

## Pay Guide - Pharmaceutical Industry Award 2010

[MA000069]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

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# Rates of pay

## Adult

### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO
Manufacturing/production worker grade 1 - on commencement	\$768.30	\$20.22	\$30.33	\$40.44	\$40.44	\$50.55	\$50.55
Manufacturing/production worker grade 1 - after 3 months	\$778.00	\$20.47	\$30.71	\$40.94	\$40.94	\$51.18	\$51.18
Manufacturing/production worker grade 1 - after 12 months	\$787.30	\$20.72	\$31.08	\$41.44	\$41.44	\$51.80	\$51.80
Manufacturing/production worker grade 2	\$794.60	\$20.91	\$31.37	\$41.82	\$41.82	\$52.28	\$52.28
Manufacturing/production worker grade 3	\$818.00	\$21.53	\$32.30	\$43.06	\$43.06	\$53.83	\$53.83
Manufacturing/production worker grade 4	\$841.90	\$22.16	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40
Warehouse/distribution worker grade 1 - on commencement	\$768.30	\$20.22	\$30.33	\$40.44	\$40.44	\$50.55	\$50.55
Warehouse/distribution worker grade 1 - after 3 months	\$778.00	\$20.47	\$30.71	\$40.94	\$40.94	\$51.18	\$51.18
Warehouse/distribution worker grade 1 - after 12 months	\$787.30	\$20.72	\$31.08	\$41.44	\$41.44	\$51.80	\$51.80
Warehouse/distribution worker grade 2	\$794.60	\$20.91	\$31.37	\$41.82	\$41.82	\$52.28	\$52.28

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Saturday - first 2 hours</b>	<b>Saturday - after 2 hours</b>	<b>Sunday</b>	<b>Public holiday</b>	<b>Working on RDO</b>
Warehouse/distribution worker grade 3	\$818.00	\$21.53	\$32.30	\$43.06	\$43.06	\$53.83	\$53.83
Warehouse/distribution worker grade 4	\$841.90	\$22.16	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40

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<b>Classification</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$30.33	\$40.44	\$30.33	\$40.44	\$23.25	\$23.25	\$26.29
Manufacturing/production worker grade 1 - after 3 months	\$30.71	\$40.94	\$30.71	\$40.94	\$23.54	\$23.54	\$26.61
Manufacturing/production worker grade 1 - after 12 months	\$31.08	\$41.44	\$31.08	\$41.44	\$23.83	\$23.83	\$26.94
Manufacturing/production worker grade 2	\$31.37	\$41.82	\$31.37	\$41.82	\$24.05	\$24.05	\$27.18
Manufacturing/production worker grade 3	\$32.30	\$43.06	\$32.30	\$43.06	\$24.76	\$24.76	\$27.99
Manufacturing/production worker grade 4	\$33.24	\$44.32	\$33.24	\$44.32	\$25.48	\$25.48	\$28.81
Warehouse/distribution worker grade 1 - on commencement	\$30.33	\$40.44	\$30.33	\$40.44	\$23.25	\$23.25	\$26.29
Warehouse/distribution worker grade 1 - after 3 months	\$30.71	\$40.94	\$30.71	\$40.94	\$23.54	\$23.54	\$26.61

<b>Classification</b>	<b>Overtime - first 2 hours</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 1 - after 12 months	\$31.08	\$41.44	\$31.08	\$41.44	\$23.83	\$23.83	\$26.94
Warehouse/distribution worker grade 2	\$31.37	\$41.82	\$31.37	\$41.82	\$24.05	\$24.05	\$27.18
Warehouse/distribution worker grade 3	\$32.30	\$43.06	\$32.30	\$43.06	\$24.76	\$24.76	\$27.99
Warehouse/distribution worker grade 4	\$33.24	\$44.32	\$33.24	\$44.32	\$25.48	\$25.48	\$28.81

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<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$30.33	\$30.33
Manufacturing/production worker grade 1 - after 3 months	\$30.71	\$30.71
Manufacturing/production worker grade 1 - after 12 months	\$31.08	\$31.08
Manufacturing/production worker grade 2	\$31.37	\$31.37
Manufacturing/production worker grade 3	\$32.30	\$32.30
Manufacturing/production worker grade 4	\$33.24	\$33.24
Warehouse/distribution worker grade 1 - on commencement	\$30.33	\$30.33
Warehouse/distribution worker grade 1 - after 3 months	\$30.71	\$30.71
Warehouse/distribution worker grade 1 - after 12 months	\$31.08	\$31.08
Warehouse/distribution worker grade 2	\$31.37	\$31.37
Warehouse/distribution worker grade 3	\$32.30	\$32.30
Warehouse/distribution worker grade 4	\$33.24	\$33.24

## Casual

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Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$25.28	\$30.33	\$40.44	\$40.44	\$55.61	\$50.55	\$30.33
Manufacturing/production worker grade 1 - after 3 months	\$25.59	\$30.71	\$40.94	\$40.94	\$56.29	\$51.18	\$30.71
Manufacturing/production worker grade 1 - after 12 months	\$25.90	\$31.08	\$41.44	\$41.44	\$56.98	\$51.80	\$31.08
Manufacturing/production worker grade 2	\$26.14	\$31.37	\$41.82	\$41.82	\$57.50	\$52.28	\$31.37
Manufacturing/production worker grade 3	\$26.91	\$32.30	\$43.06	\$43.06	\$59.21	\$53.83	\$32.30
Manufacturing/production worker grade 4	\$27.70	\$33.24	\$44.32	\$44.32	\$60.94	\$55.40	\$33.24
Warehouse/distribution worker grade 1 - on commencement	\$25.28	\$30.33	\$40.44	\$40.44	\$55.61	\$50.55	\$30.33
Warehouse/distribution worker grade 1 - after 3 months	\$25.59	\$30.71	\$40.94	\$40.94	\$56.29	\$51.18	\$30.71
Warehouse/distribution worker grade 1 - after 12 months	\$25.90	\$31.08	\$41.44	\$41.44	\$56.98	\$51.80	\$31.08
Warehouse/distribution worker grade 2	\$26.14	\$31.37	\$41.82	\$41.82	\$57.50	\$52.28	\$31.37
Warehouse/distribution worker grade 3	\$26.91	\$32.30	\$43.06	\$43.06	\$59.21	\$53.83	\$32.30
Warehouse/distribution worker grade 4	\$27.70	\$33.24	\$44.32	\$44.32	\$60.94	\$55.40	\$33.24

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$50.55	\$28.31	\$28.31	\$31.34
Manufacturing/production worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$51.18	\$28.66	\$28.66	\$31.73
Manufacturing/production worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$51.80	\$29.01	\$29.01	\$32.12
Manufacturing/production worker grade 2	\$41.82	\$31.37	\$41.82	\$52.28	\$29.27	\$29.27	\$32.41
Manufacturing/production worker grade 3	\$43.06	\$32.30	\$43.06	\$53.83	\$30.14	\$30.14	\$33.37
Manufacturing/production worker grade 4	\$44.32	\$33.24	\$44.32	\$55.40	\$31.02	\$31.02	\$34.35
Warehouse/distribution worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$50.55	\$28.31	\$28.31	\$31.34
Warehouse/distribution worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$51.18	\$28.66	\$28.66	\$31.73
Warehouse/distribution worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$51.80	\$29.01	\$29.01	\$32.12
Warehouse/distribution worker grade 2	\$41.82	\$31.37	\$41.82	\$52.28	\$29.27	\$29.27	\$32.41
Warehouse/distribution worker grade 3	\$43.06	\$32.30	\$43.06	\$53.83	\$30.14	\$30.14	\$33.37

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 4	\$44.32	\$33.24	\$44.32	\$55.40	\$31.02	\$31.02	\$34.35

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<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$35.39	\$35.39
Manufacturing/production worker grade 1 - after 3 months	\$35.82	\$35.82
Manufacturing/production worker grade 1 - after 12 months	\$36.26	\$36.26
Manufacturing/production worker grade 2	\$36.59	\$36.59
Manufacturing/production worker grade 3	\$37.68	\$37.68
Manufacturing/production worker grade 4	\$38.78	\$38.78
Warehouse/distribution worker grade 1 - on commencement	\$35.39	\$35.39
Warehouse/distribution worker grade 1 - after 3 months	\$35.82	\$35.82
Warehouse/distribution worker grade 1 - after 12 months	\$36.26	\$36.26
Warehouse/distribution worker grade 2	\$36.59	\$36.59
Warehouse/distribution worker grade 3	\$37.68	\$37.68
Warehouse/distribution worker grade 4	\$38.78	\$38.78

## Junior - Full-time & part-time - under 17 years of age

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Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$10.11	\$15.17	\$20.22	\$20.22	\$25.28	\$25.28	\$15.17
Manufacturing/production worker grade 1 - after 3 months	\$10.24	\$15.36	\$20.48	\$20.48	\$25.60	\$25.60	\$15.36
Manufacturing/production worker grade 1 - after 12 months	\$10.36	\$15.54	\$20.72	\$20.72	\$25.90	\$25.90	\$15.54
Manufacturing/production worker grade 2	\$10.46	\$15.69	\$20.92	\$20.92	\$26.15	\$26.15	\$15.69
Manufacturing/production worker grade 3	\$10.77	\$16.16	\$21.54	\$21.54	\$26.93	\$26.93	\$16.16
Manufacturing/production worker grade 4	\$11.08	\$16.62	\$22.16	\$22.16	\$27.70	\$27.70	\$16.62
Warehouse/distribution worker grade 1 - on commencement	\$10.11	\$15.17	\$20.22	\$20.22	\$25.28	\$25.28	\$15.17
Warehouse/distribution worker grade 1 - after 3 months	\$10.24	\$15.36	\$20.48	\$20.48	\$25.60	\$25.60	\$15.36
Warehouse/distribution worker grade 1 - after 12 months	\$10.36	\$15.54	\$20.72	\$20.72	\$25.90	\$25.90	\$15.54
Warehouse/distribution worker grade 2	\$10.46	\$15.69	\$20.92	\$20.92	\$26.15	\$26.15	\$15.69
Warehouse/distribution worker grade 3	\$10.77	\$16.16	\$21.54	\$21.54	\$26.93	\$26.93	\$16.16
Warehouse/distribution worker grade 4	\$11.08	\$16.62	\$22.16	\$22.16	\$27.70	\$27.70	\$16.62



**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$20.22	\$15.17	\$20.22	\$11.63	\$11.63	\$13.14	\$15.17	\$15.17
Manufacturing/production worker grade 1 - after 3 months	\$20.48	\$15.36	\$20.48	\$11.78	\$11.78	\$13.31	\$15.36	\$15.36
Manufacturing/production worker grade 1 - after 12 months	\$20.72	\$15.54	\$20.72	\$11.91	\$11.91	\$13.47	\$15.54	\$15.54
Manufacturing/production worker grade 2	\$20.92	\$15.69	\$20.92	\$12.03	\$12.03	\$13.60	\$15.69	\$15.69
Manufacturing/production worker grade 3	\$21.54	\$16.16	\$21.54	\$12.39	\$12.39	\$14.00	\$16.16	\$16.16
Manufacturing/production worker grade 4	\$22.16	\$16.62	\$22.16	\$12.74	\$12.74	\$14.40	\$16.62	\$16.62
Warehouse/distribution worker grade 1 - on commencement	\$20.22	\$15.17	\$20.22	\$11.63	\$11.63	\$13.14	\$15.17	\$15.17
Warehouse/distribution worker grade 1 - after 3 months	\$20.48	\$15.36	\$20.48	\$11.78	\$11.78	\$13.31	\$15.36	\$15.36
Warehouse/distribution worker grade 1 - after 12 months	\$20.72	\$15.54	\$20.72	\$11.91	\$11.91	\$13.47	\$15.54	\$15.54
Warehouse/distribution worker grade 2	\$20.92	\$15.69	\$20.92	\$12.03	\$12.03	\$13.60	\$15.69	\$15.69
Warehouse/distribution worker grade 3	\$21.54	\$16.16	\$21.54	\$12.39	\$12.39	\$14.00	\$16.16	\$16.16

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Warehouse/distribution worker grade 4	\$22.16	\$16.62	\$22.16	\$12.74	\$12.74	\$14.40	\$16.62	\$16.62

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$12.13	\$18.20	\$24.26	\$24.26	\$30.33	\$30.33	\$18.20
Manufacturing/production worker grade 1 - after 3 months	\$12.28	\$18.42	\$24.56	\$24.56	\$30.70	\$30.70	\$18.42
Manufacturing/production worker grade 1 - after 12 months	\$12.43	\$18.65	\$24.86	\$24.86	\$31.08	\$31.08	\$18.65
Manufacturing/production worker grade 2	\$12.55	\$18.83	\$25.10	\$25.10	\$31.38	\$31.38	\$18.83
Manufacturing/production worker grade 3	\$12.92	\$19.38	\$25.84	\$25.84	\$32.30	\$32.30	\$19.38
Manufacturing/production worker grade 4	\$13.30	\$19.95	\$26.60	\$26.60	\$33.25	\$33.25	\$19.95
Warehouse/distribution worker grade 1 - on commencement	\$12.13	\$18.20	\$24.26	\$24.26	\$30.33	\$30.33	\$18.20
Warehouse/distribution worker grade 1 - after 3 months	\$12.28	\$18.42	\$24.56	\$24.56	\$30.70	\$30.70	\$18.42
Warehouse/distribution worker grade 1 - after 12 months	\$12.43	\$18.65	\$24.86	\$24.86	\$31.08	\$31.08	\$18.65
Warehouse/distribution worker grade 2	\$12.55	\$18.83	\$25.10	\$25.10	\$31.38	\$31.38	\$18.83
Warehouse/distribution worker grade 3	\$12.92	\$19.38	\$25.84	\$25.84	\$32.30	\$32.30	\$19.38
Warehouse/distribution worker grade 4	\$13.30	\$19.95	\$26.60	\$26.60	\$33.25	\$33.25	\$19.95

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$24.26	\$18.20	\$24.26	\$13.95	\$13.95	\$15.77	\$18.20	\$18.20
Manufacturing/production worker grade 1 - after 3 months	\$24.56	\$18.42	\$24.56	\$14.12	\$14.12	\$15.96	\$18.42	\$18.42
Manufacturing/production worker grade 1 - after 12 months	\$24.86	\$18.65	\$24.86	\$14.29	\$14.29	\$16.16	\$18.65	\$18.65
Manufacturing/production worker grade 2	\$25.10	\$18.83	\$25.10	\$14.43	\$14.43	\$16.32	\$18.83	\$18.83
Manufacturing/production worker grade 3	\$25.84	\$19.38	\$25.84	\$14.86	\$14.86	\$16.80	\$19.38	\$19.38
Manufacturing/production worker grade 4	\$26.60	\$19.95	\$26.60	\$15.30	\$15.30	\$17.29	\$19.95	\$19.95
Warehouse/distribution worker grade 1 - on commencement	\$24.26	\$18.20	\$24.26	\$13.95	\$13.95	\$15.77	\$18.20	\$18.20
Warehouse/distribution worker grade 1 - after 3 months	\$24.56	\$18.42	\$24.56	\$14.12	\$14.12	\$15.96	\$18.42	\$18.42
Warehouse/distribution worker grade 1 - after 12 months	\$24.86	\$18.65	\$24.86	\$14.29	\$14.29	\$16.16	\$18.65	\$18.65
Warehouse/distribution worker grade 2	\$25.10	\$18.83	\$25.10	\$14.43	\$14.43	\$16.32	\$18.83	\$18.83
Warehouse/distribution worker grade 3	\$25.84	\$19.38	\$25.84	\$14.86	\$14.86	\$16.80	\$19.38	\$19.38

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Warehouse/distribution worker grade 4	\$26.60	\$19.95	\$26.60	\$15.30	\$15.30	\$17.29	\$19.95	\$19.95

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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$16.18	\$24.27	\$32.36	\$32.36	\$40.45	\$40.45	\$24.27
Manufacturing/production worker grade 1 - after 3 months	\$16.38	\$24.57	\$32.76	\$32.76	\$40.95	\$40.95	\$24.57
Manufacturing/production worker grade 1 - after 12 months	\$16.58	\$24.87	\$33.16	\$33.16	\$41.45	\$41.45	\$24.87
Manufacturing/production worker grade 2	\$16.73	\$25.10	\$33.46	\$33.46	\$41.83	\$41.83	\$25.10
Manufacturing/production worker grade 3	\$17.22	\$25.83	\$34.44	\$34.44	\$43.05	\$43.05	\$25.83
Manufacturing/production worker grade 4	\$17.73	\$26.60	\$35.46	\$35.46	\$44.33	\$44.33	\$26.60
Warehouse/distribution worker grade 1 - on commencement	\$16.18	\$24.27	\$32.36	\$32.36	\$40.45	\$40.45	\$24.27
Warehouse/distribution worker grade 1 - after 3 months	\$16.38	\$24.57	\$32.76	\$32.76	\$40.95	\$40.95	\$24.57
Warehouse/distribution worker grade 1 - after 12 months	\$16.58	\$24.87	\$33.16	\$33.16	\$41.45	\$41.45	\$24.87
Warehouse/distribution worker grade 2	\$16.73	\$25.10	\$33.46	\$33.46	\$41.83	\$41.83	\$25.10
Warehouse/distribution worker grade 3	\$17.22	\$25.83	\$34.44	\$34.44	\$43.05	\$43.05	\$25.83
Warehouse/distribution worker grade 4	\$17.73	\$26.60	\$35.46	\$35.46	\$44.33	\$44.33	\$26.60

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$32.36	\$24.27	\$32.36	\$18.61	\$18.61	\$21.03	\$24.27	\$24.27
Manufacturing/production worker grade 1 - after 3 months	\$32.76	\$24.57	\$32.76	\$18.84	\$18.84	\$21.29	\$24.57	\$24.57
Manufacturing/production worker grade 1 - after 12 months	\$33.16	\$24.87	\$33.16	\$19.07	\$19.07	\$21.55	\$24.87	\$24.87
Manufacturing/production worker grade 2	\$33.46	\$25.10	\$33.46	\$19.24	\$19.24	\$21.75	\$25.10	\$25.10
Manufacturing/production worker grade 3	\$34.44	\$25.83	\$34.44	\$19.80	\$19.80	\$22.39	\$25.83	\$25.83
Manufacturing/production worker grade 4	\$35.46	\$26.60	\$35.46	\$20.39	\$20.39	\$23.05	\$26.60	\$26.60
Warehouse/distribution worker grade 1 - on commencement	\$32.36	\$24.27	\$32.36	\$18.61	\$18.61	\$21.03	\$24.27	\$24.27
Warehouse/distribution worker grade 1 - after 3 months	\$32.76	\$24.57	\$32.76	\$18.84	\$18.84	\$21.29	\$24.57	\$24.57
Warehouse/distribution worker grade 1 - after 12 months	\$33.16	\$24.87	\$33.16	\$19.07	\$19.07	\$21.55	\$24.87	\$24.87
Warehouse/distribution worker grade 2	\$33.46	\$25.10	\$33.46	\$19.24	\$19.24	\$21.75	\$25.10	\$25.10
Warehouse/distribution worker grade 3	\$34.44	\$25.83	\$34.44	\$19.80	\$19.80	\$22.39	\$25.83	\$25.83

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Warehouse/distribution worker grade 4	\$35.46	\$26.60	\$35.46	\$20.39	\$20.39	\$23.05	\$26.60	\$26.60



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

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$20.22	\$30.33	\$40.44	\$40.44	\$50.55	\$50.55	\$30.33
Manufacturing/production worker grade 1 - after 3 months	\$20.47	\$30.71	\$40.94	\$40.94	\$51.18	\$51.18	\$30.71
Manufacturing/production worker grade 1 - after 12 months	\$20.72	\$31.08	\$41.44	\$41.44	\$51.80	\$51.80	\$31.08
Manufacturing/production worker grade 2	\$20.91	\$31.37	\$41.82	\$41.82	\$52.28	\$52.28	\$31.37
Manufacturing/production worker grade 3	\$21.53	\$32.30	\$43.06	\$43.06	\$53.83	\$53.83	\$32.30
Manufacturing/production worker grade 4	\$22.16	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40	\$33.24
Warehouse/distribution worker grade 1 - on commencement	\$20.22	\$30.33	\$40.44	\$40.44	\$50.55	\$50.55	\$30.33
Warehouse/distribution worker grade 1 - after 3 months	\$20.47	\$30.71	\$40.94	\$40.94	\$51.18	\$51.18	\$30.71
Warehouse/distribution worker grade 1 - after 12 months	\$20.72	\$31.08	\$41.44	\$41.44	\$51.80	\$51.80	\$31.08
Warehouse/distribution worker grade 2	\$20.91	\$31.37	\$41.82	\$41.82	\$52.28	\$52.28	\$31.37
Warehouse/distribution worker grade 3	\$21.53	\$32.30	\$43.06	\$43.06	\$53.83	\$53.83	\$32.30
Warehouse/distribution worker grade 4	\$22.16	\$33.24	\$44.32	\$44.32	\$55.40	\$55.40	\$33.24

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$23.25	\$23.25	\$26.29	\$30.33	\$30.33
Manufacturing/production worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$23.54	\$23.54	\$26.61	\$30.71	\$30.71
Manufacturing/production worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$23.83	\$23.83	\$26.94	\$31.08	\$31.08
Manufacturing/production worker grade 2	\$41.82	\$31.37	\$41.82	\$24.05	\$24.05	\$27.18	\$31.37	\$31.37
Manufacturing/production worker grade 3	\$43.06	\$32.30	\$43.06	\$24.76	\$24.76	\$27.99	\$32.30	\$32.30
Manufacturing/production worker grade 4	\$44.32	\$33.24	\$44.32	\$25.48	\$25.48	\$28.81	\$33.24	\$33.24
Warehouse/distribution worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$23.25	\$23.25	\$26.29	\$30.33	\$30.33
Warehouse/distribution worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$23.54	\$23.54	\$26.61	\$30.71	\$30.71
Warehouse/distribution worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$23.83	\$23.83	\$26.94	\$31.08	\$31.08
Warehouse/distribution worker grade 2	\$41.82	\$31.37	\$41.82	\$24.05	\$24.05	\$27.18	\$31.37	\$31.37
Warehouse/distribution worker grade 3	\$43.06	\$32.30	\$43.06	\$24.76	\$24.76	\$27.99	\$32.30	\$32.30

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Warehouse/distribution worker grade 4	\$44.32	\$33.24	\$44.32	\$25.48	\$25.48	\$28.81	\$33.24	\$33.24

## Junior - Casual - under 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$12.64	\$15.17	\$20.22	\$20.22	\$27.80	\$25.28	\$15.17
Manufacturing/production worker grade 1 - after 3 months	\$12.80	\$15.36	\$20.48	\$20.48	\$28.16	\$25.60	\$15.36
Manufacturing/production worker grade 1 - after 12 months	\$12.95	\$15.54	\$20.72	\$20.72	\$28.49	\$25.90	\$15.54
Manufacturing/production worker grade 2	\$13.08	\$15.69	\$20.92	\$20.92	\$28.77	\$26.15	\$15.69
Manufacturing/production worker grade 3	\$13.46	\$16.16	\$21.54	\$21.54	\$29.62	\$26.93	\$16.16
Manufacturing/production worker grade 4	\$13.85	\$16.62	\$22.16	\$22.16	\$30.47	\$27.70	\$16.62
Warehouse/distribution worker grade 1 - on commencement	\$12.64	\$15.17	\$20.22	\$20.22	\$27.80	\$25.28	\$15.17
Warehouse/distribution worker grade 1 - after 3 months	\$12.80	\$15.36	\$20.48	\$20.48	\$28.16	\$25.60	\$15.36
Warehouse/distribution worker grade 1 - after 12 months	\$12.95	\$15.54	\$20.72	\$20.72	\$28.49	\$25.90	\$15.54
Warehouse/distribution worker grade 2	\$13.08	\$15.69	\$20.92	\$20.92	\$28.77	\$26.15	\$15.69
Warehouse/distribution worker grade 3	\$13.46	\$16.16	\$21.54	\$21.54	\$29.62	\$26.93	\$16.16
Warehouse/distribution worker grade 4	\$13.85	\$16.62	\$22.16	\$22.16	\$30.47	\$27.70	\$16.62

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$20.22	\$15.17	\$20.22	\$25.28	\$14.15	\$14.15	\$15.67
Manufacturing/production worker grade 1 - after 3 months	\$20.48	\$15.36	\$20.48	\$25.60	\$14.34	\$14.34	\$15.87
Manufacturing/production worker grade 1 - after 12 months	\$20.72	\$15.54	\$20.72	\$25.90	\$14.50	\$14.50	\$16.06
Manufacturing/production worker grade 2	\$20.92	\$15.69	\$20.92	\$26.15	\$14.64	\$14.64	\$16.21
Manufacturing/production worker grade 3	\$21.54	\$16.16	\$21.54	\$26.93	\$15.08	\$15.08	\$16.69
Manufacturing/production worker grade 4	\$22.16	\$16.62	\$22.16	\$27.70	\$15.51	\$15.51	\$17.17
Warehouse/distribution worker grade 1 - on commencement	\$20.22	\$15.17	\$20.22	\$25.28	\$14.15	\$14.15	\$15.67
Warehouse/distribution worker grade 1 - after 3 months	\$20.48	\$15.36	\$20.48	\$25.60	\$14.34	\$14.34	\$15.87
Warehouse/distribution worker grade 1 - after 12 months	\$20.72	\$15.54	\$20.72	\$25.90	\$14.50	\$14.50	\$16.06
Warehouse/distribution worker grade 2	\$20.92	\$15.69	\$20.92	\$26.15	\$14.64	\$14.64	\$16.21
Warehouse/distribution worker grade 3	\$21.54	\$16.16	\$21.54	\$26.93	\$15.08	\$15.08	\$16.69

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 4	\$22.16	\$16.62	\$22.16	\$27.70	\$15.51	\$15.51	\$17.17

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$17.69	\$17.69
Manufacturing/production worker grade 1 - after 3 months	\$17.92	\$17.92
Manufacturing/production worker grade 1 - after 12 months	\$18.13	\$18.13
Manufacturing/production worker grade 2	\$18.31	\$18.31
Manufacturing/production worker grade 3	\$18.85	\$18.85
Manufacturing/production worker grade 4	\$19.39	\$19.39
Warehouse/distribution worker grade 1 - on commencement	\$17.69	\$17.69
Warehouse/distribution worker grade 1 - after 3 months	\$17.92	\$17.92
Warehouse/distribution worker grade 1 - after 12 months	\$18.13	\$18.13
Warehouse/distribution worker grade 2	\$18.31	\$18.31
Warehouse/distribution worker grade 3	\$18.85	\$18.85
Warehouse/distribution worker grade 4	\$19.39	\$19.39

## Junior - Casual - 17 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$15.16	\$18.20	\$24.26	\$24.26	\$33.36	\$30.33	\$18.20
Manufacturing/production worker grade 1 - after 3 months	\$15.35	\$18.42	\$24.56	\$24.56	\$33.77	\$30.70	\$18.42
Manufacturing/production worker grade 1 - after 12 months	\$15.54	\$18.65	\$24.86	\$24.86	\$34.18	\$31.08	\$18.65
Manufacturing/production worker grade 2	\$15.69	\$18.83	\$25.10	\$25.10	\$34.51	\$31.38	\$18.83
Manufacturing/production worker grade 3	\$16.15	\$19.38	\$25.84	\$25.84	\$35.53	\$32.30	\$19.38
Manufacturing/production worker grade 4	\$16.63	\$19.95	\$26.60	\$26.60	\$36.58	\$33.25	\$19.95
Warehouse/distribution worker grade 1 - on commencement	\$15.16	\$18.20	\$24.26	\$24.26	\$33.36	\$30.33	\$18.20
Warehouse/distribution worker grade 1 - after 3 months	\$15.35	\$18.42	\$24.56	\$24.56	\$33.77	\$30.70	\$18.42
Warehouse/distribution worker grade 1 - after 12 months	\$15.54	\$18.65	\$24.86	\$24.86	\$34.18	\$31.08	\$18.65
Warehouse/distribution worker grade 2	\$15.69	\$18.83	\$25.10	\$25.10	\$34.51	\$31.38	\$18.83
Warehouse/distribution worker grade 3	\$16.15	\$19.38	\$25.84	\$25.84	\$35.53	\$32.30	\$19.38
Warehouse/distribution worker grade 4	\$16.63	\$19.95	\$26.60	\$26.60	\$36.58	\$33.25	\$19.95

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$24.26	\$18.20	\$24.26	\$30.33	\$16.98	\$16.98	\$18.80
Manufacturing/production worker grade 1 - after 3 months	\$24.56	\$18.42	\$24.56	\$30.70	\$17.19	\$17.19	\$19.03
Manufacturing/production worker grade 1 - after 12 months	\$24.86	\$18.65	\$24.86	\$31.08	\$17.40	\$17.40	\$19.27
Manufacturing/production worker grade 2	\$25.10	\$18.83	\$25.10	\$31.38	\$17.57	\$17.57	\$19.45
Manufacturing/production worker grade 3	\$25.84	\$19.38	\$25.84	\$32.30	\$18.09	\$18.09	\$20.03
Manufacturing/production worker grade 4	\$26.60	\$19.95	\$26.60	\$33.25	\$18.62	\$18.62	\$20.62
Warehouse/distribution worker grade 1 - on commencement	\$24.26	\$18.20	\$24.26	\$30.33	\$16.98	\$16.98	\$18.80
Warehouse/distribution worker grade 1 - after 3 months	\$24.56	\$18.42	\$24.56	\$30.70	\$17.19	\$17.19	\$19.03
Warehouse/distribution worker grade 1 - after 12 months	\$24.86	\$18.65	\$24.86	\$31.08	\$17.40	\$17.40	\$19.27
Warehouse/distribution worker grade 2	\$25.10	\$18.83	\$25.10	\$31.38	\$17.57	\$17.57	\$19.45
Warehouse/distribution worker grade 3	\$25.84	\$19.38	\$25.84	\$32.30	\$18.09	\$18.09	\$20.03



<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 4	\$26.60	\$19.95	\$26.60	\$33.25	\$18.62	\$18.62	\$20.62

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$21.23	\$21.23
Manufacturing/production worker grade 1 - after 3 months	\$21.49	\$21.49
Manufacturing/production worker grade 1 - after 12 months	\$21.75	\$21.75
Manufacturing/production worker grade 2	\$21.96	\$21.96
Manufacturing/production worker grade 3	\$22.61	\$22.61
Manufacturing/production worker grade 4	\$23.28	\$23.28
Warehouse/distribution worker grade 1 - on commencement	\$21.23	\$21.23
Warehouse/distribution worker grade 1 - after 3 months	\$21.49	\$21.49
Warehouse/distribution worker grade 1 - after 12 months	\$21.75	\$21.75
Warehouse/distribution worker grade 2	\$21.96	\$21.96
Warehouse/distribution worker grade 3	\$22.61	\$22.61
Warehouse/distribution worker grade 4	\$23.28	\$23.28

## Junior - Casual - 18 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$20.23	\$24.27	\$32.36	\$32.36	\$44.50	\$40.45	\$24.27
Manufacturing/production worker grade 1 - after 3 months	\$20.48	\$24.57	\$32.76	\$32.76	\$45.05	\$40.95	\$24.57
Manufacturing/production worker grade 1 - after 12 months	\$20.73	\$24.87	\$33.16	\$33.16	\$45.60	\$41.45	\$24.87
Manufacturing/production worker grade 2	\$20.91	\$25.10	\$33.46	\$33.46	\$46.01	\$41.83	\$25.10
Manufacturing/production worker grade 3	\$21.53	\$25.83	\$34.44	\$34.44	\$47.36	\$43.05	\$25.83
Manufacturing/production worker grade 4	\$22.16	\$26.60	\$35.46	\$35.46	\$48.76	\$44.33	\$26.60
Warehouse/distribution worker grade 1 - on commencement	\$20.23	\$24.27	\$32.36	\$32.36	\$44.50	\$40.45	\$24.27
Warehouse/distribution worker grade 1 - after 3 months	\$20.48	\$24.57	\$32.76	\$32.76	\$45.05	\$40.95	\$24.57
Warehouse/distribution worker grade 1 - after 12 months	\$20.73	\$24.87	\$33.16	\$33.16	\$45.60	\$41.45	\$24.87
Warehouse/distribution worker grade 2	\$20.91	\$25.10	\$33.46	\$33.46	\$46.01	\$41.83	\$25.10
Warehouse/distribution worker grade 3	\$21.53	\$25.83	\$34.44	\$34.44	\$47.36	\$43.05	\$25.83
Warehouse/distribution worker grade 4	\$22.16	\$26.60	\$35.46	\$35.46	\$48.76	\$44.33	\$26.60

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$32.36	\$24.27	\$32.36	\$40.45	\$22.65	\$22.65	\$25.08
Manufacturing/production worker grade 1 - after 3 months	\$32.76	\$24.57	\$32.76	\$40.95	\$22.93	\$22.93	\$25.39
Manufacturing/production worker grade 1 - after 12 months	\$33.16	\$24.87	\$33.16	\$41.45	\$23.21	\$23.21	\$25.70
Manufacturing/production worker grade 2	\$33.46	\$25.10	\$33.46	\$41.83	\$23.42	\$23.42	\$25.93
Manufacturing/production worker grade 3	\$34.44	\$25.83	\$34.44	\$43.05	\$24.11	\$24.11	\$26.69
Manufacturing/production worker grade 4	\$35.46	\$26.60	\$35.46	\$44.33	\$24.82	\$24.82	\$27.48
Warehouse/distribution worker grade 1 - on commencement	\$32.36	\$24.27	\$32.36	\$40.45	\$22.65	\$22.65	\$25.08
Warehouse/distribution worker grade 1 - after 3 months	\$32.76	\$24.57	\$32.76	\$40.95	\$22.93	\$22.93	\$25.39
Warehouse/distribution worker grade 1 - after 12 months	\$33.16	\$24.87	\$33.16	\$41.45	\$23.21	\$23.21	\$25.70
Warehouse/distribution worker grade 2	\$33.46	\$25.10	\$33.46	\$41.83	\$23.42	\$23.42	\$25.93
Warehouse/distribution worker grade 3	\$34.44	\$25.83	\$34.44	\$43.05	\$24.11	\$24.11	\$26.69

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 4	\$35.46	\$26.60	\$35.46	\$44.33	\$24.82	\$24.82	\$27.48

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$28.32	\$28.32
Manufacturing/production worker grade 1 - after 3 months	\$28.67	\$28.67
Manufacturing/production worker grade 1 - after 12 months	\$29.02	\$29.02
Manufacturing/production worker grade 2	\$29.28	\$29.28
Manufacturing/production worker grade 3	\$30.14	\$30.14
Manufacturing/production worker grade 4	\$31.03	\$31.03
Warehouse/distribution worker grade 1 - on commencement	\$28.32	\$28.32
Warehouse/distribution worker grade 1 - after 3 months	\$28.67	\$28.67
Warehouse/distribution worker grade 1 - after 12 months	\$29.02	\$29.02
Warehouse/distribution worker grade 2	\$29.28	\$29.28
Warehouse/distribution worker grade 3	\$30.14	\$30.14
Warehouse/distribution worker grade 4	\$31.03	\$31.03

## Junior - Casual - 19 years of age

Table 1 of 3

Classification	Hourly pay rate	Saturday - first 2 hours	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Overtime - first 2 hours
Manufacturing/production worker grade 1 - on commencement	\$25.28	\$30.33	\$40.44	\$40.44	\$55.61	\$50.55	\$30.33
Manufacturing/production worker grade 1 - after 3 months	\$25.59	\$30.71	\$40.94	\$40.94	\$56.29	\$51.18	\$30.71
Manufacturing/production worker grade 1 - after 12 months	\$25.90	\$31.08	\$41.44	\$41.44	\$56.98	\$51.80	\$31.08
Manufacturing/production worker grade 2	\$26.14	\$31.37	\$41.82	\$41.82	\$57.50	\$52.28	\$31.37
Manufacturing/production worker grade 3	\$26.91	\$32.30	\$43.06	\$43.06	\$59.21	\$53.83	\$32.30
Manufacturing/production worker grade 4	\$27.70	\$33.24	\$44.32	\$44.32	\$60.94	\$55.40	\$33.24
Warehouse/distribution worker grade 1 - on commencement	\$25.28	\$30.33	\$40.44	\$40.44	\$55.61	\$50.55	\$30.33
Warehouse/distribution worker grade 1 - after 3 months	\$25.59	\$30.71	\$40.94	\$40.94	\$56.29	\$51.18	\$30.71
Warehouse/distribution worker grade 1 - after 12 months	\$25.90	\$31.08	\$41.44	\$41.44	\$56.98	\$51.80	\$31.08
Warehouse/distribution worker grade 2	\$26.14	\$31.37	\$41.82	\$41.82	\$57.50	\$52.28	\$31.37
Warehouse/distribution worker grade 3	\$26.91	\$32.30	\$43.06	\$43.06	\$59.21	\$53.83	\$32.30
Warehouse/distribution worker grade 4	\$27.70	\$33.24	\$44.32	\$44.32	\$60.94	\$55.40	\$33.24

**Table 2 of 3**

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Manufacturing/production worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$50.55	\$28.31	\$28.31	\$31.34
Manufacturing/production worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$51.18	\$28.66	\$28.66	\$31.73
Manufacturing/production worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$51.80	\$29.01	\$29.01	\$32.12
Manufacturing/production worker grade 2	\$41.82	\$31.37	\$41.82	\$52.28	\$29.27	\$29.27	\$32.41
Manufacturing/production worker grade 3	\$43.06	\$32.30	\$43.06	\$53.83	\$30.14	\$30.14	\$33.37
Manufacturing/production worker grade 4	\$44.32	\$33.24	\$44.32	\$55.40	\$31.02	\$31.02	\$34.35
Warehouse/distribution worker grade 1 - on commencement	\$40.44	\$30.33	\$40.44	\$50.55	\$28.31	\$28.31	\$31.34
Warehouse/distribution worker grade 1 - after 3 months	\$40.94	\$30.71	\$40.94	\$51.18	\$28.66	\$28.66	\$31.73
Warehouse/distribution worker grade 1 - after 12 months	\$41.44	\$31.08	\$41.44	\$51.80	\$29.01	\$29.01	\$32.12
Warehouse/distribution worker grade 2	\$41.82	\$31.37	\$41.82	\$52.28	\$29.27	\$29.27	\$32.41
Warehouse/distribution worker grade 3	\$43.06	\$32.30	\$43.06	\$53.83	\$30.14	\$30.14	\$33.37

<b>Classification</b>	<b>Overtime - after 2 hours</b>	<b>Overtime (working more than 8 hours in a day) - first 3 hours - shiftworkers</b>	<b>Overtime (working more than 8 hours in a day) - after 3 hours - shiftworkers</b>	<b>Overtime - Public holiday</b>	<b>Afternoon shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Night shift - 5 or more successive shifts (6 in six day enterprise)</b>	<b>Permanent night shift</b>
Warehouse/distribution worker grade 4	\$44.32	\$33.24	\$44.32	\$55.40	\$31.02	\$31.02	\$34.35

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon shift - less than 5 successive shifts (6 in six day enterprise)</b>	<b>Night shift - less than 5 successive shifts (6 in six day enterprise)</b>
Manufacturing/production worker grade 1 - on commencement	\$35.39	\$35.39
Manufacturing/production worker grade 1 - after 3 months	\$35.82	\$35.82
Manufacturing/production worker grade 1 - after 12 months	\$36.26	\$36.26
Manufacturing/production worker grade 2	\$36.59	\$36.59
Manufacturing/production worker grade 3	\$37.68	\$37.68
Manufacturing/production worker grade 4	\$38.78	\$38.78
Warehouse/distribution worker grade 1 - on commencement	\$35.39	\$35.39
Warehouse/distribution worker grade 1 - after 3 months	\$35.82	\$35.82
Warehouse/distribution worker grade 1 - after 12 months	\$36.26	\$36.26
Warehouse/distribution worker grade 2	\$36.59	\$36.59
Warehouse/distribution worker grade 3	\$37.68	\$37.68
Warehouse/distribution worker grade 4	\$38.78	\$38.78

## Allowances

Allowances	Rate
Chlorpromazine hydrochloride allowance	\$0.47 per hour
Clothing reimbursement	reimbursement for the purchase and/or cleaning of two sets of overalls or other protective clothing per year plus additional overalls or protective clothing as necessary for work with materials harmful to clothing
Dust mask allowance (other than sterile areas)	\$2.37 per day
First aid allowance	\$0.44 per hour up to a maximum of \$16.66 per week
First aid reimbursement	reimbursement for the cost of approved books / manuals and other expenses associated with attending first aid training
Gentian Violet and similar substances allowance	\$0.55 per hour, with a minimum payment of \$1.68 per day
Meal allowance	\$14.25 for a meal
Respirator allowance	\$0.80 per hour
Safety footwear reimbursement	reimbursement for the cost of buying and cleaning suitable footwear
Sterile areas allowance	\$2.37 per day
Waterproof boots reimbursement	reimbursement for the cost of buying and cleaning waterproof boots

## 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.