

## Pay Guide - Stevedoring Industry Award 2010

[MA000053]

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Pay rates change from 1 July each year, 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](#).

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# Rates of pay

## Adult

### Full-time & part-time

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Grade 1	\$740.80	\$21.17	\$42.34	\$52.93	\$31.76	\$42.34	\$52.93
Grade 2	\$767.90	\$21.94	\$43.88	\$54.85	\$32.91	\$43.88	\$54.85
Grade 3	\$808.60	\$23.10	\$46.20	\$57.75	\$34.65	\$46.20	\$57.75
Grade 4	\$856.20	\$24.46	\$48.92	\$61.15	\$36.69	\$48.92	\$61.15
Grade 5	\$874.20	\$24.98	\$49.96	\$62.45	\$37.47	\$49.96	\$62.45
Grade 6	\$932.20	\$26.63	\$53.26	\$66.58	\$39.95	\$53.26	\$66.58
Grade 7	\$1,049.50	\$29.99	\$59.98	\$74.98	\$44.99	\$59.98	\$74.98

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Grade 1	\$52.93	\$42.34	\$42.34	\$52.93	\$52.93	\$63.51	\$74.10
Grade 2	\$54.85	\$43.88	\$43.88	\$54.85	\$54.85	\$65.82	\$76.79
Grade 3	\$57.75	\$46.20	\$46.20	\$57.75	\$57.75	\$69.30	\$80.85
Grade 4	\$61.15	\$48.92	\$48.92	\$61.15	\$61.15	\$73.38	\$85.61
Grade 5	\$62.45	\$49.96	\$49.96	\$62.45	\$62.45	\$74.94	\$87.43
Grade 6	\$66.58	\$53.26	\$53.26	\$66.58	\$66.58	\$79.89	\$93.21
Grade 7	\$74.98	\$59.98	\$59.98	\$74.98	\$74.98	\$89.97	\$104.97

**Table 3 of 5**

<b>Classification</b>	<b>Overtime continuous with shift - night shift - Saturday</b>	<b>Overtime continuous with shift - night shift - Sunday to Friday</b>	<b>Overtime not continuous with shift - Monday to Saturday - shiftworker</b>	<b>Overtime not continuous with shift - Sunday - shiftworker</b>	<b>Overtime continuous with shift - public holiday - day and evening shift</b>	<b>Overtime continuous with shift - public holiday - night shift</b>	<b>Public holiday</b>
Grade 1	\$74.10	\$63.51	\$42.34	\$52.93	\$74.10	\$84.68	\$52.93
Grade 2	\$76.79	\$65.82	\$43.88	\$54.85	\$76.79	\$87.76	\$54.85
Grade 3	\$80.85	\$69.30	\$46.20	\$57.75	\$80.85	\$92.40	\$57.75
Grade 4	\$85.61	\$73.38	\$48.92	\$61.15	\$85.61	\$97.84	\$61.15
Grade 5	\$87.43	\$74.94	\$49.96	\$62.45	\$87.43	\$99.92	\$62.45
Grade 6	\$93.21	\$79.89	\$53.26	\$66.58	\$93.21	\$106.52	\$66.58
Grade 7	\$104.97	\$89.97	\$59.98	\$74.98	\$104.97	\$119.96	\$74.98

**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Grade 1	\$63.51	\$52.93	\$52.93	\$63.51	\$63.51	\$63.51	\$63.51
Grade 2	\$65.82	\$54.85	\$54.85	\$65.82	\$65.82	\$65.82	\$65.82
Grade 3	\$69.30	\$57.75	\$57.75	\$69.30	\$69.30	\$69.30	\$69.30
Grade 4	\$73.38	\$61.15	\$61.15	\$73.38	\$73.38	\$73.38	\$73.38
Grade 5	\$74.94	\$62.45	\$62.45	\$74.94	\$74.94	\$74.94	\$74.94
Grade 6	\$79.89	\$66.58	\$66.58	\$79.89	\$79.89	\$79.89	\$79.89
Grade 7	\$89.97	\$74.98	\$74.98	\$89.97	\$89.97	\$89.97	\$89.97

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Grade 1	\$52.93	\$74.10
Grade 2	\$54.85	\$76.79
Grade 3	\$57.75	\$80.85
Grade 4	\$61.15	\$85.61
Grade 5	\$62.45	\$87.43
Grade 6	\$66.58	\$93.21
Grade 7	\$74.98	\$104.97

## Casual

Table 1 of 4

Classification	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday	Night shift - Saturday
Grade 1	\$26.46	\$47.63	\$58.22	\$37.05	\$47.63	\$58.22	\$58.22
Grade 2	\$27.43	\$49.37	\$60.34	\$38.40	\$49.37	\$60.34	\$60.34
Grade 3	\$28.88	\$51.98	\$63.53	\$40.43	\$51.98	\$63.53	\$63.53
Grade 4	\$30.58	\$55.04	\$67.27	\$42.81	\$55.04	\$67.27	\$67.27
Grade 5	\$31.23	\$56.21	\$68.70	\$43.72	\$56.21	\$68.70	\$68.70
Grade 6	\$33.29	\$59.92	\$73.24	\$46.61	\$59.92	\$73.24	\$73.24
Grade 7	\$37.49	\$67.48	\$82.48	\$52.49	\$67.48	\$82.48	\$82.48

Table 2 of 4

Classification	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday	Overtime continuous with shift - night shift - Saturday
Grade 1	\$47.63	\$47.63	\$58.22	\$58.22	\$68.80	\$79.39	\$79.39
Grade 2	\$49.37	\$49.37	\$60.34	\$60.34	\$71.31	\$82.28	\$82.28
Grade 3	\$51.98	\$51.98	\$63.53	\$63.53	\$75.08	\$86.63	\$86.63
Grade 4	\$55.04	\$55.04	\$67.27	\$67.27	\$79.50	\$91.73	\$91.73
Grade 5	\$56.21	\$56.21	\$68.70	\$68.70	\$81.19	\$93.68	\$93.68
Grade 6	\$59.92	\$59.92	\$73.24	\$73.24	\$86.55	\$99.87	\$99.87
Grade 7	\$67.48	\$67.48	\$82.48	\$82.48	\$97.47	\$112.47	\$112.47

**Table 3 of 4**

<b>Classification</b>	<b>Overtime continuous with shift - night shift - Sunday to Friday</b>	<b>Overtime not continuous with shift - Monday to Saturday - shiftworker</b>	<b>Overtime not continuous with shift - Sunday - shiftworker</b>	<b>Overtime continuous with shift - public holiday - day and evening shift</b>	<b>Overtime continuous with shift - public holiday - night shift</b>	<b>Public holiday</b>	<b>Public holiday - night shift</b>
Grade 1	\$68.80	\$47.63	\$58.22	\$79.39	\$89.97	\$58.22	\$68.80
Grade 2	\$71.31	\$49.37	\$60.34	\$82.28	\$93.25	\$60.34	\$71.31
Grade 3	\$75.08	\$51.98	\$63.53	\$86.63	\$98.18	\$63.53	\$75.08
Grade 4	\$79.50	\$55.04	\$67.27	\$91.73	\$103.96	\$67.27	\$79.50
Grade 5	\$81.19	\$56.21	\$68.70	\$93.68	\$106.17	\$68.70	\$81.19
Grade 6	\$86.55	\$59.92	\$73.24	\$99.87	\$113.18	\$73.24	\$86.55
Grade 7	\$97.47	\$67.48	\$82.48	\$112.47	\$127.46	\$82.48	\$97.47

**Table 4 of 4**

<b>Classification</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Grade 1	\$58.22	\$58.22	\$68.80	\$68.80	\$68.80	\$68.80	\$58.22	\$79.39
Grade 2	\$60.34	\$60.34	\$71.31	\$71.31	\$71.31	\$71.31	\$60.34	\$82.28
Grade 3	\$63.53	\$63.53	\$75.08	\$75.08	\$75.08	\$75.08	\$63.53	\$86.63
Grade 4	\$67.27	\$67.27	\$79.50	\$79.50	\$79.50	\$79.50	\$67.27	\$91.73
Grade 5	\$68.70	\$68.70	\$81.19	\$81.19	\$81.19	\$81.19	\$68.70	\$93.68
Grade 6	\$73.24	\$73.24	\$86.55	\$86.55	\$86.55	\$86.55	\$73.24	\$99.87
Grade 7	\$82.48	\$82.48	\$97.47	\$97.47	\$97.47	\$97.47	\$82.48	\$112.47

## Guaranteed wage employee

Table 1 of 4

Classification	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday	Night shift - Saturday
Grade 1	\$21.17	\$42.34	\$52.93	\$31.76	\$42.34	\$52.93	\$52.93
Grade 2	\$21.94	\$43.88	\$54.85	\$32.91	\$43.88	\$54.85	\$54.85
Grade 3	\$23.10	\$46.20	\$57.75	\$34.65	\$46.20	\$57.75	\$57.75
Grade 4	\$24.46	\$48.92	\$61.15	\$36.69	\$48.92	\$61.15	\$61.15
Grade 5	\$24.98	\$49.96	\$62.45	\$37.47	\$49.96	\$62.45	\$62.45
Grade 6	\$26.63	\$53.26	\$66.58	\$39.95	\$53.26	\$66.58	\$66.58
Grade 7	\$29.99	\$59.98	\$74.98	\$44.99	\$59.98	\$74.98	\$74.98

Table 2 of 4

Classification	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday	Overtime continuous with shift - night shift - Saturday
Grade 1	\$42.34	\$42.34	\$52.93	\$52.93	\$63.51	\$74.10	\$74.10
Grade 2	\$43.88	\$43.88	\$54.85	\$54.85	\$65.82	\$76.79	\$76.79
Grade 3	\$46.20	\$46.20	\$57.75	\$57.75	\$69.30	\$80.85	\$80.85
Grade 4	\$48.92	\$48.92	\$61.15	\$61.15	\$73.38	\$85.61	\$85.61
Grade 5	\$49.96	\$49.96	\$62.45	\$62.45	\$74.94	\$87.43	\$87.43
Grade 6	\$53.26	\$53.26	\$66.58	\$66.58	\$79.89	\$93.21	\$93.21
Grade 7	\$59.98	\$59.98	\$74.98	\$74.98	\$89.97	\$104.97	\$104.97

**Table 3 of 4**

<b>Classification</b>	<b>Overtime continuous with shift - night shift - Sunday to Friday</b>	<b>Overtime not continuous with shift - Monday to Saturday - shiftworker</b>	<b>Overtime not continuous with shift - Sunday - shiftworker</b>	<b>Overtime continuous with shift - public holiday - day and evening shift</b>	<b>Overtime continuous with shift - public holiday - night shift</b>	<b>Public holiday</b>	<b>Public holiday - night shift</b>
Grade 1	\$63.51	\$42.34	\$52.93	\$74.10	\$84.68	\$52.93	\$63.51
Grade 2	\$65.82	\$43.88	\$54.85	\$76.79	\$87.76	\$54.85	\$65.82
Grade 3	\$69.30	\$46.20	\$57.75	\$80.85	\$92.40	\$57.75	\$69.30
Grade 4	\$73.38	\$48.92	\$61.15	\$85.61	\$97.84	\$61.15	\$73.38
Grade 5	\$74.94	\$49.96	\$62.45	\$87.43	\$99.92	\$62.45	\$74.94
Grade 6	\$79.89	\$53.26	\$66.58	\$93.21	\$106.52	\$66.58	\$79.89
Grade 7	\$89.97	\$59.98	\$74.98	\$104.97	\$119.96	\$74.98	\$89.97

**Table 4 of 4**

<b>Classification</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Grade 1	\$52.93	\$52.93	\$63.51	\$63.51	\$63.51	\$63.51	\$52.93	\$74.10
Grade 2	\$54.85	\$54.85	\$65.82	\$65.82	\$65.82	\$65.82	\$54.85	\$76.79
Grade 3	\$57.75	\$57.75	\$69.30	\$69.30	\$69.30	\$69.30	\$57.75	\$80.85
Grade 4	\$61.15	\$61.15	\$73.38	\$73.38	\$73.38	\$73.38	\$61.15	\$85.61
Grade 5	\$62.45	\$62.45	\$74.94	\$74.94	\$74.94	\$74.94	\$62.45	\$87.43
Grade 6	\$66.58	\$66.58	\$79.89	\$79.89	\$79.89	\$79.89	\$66.58	\$93.21
Grade 7	\$74.98	\$74.98	\$89.97	\$89.97	\$89.97	\$89.97	\$74.98	\$104.97

## Apprentice - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$359.60	\$10.27	\$20.54	\$25.68	\$15.41	\$20.54	\$25.68
Apprentice 2nd year	\$470.91	\$13.45	\$26.90	\$33.63	\$20.18	\$26.90	\$33.63
Apprentice 3rd year	\$642.15	\$18.35	\$36.70	\$45.88	\$27.53	\$36.70	\$45.88
Apprentice 4th year	\$753.46	\$21.53	\$43.06	\$53.83	\$32.30	\$43.06	\$53.83

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$25.68	\$20.54	\$20.54	\$25.68	\$25.68	\$30.81	\$35.95
Apprentice 2nd year	\$33.63	\$26.90	\$26.90	\$33.63	\$33.63	\$40.35	\$47.08
Apprentice 3rd year	\$45.88	\$36.70	\$36.70	\$45.88	\$45.88	\$55.05	\$64.23
Apprentice 4th year	\$53.83	\$43.06	\$43.06	\$53.83	\$53.83	\$64.59	\$75.36

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$35.95	\$30.81	\$20.54	\$25.68	\$35.95	\$41.08	\$25.68
Apprentice 2nd year	\$47.08	\$40.35	\$26.90	\$33.63	\$47.08	\$53.80	\$33.63
Apprentice 3rd year	\$64.23	\$55.05	\$36.70	\$45.88	\$64.23	\$73.40	\$45.88
Apprentice 4th year	\$75.36	\$64.59	\$43.06	\$53.83	\$75.36	\$86.12	\$53.83



**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Apprentice 1st year	\$30.81	\$25.68	\$25.68	\$30.81	\$30.81	\$30.81	\$30.81
Apprentice 2nd year	\$40.35	\$33.63	\$33.63	\$40.35	\$40.35	\$40.35	\$40.35
Apprentice 3rd year	\$55.05	\$45.88	\$45.88	\$55.05	\$55.05	\$55.05	\$55.05
Apprentice 4th year	\$64.59	\$53.83	\$53.83	\$64.59	\$64.59	\$64.59	\$64.59

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Apprentice 1st year	\$25.68	\$35.95
Apprentice 2nd year	\$33.63	\$47.08
Apprentice 3rd year	\$45.88	\$64.23
Apprentice 4th year	\$53.83	\$75.36

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$431.52	\$12.33	\$24.66	\$30.83	\$18.50	\$24.66	\$30.83
Apprentice 2nd year	\$517.49	\$14.79	\$29.58	\$36.98	\$22.19	\$29.58	\$36.98
Apprentice 3rd year	\$642.15	\$18.35	\$36.70	\$45.88	\$27.53	\$36.70	\$45.88
Apprentice 4th year	\$753.46	\$21.53	\$43.06	\$53.83	\$32.30	\$43.06	\$53.83

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$30.83	\$24.66	\$24.66	\$30.83	\$30.83	\$36.99	\$43.16
Apprentice 2nd year	\$36.98	\$29.58	\$29.58	\$36.98	\$36.98	\$44.37	\$51.77
Apprentice 3rd year	\$45.88	\$36.70	\$36.70	\$45.88	\$45.88	\$55.05	\$64.23
Apprentice 4th year	\$53.83	\$43.06	\$43.06	\$53.83	\$53.83	\$64.59	\$75.36

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$43.16	\$36.99	\$24.66	\$30.83	\$43.16	\$49.32	\$30.83
Apprentice 2nd year	\$51.77	\$44.37	\$29.58	\$36.98	\$51.77	\$59.16	\$36.98
Apprentice 3rd year	\$64.23	\$55.05	\$36.70	\$45.88	\$64.23	\$73.40	\$45.88
Apprentice 4th year	\$75.36	\$64.59	\$43.06	\$53.83	\$75.36	\$86.12	\$53.83

**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Apprentice 1st year	\$36.99	\$30.83	\$30.83	\$36.99	\$36.99	\$36.99	\$36.99
Apprentice 2nd year	\$44.37	\$36.98	\$36.98	\$44.37	\$44.37	\$44.37	\$44.37
Apprentice 3rd year	\$55.05	\$45.88	\$45.88	\$55.05	\$55.05	\$55.05	\$55.05
Apprentice 4th year	\$64.59	\$53.83	\$53.83	\$64.59	\$64.59	\$64.59	\$64.59

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Apprentice 1st year	\$30.83	\$43.16
Apprentice 2nd year	\$36.98	\$51.77
Apprentice 3rd year	\$45.88	\$64.23
Apprentice 4th year	\$53.83	\$75.36

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

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$474.33	\$13.55	\$27.10	\$33.88	\$20.33	\$27.10	\$33.88
Apprentice 2nd year	\$560.64	\$16.02	\$32.04	\$40.05	\$24.03	\$32.04	\$40.05
Apprentice 3rd year	\$642.15	\$18.35	\$36.70	\$45.88	\$27.53	\$36.70	\$45.88
Apprentice 4th year	\$753.46	\$21.53	\$43.06	\$53.83	\$32.30	\$43.06	\$53.83

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$33.88	\$27.10	\$27.10	\$33.88	\$33.88	\$40.65	\$47.43
Apprentice 2nd year	\$40.05	\$32.04	\$32.04	\$40.05	\$40.05	\$48.06	\$56.07
Apprentice 3rd year	\$45.88	\$36.70	\$36.70	\$45.88	\$45.88	\$55.05	\$64.23
Apprentice 4th year	\$53.83	\$43.06	\$43.06	\$53.83	\$53.83	\$64.59	\$75.36

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$47.43	\$40.65	\$27.10	\$33.88	\$47.43	\$54.20	\$33.88
Apprentice 2nd year	\$56.07	\$48.06	\$32.04	\$40.05	\$56.07	\$64.08	\$40.05
Apprentice 3rd year	\$64.23	\$55.05	\$36.70	\$45.88	\$64.23	\$73.40	\$45.88
Apprentice 4th year	\$75.36	\$64.59	\$43.06	\$53.83	\$75.36	\$86.12	\$53.83

**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Apprentice 1st year	\$40.65	\$33.88	\$33.88	\$40.65	\$40.65	\$40.65	\$40.65
Apprentice 2nd year	\$48.06	\$40.05	\$40.05	\$48.06	\$48.06	\$48.06	\$48.06
Apprentice 3rd year	\$55.05	\$45.88	\$45.88	\$55.05	\$55.05	\$55.05	\$55.05
Apprentice 4th year	\$64.59	\$53.83	\$53.83	\$64.59	\$64.59	\$64.59	\$64.59

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Apprentice 1st year	\$33.88	\$47.43
Apprentice 2nd year	\$40.05	\$56.07
Apprentice 3rd year	\$45.88	\$64.23
Apprentice 4th year	\$53.83	\$75.36

## Adult apprentice - Started before 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$359.60	\$10.27	\$20.54	\$25.68	\$15.41	\$20.54	\$25.68
Apprentice 2nd year	\$470.91	\$13.45	\$26.90	\$33.63	\$20.18	\$26.90	\$33.63
Apprentice 3rd year	\$642.15	\$18.35	\$36.70	\$45.88	\$27.53	\$36.70	\$45.88
Apprentice 4th year	\$753.46	\$21.53	\$43.06	\$53.83	\$32.30	\$43.06	\$53.83

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$25.68	\$20.54	\$20.54	\$25.68	\$25.68	\$30.81	\$35.95
Apprentice 2nd year	\$33.63	\$26.90	\$26.90	\$33.63	\$33.63	\$40.35	\$47.08
Apprentice 3rd year	\$45.88	\$36.70	\$36.70	\$45.88	\$45.88	\$55.05	\$64.23
Apprentice 4th year	\$53.83	\$43.06	\$43.06	\$53.83	\$53.83	\$64.59	\$75.36

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$35.95	\$30.81	\$20.54	\$25.68	\$35.95	\$41.08	\$25.68
Apprentice 2nd year	\$47.08	\$40.35	\$26.90	\$33.63	\$47.08	\$53.80	\$33.63
Apprentice 3rd year	\$64.23	\$55.05	\$36.70	\$45.88	\$64.23	\$73.40	\$45.88
Apprentice 4th year	\$75.36	\$64.59	\$43.06	\$53.83	\$75.36	\$86.12	\$53.83

**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Apprentice 1st year	\$30.81	\$25.68	\$25.68	\$30.81	\$30.81	\$30.81	\$30.81
Apprentice 2nd year	\$40.35	\$33.63	\$33.63	\$40.35	\$40.35	\$40.35	\$40.35
Apprentice 3rd year	\$55.05	\$45.88	\$45.88	\$55.05	\$55.05	\$55.05	\$55.05
Apprentice 4th year	\$64.59	\$53.83	\$53.83	\$64.59	\$64.59	\$64.59	\$64.59

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Apprentice 1st year	\$25.68	\$35.95
Apprentice 2nd year	\$33.63	\$47.08
Apprentice 3rd year	\$45.88	\$64.23
Apprentice 4th year	\$53.83	\$75.36

## Adult apprentice - Started after 1 Jan 2014

Table 1 of 5

Classification	Weekly pay rate	Hourly pay rate	Day shift - Saturday	Day shift - Sunday	Evening shift - Monday to Friday	Evening shift - Saturday	Evening shift - Sunday
Apprentice 1st year	\$684.96	\$19.57	\$39.14	\$48.93	\$29.36	\$39.14	\$48.93
Apprentice 2nd year	\$740.80	\$21.17	\$42.34	\$52.93	\$31.76	\$42.34	\$52.93
Apprentice 3rd year	\$740.80	\$21.17	\$42.34	\$52.93	\$31.76	\$42.34	\$52.93
Apprentice 4th year	\$753.46	\$21.53	\$43.06	\$53.83	\$32.30	\$43.06	\$53.83

Table 2 of 5

Classification	Night shift - Saturday	Night shift - Sunday to Friday	Overtime - Monday to Saturday - day work	Overtime - Sunday and public holidays - day work	Overtime continuous with shift - evening shift - Monday to Friday	Overtime continuous with shift - day or evening shift - Saturday	Overtime continuous with shift - day or evening shift - Sunday
Apprentice 1st year	\$48.93	\$39.14	\$39.14	\$48.93	\$48.93	\$58.71	\$68.50
Apprentice 2nd year	\$52.93	\$42.34	\$42.34	\$52.93	\$52.93	\$63.51	\$74.10
Apprentice 3rd year	\$52.93	\$42.34	\$42.34	\$52.93	\$52.93	\$63.51	\$74.10
Apprentice 4th year	\$53.83	\$43.06	\$43.06	\$53.83	\$53.83	\$64.59	\$75.36

Table 3 of 5

Classification	Overtime continuous with shift - night shift - Saturday	Overtime continuous with shift - night shift - Sunday to Friday	Overtime not continuous with shift - Monday to Saturday - shiftworker	Overtime not continuous with shift - Sunday - shiftworker	Overtime continuous with shift - public holiday - day and evening shift	Overtime continuous with shift - public holiday - night shift	Public holiday
Apprentice 1st year	\$68.50	\$58.71	\$39.14	\$48.93	\$68.50	\$78.28	\$48.93
Apprentice 2nd year	\$74.10	\$63.51	\$42.34	\$52.93	\$74.10	\$84.68	\$52.93
Apprentice 3rd year	\$74.10	\$63.51	\$42.34	\$52.93	\$74.10	\$84.68	\$52.93
Apprentice 4th year	\$75.36	\$64.59	\$43.06	\$53.83	\$75.36	\$86.12	\$53.83



**Table 4 of 5**

<b>Classification</b>	<b>Public holiday - night shift</b>	<b>Double header - evening shift - Monday to Friday</b>	<b>Double header - evening shift - Saturday</b>	<b>Double header - evening shift - Sunday</b>	<b>Double header - evening shift - public holiday</b>	<b>Double header - night shift - Monday to Friday</b>	<b>Double header - night shift - Saturday</b>
Apprentice 1st year	\$58.71	\$48.93	\$48.93	\$58.71	\$58.71	\$58.71	\$58.71
Apprentice 2nd year	\$63.51	\$52.93	\$52.93	\$63.51	\$63.51	\$63.51	\$63.51
Apprentice 3rd year	\$63.51	\$52.93	\$52.93	\$63.51	\$63.51	\$63.51	\$63.51
Apprentice 4th year	\$64.59	\$53.83	\$53.83	\$64.59	\$64.59	\$64.59	\$64.59

**Table 5 of 5**

<b>Classification</b>	<b>Double header - night shift - Sunday</b>	<b>Double header - night shift - public holiday</b>
Apprentice 1st year	\$48.93	\$68.50
Apprentice 2nd year	\$52.93	\$74.10
Apprentice 3rd year	\$52.93	\$74.10
Apprentice 4th year	\$53.83	\$75.36

## Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Bulk grain allowance - stevedoring operations not terminal operations - barley and oats	\$3.00 per hour
Bulk grain allowance - stevedoring operations not terminal operations - others	\$2.31 per hour
Car allowance - Grade 7 employees	\$76.00 per week
* Electrician's licence allowance	\$1.11 per hour up to a maximum of \$38.96 per week
Explosives allowance - stevedoring operations not terminal operations	\$2.23 per hour
First aid allowance - not grade 3 employee with primary function of first aid	\$0.52 per hour up to a maximum of \$18.24 per week
First aid employees allowance - stevedoring operations not terminal operations	\$4.11 per hour
Freezer cargoes allowance - stevedoring operations not terminal operations temperature below -12°C	\$1.97 per hour
Freezer cargoes allowance -stevedoring operations not terminal operations - temperature -12°C and above	\$0.94 per hour
Laundry allowance	\$9.20 per set of clothing up to a maximum of \$18.40 per week
Leading hand allowance - tradespersons - in charge of 3-10 employees	\$1.00 per hour up to a maximum of \$34.93 per week
Leading hand allowance - tradespersons - in charge of 11-20 employees	\$1.48 per hour up to a maximum of \$51.97 per week
Leading hand allowance - tradespersons - in charge of more than 20 employees	\$1.90 per hour up to a maximum of \$66.44 per week
Licence, trade certificate or other qualification reimbursement	reimbursement for the cost of obtaining and maintaining the licence, trade certificate or qualification
Meal allowance - shiftworker	\$14.17 for a meal
Meal allowance - Saturday, Sunday or public holiday - day worker	\$19.80 for a meal
Nickel concentrates allowance - stevedoring operations not terminal operations	\$6.34 per hour
* Operational and clerical specialist functions allowance - Grade 3 and 4 employees	\$0.70 per hour
Overnight accommodation reimbursement - outport - accommodation and meals provided	\$35.00 per day

<b>Allowances</b>	<b>Rate</b>
Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a defined number of days	\$120.56 per day
Overnight accommodation reimbursement - outport - accommodation and meals not provided - transfer for a flexible number of days	\$164.15 per day
Phone reimbursement - Grade 7 employees	reimbursement for phone rental, business local and long distance calls
Protective clothing and footwear reimbursement	reimbursement for the cost of the protective clothing and footwear
Remaining in outport allowance - Saturday, Sunday or public holiday	\$105.26 per day
Roll-on and roll-off vessel allowance	\$1.54 per hour to compensate for noise exposure
Telephone allowance	\$0.33 per hour up to a maximum of \$11.64 per week
Terminal operation allowance - Grade 3 - Security	\$0.47 per hour up to a maximum of \$16.35 per week
Terminal operation allowance - Grade 3-5 - Clerical	\$0.32 per hour up to a maximum of \$11.04 per week
Terminal operation allowance - Grade 1-5 Operational and Grade 6-7 Supervisory	\$0.61 per hour up to a maximum of \$21.23 per week
Terminal operation allowance - Grade 4, 6 and 7 - Maintenance	\$1.08 per hour up to a maximum of \$37.76 per week
Transport after evening shift reimbursement - usual or reasonable means of transport unavailable	reimbursement for the cost of the transport
Transport after overtime reimbursement - usual or reasonable means of transport unavailable	reimbursement for the cost of transport
Training costs reimbursement (not Apprenticeship training)	reimbursement for training costs
Training travel costs reimbursement (not Apprenticeship training)	reimbursement for travel costs in excess of those normally incurred in travelling to and from work
Travelling time allowance - outport - transfer for a defined number of days	payment at the minimum hourly rate per hour for travel time to and from an outport
Travelling time allowance - outport - transfer for a flexible number of days	appropriate rate to the first shift worked for the outward journey and last shift worked on the homeward journey
Vehicle allowance - outport	\$0.78 per km
Vehicle allowance	\$0.78 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.