Pay Guide - Oil Refining and Manufacturing Award 2010

[MA000072]

Published 01 July 2020

Pay rates for this award will change from 01 November 2020. The rates in this guide apply from 01 July 2019.

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

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

Adult

Full-time & part-time

The rates below include industry disability allowance.

<table>
<thead>
<tr>
<th>Classification</th>
<th>Weekly pay rate</th>
<th>Hourly pay rate</th>
<th>Afternoon shift</th>
<th>Night shift</th>
<th>Permanent afternoon shift</th>
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<th>Overtime - Saturday - after 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Sunday - other than continuous shiftworkers</th>
<th>Overtime - public holiday - other than continuous shiftworkers</th>
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Table 2 of 2

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## Junior - Full-time & part-time - 16 years or less

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables)

Table 1 of 2

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<th>Hourly pay rate</th>
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<th>Night shift</th>
<th>Permanent afternoon shift</th>
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Table 2 of 2

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<th>Public holiday</th>
<th>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Sunday - other than continuous shiftworkers</th>
<th>Overtime - public holiday - other than continuous shiftworkers</th>
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Effective: 01/07/2019 Published: 01/07/2020
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Junior - Full-time & part-time - 17 years
Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables)

Table 1 of 2

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<th>Classification</th>
<th>Weekly pay rate</th>
<th>Hourly pay rate</th>
<th>Afternoon shift</th>
<th>Night shift</th>
<th>Permanent afternoon shift</th>
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**Junior - Casual - 16 years or less**

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables)

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Effective: 01/07/2019 Published: 01/07/2020
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**Junior - Casual - 17 years**

Note: Trade qualified juniors must be paid the appropriate adult rate (see adult rates tables)

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## Apprentice - Started before 1 Jan 2014

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

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<th>Weekly pay rate</th>
<th>Hourly pay rate</th>
<th>Afternoon shift</th>
<th>Night shift</th>
<th>Permanent afternoon shift</th>
<th>Permanent night shift</th>
<th>Saturday - first 2 hours - shiftworker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice 1st year</td>
<td>$508.88</td>
<td>$14.54</td>
<td>$16.72</td>
<td>$16.72</td>
<td>$17.45</td>
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<td>Apprentice 2nd year</td>
<td>$595.13</td>
<td>$17.01</td>
<td>$19.56</td>
<td>$19.56</td>
<td>$20.41</td>
<td>$22.11</td>
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<td>Apprentice 3rd year</td>
<td>$681.38</td>
<td>$19.47</td>
<td>$22.39</td>
<td>$22.39</td>
<td>$23.36</td>
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<tr>
<td>Apprentice 4th year</td>
<td>$793.50</td>
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<td>$26.08</td>
<td>$26.08</td>
<td>$27.22</td>
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</table>

## Table 2 of 2

<table>
<thead>
<tr>
<th>Classification</th>
<th>Saturday - after 2 hours - shiftworker</th>
<th>Sunday - shiftworker</th>
<th>Public holiday</th>
<th>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Sunday - other than continuous shiftworkers</th>
<th>Overtime - public holiday - other than continuous shiftworkers</th>
<th>Overtime - continuous shiftworkers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice 1st year</td>
<td>$29.08</td>
<td>$29.08</td>
<td>$43.62</td>
<td>$21.81</td>
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<tr>
<td>Apprentice 2nd year</td>
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<td>$34.02</td>
<td>$51.03</td>
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<td>Apprentice 3rd year</td>
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<td>$45.36</td>
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### Table 1 of 2

<table>
<thead>
<tr>
<th>Classification</th>
<th>Hourly pay rate</th>
<th>Afternoon shift</th>
<th>Night shift</th>
<th>Permanent afternoon shift</th>
<th>Permanent night shift</th>
<th>Saturday - first 2 hours - shiftworker</th>
<th>Saturday - after 2 hours - shiftworker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice 1st year</td>
<td>$20.70</td>
<td>$23.81</td>
<td>$23.81</td>
<td>$24.84</td>
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<td>Apprentice 2nd year</td>
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<td>$26.59</td>
<td>$28.81</td>
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<tr>
<td>Apprentice 3rd year</td>
<td>$22.16</td>
<td>$25.48</td>
<td>$25.48</td>
<td>$26.59</td>
<td>$28.81</td>
<td>$33.24</td>
<td>$44.32</td>
</tr>
<tr>
<td>Apprentice 4th year</td>
<td>$22.68</td>
<td>$26.08</td>
<td>$26.08</td>
<td>$27.22</td>
<td>$29.48</td>
<td>$34.02</td>
<td>$45.36</td>
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</tbody>
</table>

### Table 2 of 2

<table>
<thead>
<tr>
<th>Classification</th>
<th>Sunday - shiftworker</th>
<th>Public holiday</th>
<th>Overtime - Monday to Saturday - first 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Monday to Saturday - after 2 hours - other than continuous shiftworkers</th>
<th>Overtime - Sunday - other than continuous shiftworkers</th>
<th>Overtime - public holiday - other than continuous shiftworkers</th>
<th>Overtime - continuous shiftworkers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice 1st year</td>
<td>$41.40</td>
<td>$62.10</td>
<td>$31.05</td>
<td>$41.40</td>
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<td>$51.75</td>
<td>$41.40</td>
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<tr>
<td>Apprentice 2nd year</td>
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<td>$66.48</td>
<td>$33.24</td>
<td>$44.32</td>
<td>$44.32</td>
<td>$55.40</td>
<td>$44.32</td>
</tr>
<tr>
<td>Apprentice 3rd year</td>
<td>$44.32</td>
<td>$66.48</td>
<td>$33.24</td>
<td>$44.32</td>
<td>$44.32</td>
<td>$55.40</td>
<td>$44.32</td>
</tr>
<tr>
<td>Apprentice 4th year</td>
<td>$45.36</td>
<td>$68.04</td>
<td>$34.02</td>
<td>$45.36</td>
<td>$45.36</td>
<td>$56.70</td>
<td>$45.36</td>
</tr>
</tbody>
</table>
Allowances
If any all purpose allowances apply (marked *), they should be added to the minimum rate before penalties and overtime are calculated.

<table>
<thead>
<tr>
<th>Allowances</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apprentice training fees and textbook costs reimbursement</td>
<td>reimbursement of training fees for prescribed courses and the cost of prescribed textbooks</td>
</tr>
<tr>
<td>Apprentice travel to block release training reimbursement</td>
<td>reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training</td>
</tr>
<tr>
<td>First aid allowance</td>
<td>$0.49 per hour up to a maximum of $17.25 per week</td>
</tr>
<tr>
<td>* Industry allowance (already included in the rate tables above) - not clerical employees</td>
<td>$0.99 per hour</td>
</tr>
<tr>
<td>Leading hand allowance - in charge of 3-10 employees</td>
<td>$1.08 per hour up to a maximum of $37.95 per week</td>
</tr>
<tr>
<td>Leading hand allowance - in charge of 11-20 employees</td>
<td>$1.38 per hour up to a maximum of $48.30 per week</td>
</tr>
<tr>
<td>Leading hand allowance - in charge of more than 20 employees</td>
<td>$1.86 per hour up to a maximum of $64.95 per week</td>
</tr>
<tr>
<td>Meal allowance</td>
<td>$14.70 per meal</td>
</tr>
<tr>
<td>Protective clothing and equipment reimbursement</td>
<td>reimbursement for the cost of purchasing additional protective clothing and equipment</td>
</tr>
<tr>
<td>Tool allowance</td>
<td>$0.44 per hour up to a maximum of $15.29 per week</td>
</tr>
<tr>
<td>Travel reimbursement</td>
<td>reimbursement for the cost of transport or travel costs</td>
</tr>
<tr>
<td>Vehicle allowance</td>
<td>$0.78 per km</td>
</tr>
</tbody>
</table>

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.