34.64
Apprentice 4th year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice 1st year	\$17.33	\$23.10	\$23.10	\$23.10	\$23.10
Apprentice 2nd year	\$20.79	\$27.72	\$27.72	\$27.72	\$27.72
Apprentice 3rd year	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Apprentice 1st year	\$482.68	\$12.70	\$19.05	\$19.05	\$22.23
Apprentice 2nd year	\$570.44	\$15.01	\$22.52	\$22.52	\$26.27
Apprentice 3rd year	\$658.20	\$17.32	\$25.98	\$25.98	\$30.31
Apprentice 4th year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice 1st year	\$22.23	\$31.75	\$15.24	\$19.05	\$25.40
Apprentice 2nd year	\$26.27	\$37.53	\$18.01	\$22.52	\$30.02
Apprentice 3rd year	\$30.31	\$43.30	\$20.78	\$25.98	\$34.64
Apprentice 4th year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice 1st year	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice 2nd year	\$22.52	\$30.02	\$30.02	\$30.02	\$30.02
Apprentice 3rd year	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Apprentice - 3 years - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Apprentice 1st year	\$394.92	\$10.39	\$15.59	\$15.59	\$18.18
Apprentice 2nd year	\$614.32	\$16.17	\$24.26	\$24.26	\$28.30
Apprentice 3rd year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice 1st year	\$18.18	\$25.98	\$12.47	\$15.59	\$20.78
Apprentice 2nd year	\$28.30	\$40.43	\$19.40	\$24.26	\$32.34
Apprentice 3rd year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice 1st year	\$15.59	\$20.78	\$20.78	\$20.78	\$20.78
Apprentice 2nd year	\$24.26	\$32.34	\$32.34	\$32.34	\$32.34
Apprentice 3rd year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Apprentice - 3 years - Started after 1 Jan 2014 - Did not complete year 12

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - not community services, recreation centres or childcare services</b>	<b>Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services</b>	<b>Sunday - not community services, recreation centres or childcare services</b>
Apprentice 1st year	\$438.80	\$11.55	\$17.33	\$17.33	\$20.21
Apprentice 2nd year	\$614.32	\$16.17	\$24.26	\$24.26	\$28.30
Apprentice 3rd year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

**Table 2 of 3**

<b>Classification</b>	<b>Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services</b>	<b>Public holiday</b>	<b>Working outside span of hours - Monday to Friday</b>	<b>Overtime - Monday to Friday - first 2 hours</b>	<b>Overtime - Monday to Friday - after 2 hours</b>
Apprentice 1st year	\$20.21	\$28.88	\$13.86	\$17.33	\$23.10
Apprentice 2nd year	\$28.30	\$40.43	\$19.40	\$24.26	\$32.34
Apprentice 3rd year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Saturday - before 12 noon - first 2 hours</b>	<b>Overtime - Saturday - before 12 noon - after 2 hours</b>	<b>Overtime - Saturday - after 12 noon</b>	<b>Overtime - Sunday</b>	<b>Less than 10 hour break between shifts</b>
Apprentice 1st year	\$17.33	\$23.10	\$23.10	\$23.10	\$23.10
Apprentice 2nd year	\$24.26	\$32.34	\$32.34	\$32.34	\$32.34
Apprentice 3rd year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Apprentice - 3 years - Started after 1 Jan 2014 - Completed year 12

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
Apprentice 1st year	\$482.68	\$12.70	\$19.05	\$19.05	\$22.23
Apprentice 2nd year	\$614.32	\$16.17	\$24.26	\$24.26	\$28.30
Apprentice 3rd year	\$789.84	\$20.79	\$31.19	\$31.19	\$36.38

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
Apprentice 1st year	\$22.23	\$31.75	\$15.24	\$19.05	\$25.40
Apprentice 2nd year	\$28.30	\$40.43	\$19.40	\$24.26	\$32.34
Apprentice 3rd year	\$36.38	\$51.98	\$24.95	\$31.19	\$41.58

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
Apprentice 1st year	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice 2nd year	\$24.26	\$32.34	\$32.34	\$32.34	\$32.34
Apprentice 3rd year	\$31.19	\$41.58	\$41.58	\$41.58	\$41.58

## Adult apprentice

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Saturday - not community services, recreation centres or childcare services	Saturday - community services and recreation centres - before 5am or after 10pm - not childcare services	Sunday - not community services, recreation centres or childcare services
All years of apprenticeship	\$832.80	\$21.92	\$32.88	\$32.88	\$38.36

Table 2 of 3

Classification	Sunday - community services and recreation centres - before 5am or after 10pm - not childcare services	Public holiday	Working outside span of hours - Monday to Friday	Overtime - Monday to Friday - first 2 hours	Overtime - Monday to Friday - after 2 hours
All years of apprenticeship	\$38.36	\$54.80	\$26.30	\$32.88	\$43.84

Table 3 of 3

Classification	Overtime - Saturday - before 12 noon - first 2 hours	Overtime - Saturday - before 12 noon - after 2 hours	Overtime - Saturday - after 12 noon	Overtime - Sunday	Less than 10 hour break between shifts
All years of apprenticeship	\$32.88	\$43.84	\$43.84	\$43.84	\$43.84



## Allowances

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
Adverse working conditions allowance level 1 - working outdoors or in moderately obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications	\$0.81 per hour
Adverse working conditions allowance level 2 - highly obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications	\$1.15 per hour
Adverse working conditions allowance level 3 - septic and sewerage treatment services - operational and trade employees in Level 1 to Level 5 classifications	\$11.55 per hour
Camping allowance	\$26.55 per night
Excess travel time allowance - full-time & part-time employees	payment at the minimum hourly rate for time spent travelling to and from the job in excess of the time spent travelling between home and the normal starting point.
Excess fares reimbursement - full-time & part-time employees	reimbursement for the cost of fares in excess of fares normally incurred travelling between home and the normal starting point
Travel time between work locations - community services employees providing home care	the appropriate rate of pay for the time spent travelling between service points
Travel expenses reimbursement for travel between work locations - community services employees providing home care	reimbursement for the cost of travel expenses incurred travelling between service points
Expenses reimbursement	reimbursement for all money spent at the direction of the employer, including out-of-pocket expenses, course fees and materials, telephones, accommodation, travelling expenses and special protective clothing
First aid allowance	\$0.43 per hour, up to a maximum of \$16.16 per week
Leading hand allowance - Level 3 or 4 classification supervising 1-5 employees	\$0.67 per hour, up to a maximum of \$25.40 per week
Leading hand allowance - Level 3 or 4 classification supervising 6-15 employees	\$0.91 per hour, up to a maximum of \$34.64 per week

<b>Allowances</b>	<b>Rate</b>
Leading hand allowance - Level 3, 4 or 5 classification supervising more than 15 employees	\$1.15 per hour, up to a maximum of \$43.87 per week
Meal allowance	\$16.28 for the first meal and \$16.28 for an extra meal after a further 4 hours
On call allowance - Monday to Friday	\$23.09 per day
On call allowance - Saturday	\$34.64 per day
On call allowance - Sunday or public holiday	\$46.18 per day
Sleepover allowance	\$11.55 per hour plus the relevant on call allowance
Tool allowance - tradesperson or apprentice	\$19.89 per week
Tool, instruments & special equipment reimbursement - not tradesperson or apprentice	reimbursement for the cost of tools, instruments or special equipment
Vehicle allowance - motor vehicle	\$0.78 per km
Vehicle allowance - motorcycle	\$0.26 per km

## Disclaimer

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

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