

Pay Guide - Textile, Clothing, Footwear and Associated Industries Award

[MA000017]

Published 10 December 2020

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

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

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

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

Adult Full-time & part-time

Not outworkers

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers |
|---------------------------------------|-----------------|-----------------|--|--|--|--|
| General employees | | | | | | |
| Trainee | \$753.80 | \$19.84 | \$49.60 | \$39.68 | \$49.60 | \$49.60 |
| Skill level 1 | \$775.40 | \$20.41 | \$51.03 | \$40.83 | \$51.03 | \$51.03 |
| Skill level 2 | \$805.10 | \$21.19 | \$52.98 | \$42.39 | \$52.98 | \$52.98 |
| Skill level 3 | \$832.80 | \$21.92 | \$54.80 | \$43.84 | \$54.80 | \$54.80 |
| Skill level 4 | \$877.60 | \$23.09 | \$57.73 | \$46.19 | \$57.73 | \$57.73 |
| Skill level 5 | \$932.60 | \$24.54 | \$61.35 | \$49.08 | \$61.35 | \$61.35 |
| Wool and basil employees | | | | | | |
| General hand | \$753.80 | \$19.84 | \$49.60 | \$39.68 | \$49.60 | \$49.60 |
| Operator - grade 1 | \$834.70 | \$21.97 | \$54.93 | \$43.95 | \$54.93 | \$54.93 |
| Operator - grade 2 | \$804.80 | \$21.18 | \$52.95 | \$42.36 | \$52.95 | \$52.95 |
| Operator - grade 3 | \$775.40 | \$20.41 | \$51.03 | \$40.83 | \$51.03 | \$51.03 |
| Senior operator - grade 1 | \$905.10 | \$23.82 | \$59.55 | \$47.64 | \$59.55 | \$59.55 |
| Senior operator - grade 2 | \$877.60 | \$23.09 | \$57.73 | \$46.19 | \$57.73 | \$57.73 |
| Storeworkers | | | | | | |
| Storeworker grade 1 - on commencement | \$805.10 | \$21.19 | \$52.98 | \$42.39 | \$52.98 | \$52.98 |
| Storeworker grade 1 - after 3 months | \$815.20 | \$21.45 | \$53.63 | \$42.91 | \$53.63 | \$53.63 |
| Storeworker grade 1 - after 12 months | \$825.10 | \$21.71 | \$54.28 | \$43.43 | \$54.28 | \$54.28 |
| Storeworker grade 2 | \$832.70 | \$21.91 | \$54.78 | \$43.83 | \$54.78 | \$54.78 |

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers |
|--|------------------------|------------------------|---|---|---|---|
| Storeworker grade 3 | \$857.20 | \$22.56 | \$56.40 | \$45.12 | \$56.40 | \$56.40 |
| Storeworker grade 4 | \$882.40 | \$23.22 | \$58.05 | \$46.44 | \$58.05 | \$58.05 |
| Fork-lift driver and tow motor driver | \$832.80 | \$21.92 | \$54.80 | \$43.84 | \$54.80 | \$54.80 |
| High rise stacker operator | \$853.95 | \$22.47 | \$56.18 | \$44.95 | \$56.18 | \$56.18 |
| Pedestrian fork-lift operator | \$824.29 | \$21.69 | \$54.23 | \$43.39 | \$54.23 | \$54.23 |
| Warehouse employees | | | | | | |
| Warehouse employee grade 1 - on commencement | \$799.10 | \$21.03 | \$52.58 | \$42.07 | \$52.58 | \$52.58 |
| Warehouse employee grade 1 - after 3 months | \$809.20 | \$21.29 | \$53.23 | \$42.59 | \$53.23 | \$53.23 |
| Warehouse employee grade 1 - after 12 months | \$819.10 | \$21.56 | \$53.90 | \$43.12 | \$53.90 | \$53.90 |
| Warehouse employee grade 2 | \$826.70 | \$21.76 | \$54.40 | \$43.52 | \$54.40 | \$54.40 |
| Warehouse employee grade 3 | \$851.20 | \$22.40 | \$56.00 | \$44.80 | \$56.00 | \$56.00 |
| Warehouse employee grade 4 | \$876.40 | \$23.06 | \$57.65 | \$46.12 | \$57.65 | \$57.65 |

Table 2 of 4

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers |
|--------------------------|--|--|--|--|---|
| General employees | | | | | |
| Trainee | \$19.84 per hour plus 15% of the weekly award wage | \$19.84 per hour plus 30% of the weekly award wage | \$19.84 per hour plus \$24.15 per shift | \$19.84 per hour plus \$48.31 per shift | \$29.76 |
| Skill level 1 | \$20.41 per hour plus 15% of the weekly award wage | \$20.41 per hour plus 30% of the weekly award wage | \$20.41 per hour plus \$24.15 per shift | \$20.41 per hour plus \$48.31 per shift | \$30.62 |

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers |
|---------------------------------|--|--|--|--|---|
| Skill level 2 | \$21.19 per hour plus 15% of the weekly award wage | \$21.19 per hour plus 30% of the weekly award wage | \$21.19 per hour plus \$24.15 per shift | \$21.19 per hour plus \$48.31 per shift | \$31.79 |
| Skill level 3 | \$21.92 per hour plus 15% of the weekly award wage | \$21.92 per hour plus 30% of the weekly award wage | \$21.92 per hour plus \$24.15 per shift | \$21.92 per hour plus \$48.31 per shift | \$32.88 |
| Skill level 4 | \$23.09 per hour plus 15% of the weekly award wage | \$23.09 per hour plus 30% of the weekly award wage | \$23.09 per hour plus \$24.15 per shift | \$23.09 per hour plus \$48.31 per shift | \$34.64 |
| Skill level 5 | \$24.54 per hour plus 15% of the weekly award wage | \$24.54 per hour plus 30% of the weekly award wage | \$24.54 per hour plus \$24.15 per shift | \$24.54 per hour plus \$48.31 per shift | \$36.81 |
| Wool and basil employees | | | | | |
| General hand | \$19.84 per hour plus 15% of the weekly award wage | \$19.84 per hour plus 30% of the weekly award wage | \$19.84 per hour plus \$24.15 per shift | \$19.84 per hour plus \$48.31 per shift | \$29.76 |
| Operator - grade 1 | \$21.97 per hour plus 15% of the weekly award wage | \$21.97 per hour plus 30% of the weekly award wage | \$21.97 per hour plus \$24.15 per shift | \$21.97 per hour plus \$48.31 per shift | \$32.96 |
| Operator - grade 2 | \$21.18 per hour plus 15% of the weekly award wage | \$21.18 per hour plus 30% of the weekly award wage | \$21.18 per hour plus \$24.15 per shift | \$21.18 per hour plus \$48.31 per shift | \$31.77 |
| Operator - grade 3 | \$20.41 per hour plus 15% of the weekly award wage | \$20.41 per hour plus 30% of the weekly award wage | \$20.41 per hour plus \$24.15 per shift | \$20.41 per hour plus \$48.31 per shift | \$30.62 |
| Senior operator - grade 1 | \$23.82 per hour plus 15% of the weekly award wage | \$23.82 per hour plus 30% of the weekly award wage | \$23.82 per hour plus \$24.15 per shift | \$23.82 per hour plus \$48.31 per shift | \$35.73 |

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers |
|---------------------------------------|--|--|--|--|---|
| Senior operator - grade 2 | \$23.09 per hour plus 15% of the weekly award wage | \$23.09 per hour plus 30% of the weekly award wage | \$23.09 per hour plus \$24.15 per shift | \$23.09 per hour plus \$48.31 per shift | \$34.64 |
| Storeworkers | | | | | |
| Storeworker grade 1 - on commencement | \$21.19 per hour plus 15% of the weekly award wage | \$21.19 per hour plus 30% of the weekly award wage | \$21.19 per hour plus \$24.15 per shift | \$21.19 per hour plus \$48.31 per shift | \$31.79 |
| Storeworker grade 1 - after 3 months | \$21.45 per hour plus 15% of the weekly award wage | \$21.45 per hour plus 30% of the weekly award wage | \$21.45 per hour plus \$24.15 per shift | \$21.45 per hour plus \$48.31 per shift | \$32.18 |
| Storeworker grade 1 - after 12 months | \$21.71 per hour plus 15% of the weekly award wage | \$21.71 per hour plus 30% of the weekly award wage | \$21.71 per hour plus \$24.15 per shift | \$21.71 per hour plus \$48.31 per shift | \$32.57 |
| Storeworker grade 2 | \$21.91 per hour plus 15% of the weekly award wage | \$21.91 per hour plus 30% of the weekly award wage | \$21.91 per hour plus \$24.15 per shift | \$21.91 per hour plus \$48.31 per shift | \$32.87 |
| Storeworker grade 3 | \$22.56 per hour plus 15% of the weekly award wage | \$22.56 per hour plus 30% of the weekly award wage | \$22.56 per hour plus \$24.15 per shift | \$22.56 per hour plus \$48.31 per shift | \$33.84 |
| Storeworker grade 4 | \$23.22 per hour plus 15% of the weekly award wage | \$23.22 per hour plus 30% of the weekly award wage | \$23.22 per hour plus \$24.15 per shift | \$23.22 per hour plus \$48.31 per shift | \$34.83 |
| Fork-lift driver and tow motor driver | \$21.92 per hour plus 15% of the weekly award wage | \$21.92 per hour plus 30% of the weekly award wage | \$21.92 per hour plus \$24.15 per shift | \$21.92 per hour plus \$48.31 per shift | \$32.88 |
| High rise stacker operator | \$22.47 per hour plus 15% of the weekly award wage | \$22.47 per hour plus 30% of the weekly award wage | \$22.47 per hour plus \$24.15 per shift | \$22.47 per hour plus \$48.31 per shift | \$33.71 |

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers |
|--|--|--|--|--|---|
| Pedestrian fork-lift operator | \$21.69 per hour plus 15% of the weekly award wage | \$21.69 per hour plus 30% of the weekly award wage | \$21.69 per hour plus \$24.15 per shift | \$21.69 per hour plus \$48.31 per shift | \$32.54 |
| Warehouse employees | | | | | |
| Warehouse employee grade 1 - on commencement | \$21.03 per hour plus 15% of the weekly award wage | \$21.03 per hour plus 30% of the weekly award wage | \$21.03 per hour plus \$24.15 per shift | \$21.03 per hour plus \$48.31 per shift | \$31.55 |
| Warehouse employee grade 1 - after 3 months | \$21.29 per hour plus 15% of the weekly award wage | \$21.29 per hour plus 30% of the weekly award wage | \$21.29 per hour plus \$24.15 per shift | \$21.29 per hour plus \$48.31 per shift | \$31.94 |
| Warehouse employee grade 1 - after 12 months | \$21.56 per hour plus 15% of the weekly award wage | \$21.56 per hour plus 30% of the weekly award wage | \$21.56 per hour plus \$24.15 per shift | \$21.56 per hour plus \$48.31 per shift | \$32.34 |
| Warehouse employee grade 2 | \$21.76 per hour plus 15% of the weekly award wage | \$21.76 per hour plus 30% of the weekly award wage | \$21.76 per hour plus \$24.15 per shift | \$21.76 per hour plus \$48.31 per shift | \$32.64 |
| Warehouse employee grade 3 | \$22.40 per hour plus 15% of the weekly award wage | \$22.40 per hour plus 30% of the weekly award wage | \$22.40 per hour plus \$24.15 per shift | \$22.40 per hour plus \$48.31 per shift | \$33.60 |
| Warehouse employee grade 4 | \$23.06 per hour plus 15% of the weekly award wage | \$23.06 per hour plus 30% of the weekly award wage | \$23.06 per hour plus \$24.15 per shift | \$23.06 per hour plus \$48.31 per shift | \$34.59 |

Table 3 of 4

| Classification | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers |
|---------------------------------------|---|--|--|--|--|--|
| General employees | | | | | | |
| Trainee | \$39.68 | \$39.68 | \$39.68 per hour plus applicable shift penalty | \$29.76 | \$39.68 | \$39.68 |
| Skill level 1 | \$40.82 | \$40.82 | \$40.82 per hour plus applicable shift penalty | \$30.62 | \$40.82 | \$40.82 |
| Skill level 2 | \$42.38 | \$42.38 | \$42.38 per hour plus applicable shift penalty | \$31.79 | \$42.38 | \$42.38 |
| Skill level 3 | \$43.84 | \$43.84 | \$43.84 per hour plus applicable shift penalty | \$32.88 | \$43.84 | \$43.84 |
| Skill level 4 | \$46.18 | \$46.18 | \$46.18 per hour plus applicable shift penalty | \$34.64 | \$46.18 | \$46.18 |
| Skill level 5 | \$49.08 | \$49.08 | \$49.08 per hour plus applicable shift penalty | \$36.81 | \$49.08 | \$49.08 |
| Wool and basil employees | | | | | | |
| General hand | \$39.68 | \$39.68 | \$39.68 per hour plus applicable shift penalty | \$29.76 | \$39.68 | \$39.68 |
| Operator - grade 1 | \$43.94 | \$43.94 | \$43.94 per hour plus applicable shift penalty | \$32.96 | \$43.94 | \$43.94 |
| Operator - grade 2 | \$42.36 | \$42.36 | \$42.36 per hour plus applicable shift penalty | \$31.77 | \$42.36 | \$42.36 |
| Operator - grade 3 | \$40.82 | \$40.82 | \$40.82 per hour plus applicable shift penalty | \$30.62 | \$40.82 | \$40.82 |
| Senior operator - grade 1 | \$47.64 | \$47.64 | \$47.64 per hour plus applicable shift penalty | \$35.73 | \$47.64 | \$47.64 |
| Senior operator - grade 2 | \$46.18 | \$46.18 | \$46.18 per hour plus applicable shift penalty | \$34.64 | \$46.18 | \$46.18 |
| Storeworkers | | | | | | |
| Storeworker grade 1 - on commencement | \$42.38 | \$42.38 | \$42.38 per hour plus applicable shift penalty | \$31.79 | \$42.38 | \$42.38 |

| Classification | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers |
|--|---|--|--|--|--|--|
| Storeworker grade 1 - after 3 months | \$42.90 | \$42.90 | \$42.90 per hour plus applicable shift penalty | \$32.18 | \$42.90 | \$42.90 |
| Storeworker grade 1 - after 12 months | \$43.42 | \$43.42 | \$43.42 per hour plus applicable shift penalty | \$32.57 | \$43.42 | \$43.42 |
| Storeworker grade 2 | \$43.82 | \$43.82 | \$43.82 per hour plus applicable shift penalty | \$32.87 | \$43.82 | \$43.82 |
| Storeworker grade 3 | \$45.12 | \$45.12 | \$45.12 per hour plus applicable shift penalty | \$33.84 | \$45.12 | \$45.12 |
| Storeworker grade 4 | \$46.44 | \$46.44 | \$46.44 per hour plus applicable shift penalty | \$34.83 | \$46.44 | \$46.44 |
| Fork-lift driver and tow motor driver | \$43.84 | \$43.84 | \$43.84 per hour plus applicable shift penalty | \$32.88 | \$43.84 | \$43.84 |
| High rise stacker operator | \$44.94 | \$44.94 | \$44.94 per hour plus applicable shift penalty | \$33.71 | \$44.94 | \$44.94 |
| Pedestrian fork-lift operator | \$43.38 | \$43.38 | \$43.38 per hour plus applicable shift penalty | \$32.54 | \$43.38 | \$43.38 |
| Warehouse employees | | | | | | |
| Warehouse employee grade 1 - on commencement | \$42.06 | \$42.06 | \$42.06 per hour plus applicable shift penalty | \$31.55 | \$42.06 | \$42.06 |
| Warehouse employee grade 1 - after 3 months | \$42.58 | \$42.58 | \$42.58 per hour plus applicable shift penalty | \$31.94 | \$42.58 | \$42.58 |
| Warehouse employee grade 1 - after 12 months | \$43.12 | \$43.12 | \$43.12 per hour plus applicable shift penalty | \$32.34 | \$43.12 | \$43.12 |
| Warehouse employee grade 2 | \$43.52 | \$43.52 | \$43.52 per hour plus applicable shift penalty | \$32.64 | \$43.52 | \$43.52 |
| Warehouse employee grade 3 | \$44.80 | \$44.80 | \$44.80 per hour plus applicable shift penalty | \$33.60 | \$44.80 | \$44.80 |
| Warehouse employee grade 4 | \$46.12 | \$46.12 | \$46.12 per hour plus applicable shift penalty | \$34.59 | \$46.12 | \$46.12 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--|--|--|--|---|---|--|
| General employees | | | | | | |
| Trainee | \$29.76 | \$39.68 | \$39.68 | \$39.68 | \$39.68 | \$39.68 |
| Skill level 1 | \$30.62 | \$40.82 | \$40.82 | \$40.82 | \$40.82 | \$40.82 |
| Skill level 2 | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$42.38 |
| Skill level 3 | \$32.88 | \$43.84 | \$43.84 | \$43.84 | \$43.84 | \$43.84 |
| Skill level 4 | \$34.64 | \$46.18 | \$46.18 | \$46.18 | \$46.18 | \$46.18 |
| Skill level 5 | \$36.81 | \$49.08 | \$49.08 | \$49.08 | \$49.08 | \$49.08 |
| Wool and basil employees | | | | | | |
| General hand | \$29.76 | \$39.68 | \$39.68 | \$39.68 | \$39.68 | \$39.68 |
| Operator - grade 1 | \$32.96 | \$43.94 | \$43.94 | \$43.94 | \$43.94 | \$43.94 |
| Operator - grade 2 | \$31.77 | \$42.36 | \$42.36 | \$42.36 | \$42.36 | \$42.36 |
| Operator - grade 3 | \$30.62 | \$40.82 | \$40.82 | \$40.82 | \$40.82 | \$40.82 |
| Senior operator - grade 1 | \$35.73 | \$47.64 | \$47.64 | \$47.64 | \$47.64 | \$47.64 |
| Senior operator - grade 2 | \$34.64 | \$46.18 | \$46.18 | \$46.18 | \$46.18 | \$46.18 |
| Storeworkers | | | | | | |
| Storeworker grade 1 - on commencement | \$31.79 | \$42.38 | \$42.38 | \$42.38 | \$42.38 | \$42.38 |
| Storeworker grade 1 - after 3 months | \$32.18 | \$42.90 | \$42.90 | \$42.90 | \$42.90 | \$42.90 |
| Storeworker grade 1 - after 12 months | \$32.57 | \$43.42 | \$43.42 | \$43.42 | \$43.42 | \$43.42 |
| Storeworker grade 2 | \$32.87 | \$43.82 | \$43.82 | \$43.82 | \$43.82 | \$43.82 |
| Storeworker grade 3 | \$33.84 | \$45.12 | \$45.12 | \$45.12 | \$45.12 | \$45.12 |
| Storeworker grade 4 | \$34.83 | \$46.44 | \$46.44 | \$46.44 | \$46.44 | \$46.44 |
| Fork-lift driver and tow motor driver | \$32.88 | \$43.84 | \$43.84 | \$43.84 | \$43.84 | \$43.84 |
| High rise stacker operator | \$33.71 | \$44.94 | \$44.94 | \$44.94 | \$44.94 | \$44.94 |
| Pedestrian fork-lift operator | \$32.54 | \$43.38 | \$43.38 | \$43.38 | \$43.38 | \$43.38 |
| Warehouse employees | | | | | | |
| Warehouse employee grade 1 - on commencement | \$31.55 | \$42.06 | \$42.06 | \$42.06 | \$42.06 | \$42.06 |

| Classification | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--|--|--|--|---|---|--|
| Warehouse employee grade 1 - after 3 months | \$31.94 | \$42.58 | \$42.58 | \$42.58 | \$42.58 | \$42.58 |
| Warehouse employee grade 1 - after 12 months | \$32.34 | \$43.12 | \$43.12 | \$43.12 | \$43.12 | \$43.12 |
| Warehouse employee grade 2 | \$32.64 | \$43.52 | \$43.52 | \$43.52 | \$43.52 | \$43.52 |
| Warehouse employee grade 3 | \$33.60 | \$44.80 | \$44.80 | \$44.80 | \$44.80 | \$44.80 |
| Warehouse employee grade 4 | \$34.59 | \$46.12 | \$46.12 | \$46.12 | \$46.12 | \$46.12 |

Outworkers

| Classification | Pay rate per minute | Saturday, Sunday or public holiday | Overtime |
|-----------------------|----------------------------|---|-----------------|
| Skill level 2 | \$0.35 | \$0.70 | \$0.53 |
| Skill level 3 | \$0.37 | \$0.74 | \$0.56 |
| Skill level 4 | \$0.38 | \$0.76 | \$0.57 |
| Skill level 5 | \$0.41 | \$0.82 | \$0.62 |

Casual

Not outworkers

Table 1 of 4

| Classification | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers |
|---------------------------------|-----------------|--|---|---|---|
| General employees | | | | | |
| Trainee | \$24.80 | \$54.56 | \$24.80 per hour plus 15% of the weekly award wage | \$24.80 per hour plus 30% of the weekly award wage | \$24.80 per hour plus \$24.15 per shift |
| Skill level 1 | \$25.51 | \$56.13 | \$25.51 per hour plus 15% of the weekly award wage | \$25.51 per hour plus 30% of the weekly award wage | \$25.51 per hour plus \$24.15 per shift |
| Skill level 2 | \$26.49 | \$58.27 | \$26.49 per hour plus 15% of the weekly award wage | \$26.49 per hour plus 30% of the weekly award wage | \$26.49 per hour plus \$24.15 per shift |
| Skill level 3 | \$27.40 | \$60.28 | \$27.40 per hour plus 15% of the weekly award wage | \$27.40 per hour plus 30% of the weekly award wage | \$27.40 per hour plus \$24.15 per shift |
| Skill level 4 | \$28.86 | \$63.50 | \$28.86 per hour plus 15% of the weekly award wage | \$28.86 per hour plus 30% of the weekly award wage | \$28.86 per hour plus \$24.15 per shift |
| Skill level 5 | \$30.68 | \$67.49 | \$30.68 per hour plus 15% of the weekly award wage | \$30.68 per hour plus 30% of the weekly award wage | \$30.68 per hour plus \$24.15 per shift |
| Wool and basil employees | | | | | |
| General hand | \$24.80 | \$54.56 | \$24.80 per hour plus 15% of the weekly award wage | \$24.80 per hour plus 30% of the weekly award wage | \$24.80 per hour plus \$24.15 per shift |
| Operator - grade 1 | \$27.46 | \$60.42 | \$27.46 per hour plus 15% of the weekly award wage | \$27.46 per hour plus 30% of the weekly award wage | \$27.46 per hour plus \$24.15 per shift |

| Classification | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers |
|---------------------------------------|------------------------|---|--|--|--|
| Operator - grade 2 | \$26.48 | \$58.25 | \$26.48 per hour plus 15% of the weekly award wage | \$26.48 per hour plus 30% of the weekly award wage | \$26.48 per hour plus \$24.15 per shift |
| Operator - grade 3 | \$25.51 | \$56.13 | \$25.51 per hour plus 15% of the weekly award wage | \$25.51 per hour plus 30% of the weekly award wage | \$25.51 per hour plus \$24.15 per shift |
| Senior operator - grade 1 | \$29.78 | \$65.51 | \$29.78 per hour plus 15% of the weekly award wage | \$29.78 per hour plus 30% of the weekly award wage | \$29.78 per hour plus \$24.15 per shift |
| Senior operator - grade 2 | \$28.86 | \$63.50 | \$28.86 per hour plus 15% of the weekly award wage | \$28.86 per hour plus 30% of the weekly award wage | \$28.86 per hour plus \$24.15 per shift |
| Storeworkers | | | | | |
| Storeworker grade 1 - on commencement | \$26.49 | \$58.27 | \$26.49 per hour plus 15% of the weekly award wage | \$26.49 per hour plus 30% of the weekly award wage | \$26.49 per hour plus \$24.15 per shift |
| Storeworker grade 1 - after 3 months | \$26.81 | \$58.99 | \$26.81 per hour plus 15% of the weekly award wage | \$26.81 per hour plus 30% of the weekly award wage | \$26.81 per hour plus \$24.15 per shift |
| Storeworker grade 1 - after 12 months | \$27.14 | \$59.70 | \$27.14 per hour plus 15% of the weekly award wage | \$27.14 per hour plus 30% of the weekly award wage | \$27.14 per hour plus \$24.15 per shift |
| Storeworker grade 2 | \$27.39 | \$60.25 | \$27.39 per hour plus 15% of the weekly award wage | \$27.39 per hour plus 30% of the weekly award wage | \$27.39 per hour plus \$24.15 per shift |
| Storeworker grade 3 | \$28.20 | \$62.04 | \$28.20 per hour plus 15% of the weekly award wage | \$28.20 per hour plus 30% of the weekly award wage | \$28.20 per hour plus \$24.15 per shift |
| Storeworker grade 4 | \$29.03 | \$63.86 | \$29.03 per hour plus 15% of the weekly award wage | \$29.03 per hour plus 30% of the weekly award wage | \$29.03 per hour plus \$24.15 per shift |

| Classification | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers |
|--|------------------------|---|--|--|--|
| Fork-lift driver and tow motor driver | \$27.40 | \$60.28 | \$27.40 per hour plus 15% of the weekly award wage | \$27.40 per hour plus 30% of the weekly award wage | \$27.40 per hour plus \$24.15 per shift |
| High rise stacker operator | \$28.09 | \$61.79 | \$28.09 per hour plus 15% of the weekly award wage | \$28.09 per hour plus 30% of the weekly award wage | \$28.09 per hour plus \$24.15 per shift |
| Pedestrian fork-lift operator | \$27.11 | \$59.65 | \$27.11 per hour plus 15% of the weekly award wage | \$27.11 per hour plus 30% of the weekly award wage | \$27.11 per hour plus \$24.15 per shift |
| Warehouse employees | | | | | |
| Warehouse employee grade 1 - on commencement | \$26.29 | \$57.83 | \$26.29 per hour plus 15% of the weekly award wage | \$26.29 per hour plus 30% of the weekly award wage | \$26.29 per hour plus \$24.15 per shift |
| Warehouse employee grade 1 - after 3 months | \$26.61 | \$58.55 | \$26.61 per hour plus 15% of the weekly award wage | \$26.61 per hour plus 30% of the weekly award wage | \$26.61 per hour plus \$24.15 per shift |
| Warehouse employee grade 1 - after 12 months | \$26.95 | \$59.29 | \$26.95 per hour plus 15% of the weekly award wage | \$26.95 per hour plus 30% of the weekly award wage | \$26.95 per hour plus \$24.15 per shift |
| Warehouse employee grade 2 | \$27.20 | \$59.84 | \$27.20 per hour plus 15% of the weekly award wage | \$27.20 per hour plus 30% of the weekly award wage | \$27.20 per hour plus \$24.15 per shift |
| Warehouse employee grade 3 | \$28.00 | \$61.60 | \$28.00 per hour plus 15% of the weekly award wage | \$28.00 per hour plus 30% of the weekly award wage | \$28.00 per hour plus \$24.15 per shift |
| Warehouse employee grade 4 | \$28.83 | \$63.42 | \$28.83 per hour plus 15% of the weekly award wage | \$28.83 per hour plus 30% of the weekly award wage | \$28.83 per hour plus \$24.15 per shift |

Table 2 of 4

| Classification | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers |
|---------------------------------|--|---|---|--|--|
| General employees | | | | | |
| Trainee | \$24.80 per hour plus \$48.31 per shift | \$34.72 | \$44.64 | \$44.64 | \$44.64 per hour plus applicable shift penalty |
| Skill level 1 | \$25.51 per hour plus \$48.31 per shift | \$35.72 | \$45.92 | \$45.92 | \$45.92 per hour plus applicable shift penalty |
| Skill level 2 | \$26.49 per hour plus \$48.31 per shift | \$37.08 | \$47.68 | \$47.68 | \$47.68 per hour plus applicable shift penalty |
| Skill level 3 | \$27.40 per hour plus \$48.31 per shift | \$38.36 | \$49.32 | \$49.32 | \$49.32 per hour plus applicable shift penalty |
| Skill level 4 | \$28.86 per hour plus \$48.31 per shift | \$40.41 | \$51.95 | \$51.95 | \$51.95 per hour plus applicable shift penalty |
| Skill level 5 | \$30.68 per hour plus \$48.31 per shift | \$42.95 | \$55.22 | \$55.22 | \$55.22 per hour plus applicable shift penalty |
| Wool and basil employees | | | | | |
| General hand | \$24.80 per hour plus \$48.31 per shift | \$34.72 | \$44.64 | \$44.64 | \$44.64 per hour plus applicable shift penalty |
| Operator - grade 1 | \$27.46 per hour plus \$48.31 per shift | \$38.45 | \$49.43 | \$49.43 | \$49.43 per hour plus applicable shift penalty |
| Operator - grade 2 | \$26.48 per hour plus \$48.31 per shift | \$37.07 | \$47.66 | \$47.66 | \$47.66 per hour plus applicable shift penalty |

| Classification | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers |
|---------------------------------------|--|---|---|--|--|
| Operator - grade 3 | \$25.51 per hour plus \$48.31 per shift | \$35.72 | \$45.92 | \$45.92 | \$45.92 per hour plus applicable shift penalty |
| Senior operator - grade 1 | \$29.78 per hour plus \$48.31 per shift | \$41.69 | \$53.60 | \$53.60 | \$53.60 per hour plus applicable shift penalty |
| Senior operator - grade 2 | \$28.86 per hour plus \$48.31 per shift | \$40.41 | \$51.95 | \$51.95 | \$51.95 per hour plus applicable shift penalty |
| Storeworkers | | | | | |
| Storeworker grade 1 - on commencement | \$26.49 per hour plus \$48.31 per shift | \$37.08 | \$47.68 | \$47.68 | \$47.68 per hour plus applicable shift penalty |
| Storeworker grade 1 - after 3 months | \$26.81 per hour plus \$48.31 per shift | \$37.54 | \$48.26 | \$48.26 | \$48.26 per hour plus applicable shift penalty |
| Storeworker grade 1 - after 12 months | \$27.14 per hour plus \$48.31 per shift | \$37.99 | \$48.85 | \$48.85 | \$48.85 per hour plus applicable shift penalty |
| Storeworker grade 2 | \$27.39 per hour plus \$48.31 per shift | \$38.34 | \$49.30 | \$49.30 | \$49.30 per hour plus applicable shift penalty |
| Storeworker grade 3 | \$28.20 per hour plus \$48.31 per shift | \$39.48 | \$50.76 | \$50.76 | \$50.76 per hour plus applicable shift penalty |
| Storeworker grade 4 | \$29.03 per hour plus \$48.31 per shift | \$40.64 | \$52.25 | \$52.25 | \$52.25 per hour plus applicable shift penalty |

| Classification | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers |
|--|--|---|---|--|--|
| Fork-lift driver and tow motor driver | \$27.40 per hour plus \$48.31 per shift | \$38.36 | \$49.32 | \$49.32 | \$49.32 per hour plus applicable shift penalty |
| High rise stacker operator | \$28.09 per hour plus \$48.31 per shift | \$39.32 | \$50.56 | \$50.56 | \$50.56 per hour plus applicable shift penalty |
| Pedestrian fork-lift operator | \$27.11 per hour plus \$48.31 per shift | \$37.96 | \$48.80 | \$48.80 | \$48.80 per hour plus applicable shift penalty |
| Warehouse employees | | | | | |
| Warehouse employee grade 1 - on commencement | \$26.29 per hour plus \$48.31 per shift | \$36.80 | \$47.32 | \$47.32 | \$47.32 per hour plus applicable shift penalty |
| Warehouse employee grade 1 - after 3 months | \$26.61 per hour plus \$48.31 per shift | \$37.26 | \$47.90 | \$47.90 | \$47.90 per hour plus applicable shift penalty |
| Warehouse employee grade 1 - after 12 months | \$26.95 per hour plus \$48.31 per shift | \$37.73 | \$48.51 | \$48.51 | \$48.51 per hour plus applicable shift penalty |
| Warehouse employee grade 2 | \$27.20 per hour plus \$48.31 per shift | \$38.08 | \$48.96 | \$48.96 | \$48.96 per hour plus applicable shift penalty |
| Warehouse employee grade 3 | \$28.00 per hour plus \$48.31 per shift | \$39.20 | \$50.40 | \$50.40 | \$50.40 per hour plus applicable shift penalty |
| Warehouse employee grade 4 | \$28.83 per hour plus \$48.31 per shift | \$40.36 | \$51.89 | \$51.89 | \$51.89 per hour plus applicable shift penalty |

Table 3 of 4

| Classification | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers |
|--|--|--|--|--|--|
| General employees | | | | | |
| Trainee | \$34.72 | \$44.64 | \$44.64 | \$34.72 | \$44.64 |
| Skill level 1 | \$35.72 | \$45.92 | \$45.92 | \$35.72 | \$45.92 |
| Skill level 2 | \$37.08 | \$47.68 | \$47.68 | \$37.08 | \$47.68 |
| Skill level 3 | \$38.36 | \$49.32 | \$49.32 | \$38.36 | \$49.32 |
| Skill level 4 | \$40.41 | \$51.95 | \$51.95 | \$40.41 | \$51.95 |
| Skill level 5 | \$42.95 | \$55.22 | \$55.22 | \$42.95 | \$55.22 |
| Wool and basil employees | | | | | |
| General hand | \$34.72 | \$44.64 | \$44.64 | \$34.72 | \$44.64 |
| Operator - grade 1 | \$38.45 | \$49.43 | \$49.43 | \$38.45 | \$49.43 |
| Operator - grade 2 | \$37.07 | \$47.66 | \$47.66 | \$37.07 | \$47.66 |
| Operator - grade 3 | \$35.72 | \$45.92 | \$45.92 | \$35.72 | \$45.92 |
| Senior operator - grade 1 | \$41.69 | \$53.60 | \$53.60 | \$41.69 | \$53.60 |
| Senior operator - grade 2 | \$40.41 | \$51.95 | \$51.95 | \$40.41 | \$51.95 |
| Storeworkers | | | | | |
| Storeworker grade 1 - on commencement | \$37.08 | \$47.68 | \$47.68 | \$37.08 | \$47.68 |
| Storeworker grade 1 - after 3 months | \$37.54 | \$48.26 | \$48.26 | \$37.54 | \$48.26 |
| Storeworker grade 1 - after 12 months | \$37.99 | \$48.85 | \$48.85 | \$37.99 | \$48.85 |
| Storeworker grade 2 | \$38.34 | \$49.30 | \$49.30 | \$38.34 | \$49.30 |
| Storeworker grade 3 | \$39.48 | \$50.76 | \$50.76 | \$39.48 | \$50.76 |
| Storeworker grade 4 | \$40.64 | \$52.25 | \$52.25 | \$40.64 | \$52.25 |
| Fork-lift driver and tow motor driver | \$38.36 | \$49.32 | \$49.32 | \$38.36 | \$49.32 |
| High rise stacker operator | \$39.32 | \$50.56 | \$50.56 | \$39.32 | \$50.56 |
| Pedestrian fork-lift operator | \$37.96 | \$48.80 | \$48.80 | \$37.96 | \$48.80 |
| Warehouse employees | | | | | |
| Warehouse employee grade 1 - on commencement | \$36.80 | \$47.32 | \$47.32 | \$36.80 | \$47.32 |
| Warehouse employee grade 1 - after 3 months | \$37.26 | \$47.90 | \$47.90 | \$37.26 | \$47.90 |

| Classification | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers |
|--|--|--|--|--|--|
| Warehouse employee grade 1 - after 12 months | \$37.73 | \$48.51 | \$48.51 | \$37.73 | \$48.51 |
| Warehouse employee grade 2 | \$38.08 | \$48.96 | \$48.96 | \$38.08 | \$48.96 |
| Warehouse employee grade 3 | \$39.20 | \$50.40 | \$50.40 | \$39.20 | \$50.40 |
| Warehouse employee grade 4 | \$40.36 | \$51.89 | \$51.89 | \$40.36 | \$51.89 |

Table 4 of 4

| Classification | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|---------------------------------------|--|---|---|--|
| General employees | | | | |
| Trainee | \$44.64 | \$44.64 | \$44.64 | \$44.64 |
| Skill level 1 | \$45.92 | \$45.92 | \$45.92 | \$45.92 |
| Skill level 2 | \$47.68 | \$47.68 | \$47.68 | \$47.68 |
| Skill level 3 | \$49.32 | \$49.32 | \$49.32 | \$49.32 |
| Skill level 4 | \$51.95 | \$51.95 | \$51.95 | \$51.95 |
| Skill level 5 | \$55.22 | \$55.22 | \$55.22 | \$55.22 |
| Wool and basil employees | | | | |
| General hand | \$44.64 | \$44.64 | \$44.64 | \$44.64 |
| Operator - grade 1 | \$49.43 | \$49.43 | \$49.43 | \$49.43 |
| Operator - grade 2 | \$47.66 | \$47.66 | \$47.66 | \$47.66 |
| Operator - grade 3 | \$45.92 | \$45.92 | \$45.92 | \$45.92 |
| Senior operator - grade 1 | \$53.60 | \$53.60 | \$53.60 | \$53.60 |
| Senior operator - grade 2 | \$51.95 | \$51.95 | \$51.95 | \$51.95 |
| Storeworkers | | | | |
| Storeworker grade 1 - on commencement | \$47.68 | \$47.68 | \$47.68 | \$47.68 |
| Storeworker grade 1 - after 3 months | \$48.26 | \$48.26 | \$48.26 | \$48.26 |
| Storeworker grade 1 - after 12 months | \$48.85 | \$48.85 | \$48.85 | \$48.85 |
| Storeworker grade 2 | \$49.30 | \$49.30 | \$49.30 | \$49.30 |
| Storeworker grade 3 | \$50.76 | \$50.76 | \$50.76 | \$50.76 |
| Storeworker grade 4 | \$52.25 | \$52.25 | \$52.25 | \$52.25 |

| Classification | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|--|--|---|---|--|
| Fork-lift driver and tow motor driver | \$49.32 | \$49.32 | \$49.32 | \$49.32 |
| High rise stacker operator | \$50.56 | \$50.56 | \$50.56 | \$50.56 |
| Pedestrian fork-lift operator | \$48.80 | \$48.80 | \$48.80 | \$48.80 |
| Warehouse employees | | | | |
| Warehouse employee grade 1 - on commencement | \$47.32 | \$47.32 | \$47.32 | \$47.32 |
| Warehouse employee grade 1 - after 3 months | \$47.90 | \$47.90 | \$47.90 | \$47.90 |
| Warehouse employee grade 1 - after 12 months | \$48.51 | \$48.51 | \$48.51 | \$48.51 |
| Warehouse employee grade 2 | \$48.96 | \$48.96 | \$48.96 | \$48.96 |
| Warehouse employee grade 3 | \$50.40 | \$50.40 | \$50.40 | \$50.40 |
| Warehouse employee grade 4 | \$51.89 | \$51.89 | \$51.89 | \$51.89 |

**Junior - Full-time & part-time
Not outworkers**

Table 1 of 4

| Classification | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers |
|-----------------------|------------------------|---|---|---|---|
| 16 years or under | \$11.65 | \$29.13 | \$23.31 | \$29.13 | \$29.13 |
| 17 years | \$13.77 | \$34.43 | \$27.55 | \$34.43 | \$34.43 |
| 18 years | \$15.89 | \$39.73 | \$31.79 | \$39.73 | \$39.73 |
| 19 years | \$16.95 | \$42.38 | \$33.91 | \$42.38 | \$42.38 |
| 20 years | \$19.07 | \$47.68 | \$38.15 | \$47.68 | \$47.68 |

Table 2 of 4

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers |
|-----------------------|--|--|--|--|
| 16 years or under | \$11.65 per hour plus 15% of the weekly award wage | \$11.65 per hour plus 30% of the weekly award wage | \$11.65 per hour plus \$24.15 per shift | \$11.65 per hour plus \$48.31 per shift |
| 17 years | \$13.77 per hour plus 15% of the weekly award wage | \$13.77 per hour plus 30% of the weekly award wage | \$13.77 per hour plus \$24.15 per shift | \$13.77 per hour plus \$48.31 per shift |
| 18 years | \$15.89 per hour plus 15% of the weekly award wage | \$15.89 per hour plus 30% of the weekly award wage | \$15.89 per hour plus \$24.15 per shift | \$15.89 per hour plus \$48.31 per shift |
| 19 years | \$16.95 per hour plus 15% of the weekly award wage | \$16.95 per hour plus 30% of the weekly award wage | \$16.95 per hour plus \$24.15 per shift | \$16.95 per hour plus \$48.31 per shift |
| 20 years | \$19.07 per hour plus 15% of the weekly award wage | \$19.07 per hour plus 30% of the weekly award wage | \$19.07 per hour plus \$24.15 per shift | \$19.07 per hour plus \$48.31 per shift |

Table 3 of 4

| Classification | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers |
|-----------------------|---|---|--|--|--|--|
| 16 years or under | \$17.48 | \$23.30 | \$23.30 | \$23.30 per hour plus applicable shift penalty | \$17.48 | \$23.30 |
| 17 years | \$20.66 | \$27.54 | \$27.54 | \$27.54 per hour plus applicable shift penalty | \$20.66 | \$27.54 |
| 18 years | \$23.84 | \$31.78 | \$31.78 | \$31.78 per hour plus applicable shift penalty | \$23.84 | \$31.78 |
| 19 years | \$25.43 | \$33.90 | \$33.90 | \$33.90 per hour plus applicable shift penalty | \$25.43 | \$33.90 |
| 20 years | \$28.61 | \$38.14 | \$38.14 | \$38.14 per hour plus applicable shift penalty | \$28.61 | \$38.14 |

Table 4 of 4

| Classification | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|--|--|---|---|--|
| 16 years or under | \$23.30 | \$17.48 | \$23.30 | \$23.30 | \$23.30 | \$23.30 | \$23.30 |
| 17 years | \$27.54 | \$20.66 | \$27.54 | \$27.54 | \$27.54 | \$27.54 | \$27.54 |
| 18 years | \$31.78 | \$23.84 | \$31.78 | \$31.78 | \$31.78 | \$31.78 | \$31.78 |
| 19 years | \$33.90 | \$25.43 | \$33.90 | \$33.90 | \$33.90 | \$33.90 | \$33.90 |
| 20 years | \$38.14 | \$28.61 | \$38.14 | \$38.14 | \$38.14 | \$38.14 | \$38.14 |

Outworkers

| Classification | Pay rate per minute | Saturday, Sunday or public holiday | Overtime |
|-----------------------|----------------------------|---|-----------------|
| 16 years or under | \$0.19 | \$0.38 | \$0.29 |
| 17 years | \$0.23 | \$0.46 | \$0.35 |
| 18 years | \$0.26 | \$0.52 | \$0.39 |
| 19 years | \$0.28 | \$0.56 | \$0.42 |
| 20 years | \$0.32 | \$0.64 | \$0.48 |

**Junior - Casual
Not outworkers**

Table 1 of 3

| Classification | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers |
|-----------------------|------------------------|---|--|--|--|--|
| 16 years or under | \$14.56 | \$32.04 | \$14.56 per hour plus 15% of the weekly award wage | \$14.56 per hour plus 30% of the weekly award wage | \$14.56 per hour plus \$24.15 per shift | \$14.56 per hour plus \$48.31 per shift |
| 17 years | \$17.21 | \$37.87 | \$17.21 per hour plus 15% of the weekly award wage | \$17.21 per hour plus 30% of the weekly award wage | \$17.21 per hour plus \$24.15 per shift | \$17.21 per hour plus \$48.31 per shift |
| 18 years | \$19.86 | \$43.70 | \$19.86 per hour plus 15% of the weekly award wage | \$19.86 per hour plus 30% of the weekly award wage | \$19.86 per hour plus \$24.15 per shift | \$19.86 per hour plus \$48.31 per shift |
| 19 years | \$21.19 | \$46.61 | \$21.19 per hour plus 15% of the weekly award wage | \$21.19 per hour plus 30% of the weekly award wage | \$21.19 per hour plus \$24.15 per shift | \$21.19 per hour plus \$48.31 per shift |
| 20 years | \$23.84 | \$52.44 | \$23.84 per hour plus 15% of the weekly award wage | \$23.84 per hour plus 30% of the weekly award wage | \$23.84 per hour plus \$24.15 per shift | \$23.84 per hour plus \$48.31 per shift |

Table 2 of 3

| Classification | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers |
|-----------------------|---|---|--|--|--|--|
| 16 years or under | \$20.39 | \$26.21 | \$26.21 | \$26.21 per hour plus applicable shift penalty | \$20.39 | \$26.21 |
| 17 years | \$24.10 | \$30.98 | \$30.98 | \$30.98 per hour plus applicable shift penalty | \$24.10 | \$30.98 |
| 18 years | \$27.81 | \$35.75 | \$35.75 | \$35.75 per hour plus applicable shift penalty | \$27.81 | \$35.75 |
| 19 years | \$29.66 | \$38.14 | \$38.14 | \$38.14 per hour plus applicable shift penalty | \$29.66 | \$38.14 |
| 20 years | \$33.37 | \$42.91 | \$42.91 | \$42.91 per hour plus applicable shift penalty | \$33.37 | \$42.91 |

Table 3 of 3

| Classification | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|--|--|---|---|--|
| 16 years or under | \$26.21 | \$20.39 | \$26.21 | \$26.21 | \$26.21 | \$26.21 | \$26.21 |
| 17 years | \$30.98 | \$24.10 | \$30.98 | \$30.98 | \$30.98 | \$30.98 | \$30.98 |
| 18 years | \$35.75 | \$27.81 | \$35.75 | \$35.75 | \$35.75 | \$35.75 | \$35.75 |
| 19 years | \$38.14 | \$29.66 | \$38.14 | \$38.14 | \$38.14 | \$38.14 | \$38.14 |
| 20 years | \$42.91 | \$33.37 | \$42.91 | \$42.91 | \$42.91 | \$42.91 | \$42.91 |

Apprentice - 16 years or under

Table 1 of 3

| Classification | Hourly pay rate | Weekly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers |
|---|-----------------|-----------------|--|--|--|--|---|---|
| Apprentice - 1st year | \$11.65 | \$442.80 | \$29.13 | \$23.31 | \$29.13 | \$29.13 | \$11.65 per hour plus 15% of the weekly award wage | \$11.65 per hour plus 30% of the weekly award wage |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | \$12.70 | \$482.70 | \$31.75 | \$25.40 | \$31.75 | \$31.75 | \$12.70 per hour plus 15% of the weekly award wage | \$12.70 per hour plus 30% of the weekly award wage |
| Apprentice - 2nd year | \$15.01 | \$570.45 | \$37.53 | \$30.03 | \$37.53 | \$37.53 | \$15.01 per hour plus 15% of the weekly award wage | \$15.01 per hour plus 30% of the weekly award wage |
| Apprentice - 3rd year | \$17.32 | \$658.20 | \$43.30 | \$34.64 | \$43.30 | \$43.30 | \$17.32 per hour plus 15% of the weekly award wage | \$17.32 per hour plus 30% of the weekly award wage |
| Apprentice - 4th year | \$19.63 | \$745.95 | \$49.08 | \$39.27 | \$49.08 | \$49.08 | \$19.63 per hour plus 15% of the weekly award wage | \$19.63 per hour plus 30% of the weekly award wage |

Table 2 of 3

| Classification | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers |
|---|--|--|---|---|--|--|--|
| Apprentice - 1st year | \$11.65 per hour plus \$24.15 per shift | \$11.65 per hour plus \$48.31 per shift | \$17.48 | \$23.30 | \$23.30 | \$23.30 per hour plus applicable shift penalty | \$17.48 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | \$12.70 per hour plus \$24.15 per shift | \$12.70 per hour plus \$48.31 per shift | \$19.05 | \$25.40 | \$25.40 | \$25.40 per hour plus applicable shift penalty | \$19.05 |
| Apprentice - 2nd year | \$15.01 per hour plus \$24.15 per shift | \$15.01 per hour plus \$48.31 per shift | \$22.52 | \$30.02 | \$30.02 | \$30.02 per hour plus applicable shift penalty | \$22.52 |
| Apprentice - 3rd year | \$17.32 per hour plus \$24.15 per shift | \$17.32 per hour plus \$48.31 per shift | \$25.98 | \$34.64 | \$34.64 | \$34.64 per hour plus applicable shift penalty | \$25.98 |
| Apprentice - 4th year | \$19.63 per hour plus \$24.15 per shift | \$19.63 per hour plus \$48.31 per shift | \$29.45 | \$39.26 | \$39.26 | \$39.26 per hour plus applicable shift penalty | \$29.45 |

Table 3 of 3

| Classification | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|---|--|--|--|--|--|---|---|--|
| Apprentice - 1st year | \$23.30 | \$23.30 | \$17.48 | \$23.30 | \$23.30 | \$23.30 | \$23.30 | \$23.30 |
| Apprentice - 1st year - started apprenticeship after 1 Jan 2014 and completed year 12 | \$25.40 | \$25.40 | \$19.05 | \$25.40 | \$25.40 | \$25.40 | \$25.40 | \$25.40 |
| Apprentice - 2nd year | \$30.02 | \$30.02 | \$22.52 | \$30.02 | \$30.02 | \$30.02 | \$30.02 | \$30.02 |
| Apprentice - 3rd year | \$34.64 | \$34.64 | \$25.98 | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$39.26 | \$39.26 | \$29.45 | \$39.26 | \$39.26 | \$39.26 | \$39.26 | \$39.26 |

Apprentice - 17 years

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers |
|-----------------------|-----------------|-----------------|--|--|--|--|---|
| Apprentice - 1st year | \$523.30 | \$13.77 | \$34.43 | \$27.55 | \$34.43 | \$34.43 | \$13.77 per hour plus 15% of the weekly award wage |
| Apprentice - 2nd year | \$570.45 | \$15.01 | \$37.53 | \$30.03 | \$37.53 | \$37.53 | \$15.01 per hour plus 15% of the weekly award wage |
| Apprentice - 3rd year | \$658.20 | \$17.32 | \$43.30 | \$34.64 | \$43.30 | \$43.30 | \$17.32 per hour plus 15% of the weekly award wage |
| Apprentice - 4th year | \$745.95 | \$19.63 | \$49.08 | \$39.27 | \$49.08 | \$49.08 | \$19.63 per hour plus 15% of the weekly award wage |

Table 2 of 4

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|---|---|---|--|--|---|
| Apprentice - 1st year | \$13.77 per hour plus 30% of the weekly award wage | \$13.77 per hour plus \$24.15 per shift | \$13.77 per hour plus \$48.31 per shift | \$20.66 | \$27.54 | \$27.54 |
| Apprentice - 2nd year | \$15.01 per hour plus 30% of the weekly award wage | \$15.01 per hour plus \$24.15 per shift | \$15.01 per hour plus \$48.31 per shift | \$22.52 | \$30.02 | \$30.02 |

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|--|--|--|---|---|--|
| Apprentice - 3rd year | \$17.32 per hour plus 30% of the weekly award wage | \$17.32 per hour plus \$24.15 per shift | \$17.32 per hour plus \$48.31 per shift | \$25.98 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$19.63 per hour plus 30% of the weekly award wage | \$19.63 per hour plus \$24.15 per shift | \$19.63 per hour plus \$48.31 per shift | \$29.45 | \$39.26 | \$39.26 |

Table 3 of 4

| Classification | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers |
|-----------------------|--|--|--|--|--|
| Apprentice - 1st year | \$27.54 per hour plus applicable shift penalty | \$20.66 | \$27.54 | \$27.54 | \$20.66 |
| Apprentice - 2nd year | \$30.02 per hour plus applicable shift penalty | \$22.52 | \$30.02 | \$30.02 | \$22.52 |
| Apprentice - 3rd year | \$34.64 per hour plus applicable shift penalty | \$25.98 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice - 4th year | \$39.26 per hour plus applicable shift penalty | \$29.45 | \$39.26 | \$39.26 | \$29.45 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|---|---|--|
| Apprentice - 1st year | \$27.54 | \$27.54 | \$27.54 | \$27.54 | \$27.54 |
| Apprentice - 2nd year | \$30.02 | \$30.02 | \$30.02 | \$30.02 | \$30.02 |
| Apprentice - 3rd year | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$39.26 | \$39.26 | \$39.26 | \$39.26 | \$39.26 |

Apprentice - 18 years

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers |
|-----------------------|-----------------|-----------------|--|--|--|--|---|
| Apprentice - 1st year | \$603.85 | \$15.89 | \$39.73 | \$31.79 | \$39.73 | \$39.73 | \$15.89 per hour plus 15% of the weekly award wage |
| Apprentice - 2nd year | \$603.85 | \$15.89 | \$39.73 | \$31.79 | \$39.73 | \$39.73 | \$15.89 per hour plus 15% of the weekly award wage |
| Apprentice - 3rd year | \$658.20 | \$17.32 | \$43.30 | \$34.64 | \$43.30 | \$43.30 | \$17.32 per hour plus 15% of the weekly award wage |
| Apprentice - 4th year | \$745.95 | \$19.63 | \$49.08 | \$39.27 | \$49.08 | \$49.08 | \$19.63 per hour plus 15% of the weekly award wage |

Table 2 of 4

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|---|---|---|--|--|---|
| Apprentice - 1st year | \$15.89 per hour plus 30% of the weekly award wage | \$15.89 per hour plus \$24.15 per shift | \$15.89 per hour plus \$48.31 per shift | \$23.84 | \$31.78 | \$31.78 |
| Apprentice - 2nd year | \$15.89 per hour plus 30% of the weekly award wage | \$15.89 per hour plus \$24.15 per shift | \$15.89 per hour plus \$48.31 per shift | \$23.84 | \$31.78 | \$31.78 |

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|--|--|--|---|---|--|
| Apprentice - 3rd year | \$17.32 per hour plus 30% of the weekly award wage | \$17.32 per hour plus \$24.15 per shift | \$17.32 per hour plus \$48.31 per shift | \$25.98 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$19.63 per hour plus 30% of the weekly award wage | \$19.63 per hour plus \$24.15 per shift | \$19.63 per hour plus \$48.31 per shift | \$29.45 | \$39.26 | \$39.26 |

Table 3 of 4

| Classification | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers |
|-----------------------|--|--|--|--|--|
| Apprentice - 1st year | \$31.78 per hour plus applicable shift penalty | \$23.84 | \$31.78 | \$31.78 | \$23.84 |
| Apprentice - 2nd year | \$31.78 per hour plus applicable shift penalty | \$23.84 | \$31.78 | \$31.78 | \$23.84 |
| Apprentice - 3rd year | \$34.64 per hour plus applicable shift penalty | \$25.98 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice - 4th year | \$39.26 per hour plus applicable shift penalty | \$29.45 | \$39.26 | \$39.26 | \$29.45 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|---|---|--|
| Apprentice - 1st year | \$31.78 | \$31.78 | \$31.78 | \$31.78 | \$31.78 |
| Apprentice - 2nd year | \$31.78 | \$31.78 | \$31.78 | \$31.78 | \$31.78 |
| Apprentice - 3rd year | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$39.26 | \$39.26 | \$39.26 | \$39.26 | \$39.26 |

Apprentice - 19 years

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers |
|-----------------------|-----------------|-----------------|--|--|--|--|---|
| Apprentice - 1st year | \$644.10 | \$16.95 | \$42.38 | \$33.91 | \$42.38 | \$42.38 | \$16.95 per hour plus 15% of the weekly award wage |
| Apprentice - 2nd year | \$644.10 | \$16.95 | \$42.38 | \$33.91 | \$42.38 | \$42.38 | \$16.95 per hour plus 15% of the weekly award wage |
| Apprentice - 3rd year | \$658.20 | \$17.32 | \$43.30 | \$34.64 | \$43.30 | \$43.30 | \$17.32 per hour plus 15% of the weekly award wage |
| Apprentice - 4th year | \$745.95 | \$19.63 | \$49.08 | \$39.27 | \$49.08 | \$49.08 | \$19.63 per hour plus 15% of the weekly award wage |

Table 2 of 4

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|---|---|---|--|--|---|
| Apprentice - 1st year | \$16.95 per hour plus 30% of the weekly award wage | \$16.95 per hour plus \$24.15 per shift | \$16.95 per hour plus \$48.31 per shift | \$25.43 | \$33.90 | \$33.90 |
| Apprentice - 2nd year | \$16.95 per hour plus 30% of the weekly award wage | \$16.95 per hour plus \$24.15 per shift | \$16.95 per hour plus \$48.31 per shift | \$25.43 | \$33.90 | \$33.90 |

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|--|--|--|---|---|--|
| Apprentice - 3rd year | \$17.32 per hour plus 30% of the weekly award wage | \$17.32 per hour plus \$24.15 per shift | \$17.32 per hour plus \$48.31 per shift | \$25.98 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$19.63 per hour plus 30% of the weekly award wage | \$19.63 per hour plus \$24.15 per shift | \$19.63 per hour plus \$48.31 per shift | \$29.45 | \$39.26 | \$39.26 |

Table 3 of 4

| Classification | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers |
|-----------------------|--|--|--|--|--|
| Apprentice - 1st year | \$33.90 per hour plus applicable shift penalty | \$25.43 | \$33.90 | \$33.90 | \$25.43 |
| Apprentice - 2nd year | \$33.90 per hour plus applicable shift penalty | \$25.43 | \$33.90 | \$33.90 | \$25.43 |
| Apprentice - 3rd year | \$34.64 per hour plus applicable shift penalty | \$25.98 | \$34.64 | \$34.64 | \$25.98 |
| Apprentice - 4th year | \$39.26 per hour plus applicable shift penalty | \$29.45 | \$39.26 | \$39.26 | \$29.45 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|---|---|--|
| Apprentice - 1st year | \$33.90 | \$33.90 | \$33.90 | \$33.90 | \$33.90 |
| Apprentice - 2nd year | \$33.90 | \$33.90 | \$33.90 | \$33.90 | \$33.90 |
| Apprentice - 3rd year | \$34.64 | \$34.64 | \$34.64 | \$34.64 | \$34.64 |
| Apprentice - 4th year | \$39.26 | \$39.26 | \$39.26 | \$39.26 | \$39.26 |

Apprentice - 20 years

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers | Afternoon / night shift - not textile industry - shiftworkers |
|-----------------------|-----------------|-----------------|--|--|--|--|---|
| Apprentice - 1st year | \$724.60 | \$19.07 | \$47.68 | \$38.15 | \$47.68 | \$47.68 | \$19.07 per hour plus 15% of the weekly award wage |
| Apprentice - 2nd year | \$724.60 | \$19.07 | \$47.68 | \$38.15 | \$47.68 | \$47.68 | \$19.07 per hour plus 15% of the weekly award wage |
| Apprentice - 3rd year | \$724.60 | \$19.07 | \$47.68 | \$38.15 | \$47.68 | \$47.68 | \$19.07 per hour plus 15% of the weekly award wage |
| Apprentice - 4th year | \$745.95 | \$19.63 | \$49.08 | \$39.27 | \$49.08 | \$49.08 | \$19.63 per hour plus 15% of the weekly award wage |

Table 2 of 4

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|---|---|---|--|--|---|
| Apprentice - 1st year | \$19.07 per hour plus 30% of the weekly award wage | \$19.07 per hour plus \$24.15 per shift | \$19.07 per hour plus \$48.31 per shift | \$28.61 | \$38.14 | \$38.14 |
| Apprentice - 2nd year | \$19.07 per hour plus 30% of the weekly award wage | \$19.07 per hour plus \$24.15 per shift | \$19.07 per hour plus \$48.31 per shift | \$28.61 | \$38.14 | \$38.14 |

| Classification | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers | Week commencing Sunday night - textile industry - non-continuous shiftworkers |
|-----------------------|--|--|--|---|---|--|
| Apprentice - 3rd year | \$19.07 per hour plus 30% of the weekly award wage | \$19.07 per hour plus \$24.15 per shift | \$19.07 per hour plus \$48.31 per shift | \$28.61 | \$38.14 | \$38.14 |
| Apprentice - 4th year | \$19.63 per hour plus 30% of the weekly award wage | \$19.63 per hour plus \$24.15 per shift | \$19.63 per hour plus \$48.31 per shift | \$29.45 | \$39.26 | \$39.26 |

Table 3 of 4

| Classification | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers |
|-----------------------|--|--|--|--|--|
| Apprentice - 1st year | \$38.14 per hour plus applicable shift penalty | \$28.61 | \$38.14 | \$38.14 | \$28.61 |
| Apprentice - 2nd year | \$38.14 per hour plus applicable shift penalty | \$28.61 | \$38.14 | \$38.14 | \$28.61 |
| Apprentice - 3rd year | \$38.14 per hour plus applicable shift penalty | \$28.61 | \$38.14 | \$38.14 | \$28.61 |
| Apprentice - 4th year | \$39.26 per hour plus applicable shift penalty | \$29.45 | \$39.26 | \$39.26 | \$29.45 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|---|---|--|
| Apprentice - 1st year | \$38.14 | \$38.14 | \$38.14 | \$38.14 | \$38.14 |
| Apprentice - 2nd year | \$38.14 | \$38.14 | \$38.14 | \$38.14 | \$38.14 |
| Apprentice - 3rd year | \$38.14 | \$38.14 | \$38.14 | \$38.14 | \$38.14 |
| Apprentice - 4th year | \$39.26 | \$39.26 | \$39.26 | \$39.26 | \$39.26 |

Adult Apprenticeship

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Public holiday - day workers and non-continuous shiftworkers | Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers | Christmas Day - Sunday - day workers and non-continuous shiftworkers |
|-----------------------|-----------------|-----------------|--|--|--|--|
| Apprentice - 1st year | \$719.63 | \$18.94 | \$47.35 | \$37.88 | \$47.35 | \$47.35 |
| Apprentice - 2nd year | \$763.51 | \$20.09 | \$50.23 | \$40.19 | \$50.23 | \$50.23 |
| Apprentice - 3rd year | \$807.39 | \$21.25 | \$53.13 | \$42.51 | \$53.13 | \$53.13 |
| Apprentice - 4th year | \$877.60 | \$23.09 | \$57.73 | \$46.19 | \$57.73 | \$57.73 |

Table 2 of 4

| Classification | Afternoon / night shift - not textile industry - shiftworkers | Permanent night shift - not textile industry - shiftworkers | Morning / afternoon / night shift - textile industry - shiftworkers | Permanent night shift - textile industry - shiftworkers | Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers | Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers |
|-----------------------|---|---|---|---|--|--|
| Apprentice - 1st year | \$18.94 per hour plus 15% of the weekly award wage | \$18.94 per hour plus 30% of the weekly award wage | \$18.94 per hour plus \$24.15 per shift | \$18.94 per hour plus \$48.31 per shift | \$28.41 | \$37.88 |
| Apprentice - 2nd year | \$20.09 per hour plus 15% of the weekly award wage | \$20.09 per hour plus 30% of the weekly award wage | \$20.09 per hour plus \$24.15 per shift | \$20.09 per hour plus \$48.31 per shift | \$30.14 | \$40.18 |
| Apprentice - 3rd year | \$21.25 per hour plus 15% of the weekly award wage | \$21.25 per hour plus 30% of the weekly award wage | \$21.25 per hour plus \$24.15 per shift | \$21.25 per hour plus \$48.31 per shift | \$31.88 | \$42.50 |
| Apprentice - 4th year | \$23.09 per hour plus 15% of the weekly award wage | \$23.09 per hour plus 30% of the weekly award wage | \$23.09 per hour plus \$24.15 per shift | \$23.09 per hour plus \$48.31 per shift | \$34.64 | \$46.18 |

Table 3 of 4

| Classification | Week commencing Sunday night - textile industry - non-continuous shiftworkers | Monday to Friday - last 2 hours of 12 hour shift - textile industry - continuous shiftworkers | Saturday - textile industry - continuous shiftworkers | Sunday - textile industry - continuous shiftworkers | Public holiday - textile industry - continuous shiftworkers |
|-----------------------|--|--|--|--|--|
| Apprentice - 1st year | \$37.88 | \$37.88 per hour plus applicable shift penalty | \$28.41 | \$37.88 | \$37.88 |
| Apprentice - 2nd year | \$40.18 | \$40.18 per hour plus applicable shift penalty | \$30.14 | \$40.18 | \$40.18 |
| Apprentice - 3rd year | \$42.50 | \$42.50 per hour plus applicable shift penalty | \$31.88 | \$42.50 | \$42.50 |
| Apprentice - 4th year | \$46.18 | \$46.18 per hour plus applicable shift penalty | \$34.64 | \$46.18 | \$46.18 |

Table 4 of 4

| Classification | Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers | Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers | Overtime - Sunday - day workers and non-continuous shiftworkers | Overtime - continuous shiftworkers | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|-----------------------|--|--|--|---|---|--|
| Apprentice - 1st year | \$28.41 | \$37.88 | \$37.88 | \$37.88 | \$37.88 | \$37.88 |
| Apprentice - 2nd year | \$30.14 | \$40.18 | \$40.18 | \$40.18 | \$40.18 | \$40.18 |
| Apprentice - 3rd year | \$31.88 | \$42.50 | \$42.50 | \$42.50 | \$42.50 | \$42.50 |
| Apprentice - 4th year | \$34.64 | \$46.18 | \$46.18 | \$46.18 | \$46.18 | \$46.18 |

Allowances

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

| Allowances | Rate |
|---|--|
| General | |
| 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 |
| Doctor or hospital visit reimbursement | reimbursement for the cost of doctor or hospital charges |
| First aid allowance - 1 to 50 employees at workplace | \$0.41 per hour up to a maximum of \$15.62 per week |
| First aid allowance - 51 employees or more at workplace | \$0.52 per hour up to a maximum of \$19.66 per week |
| Leading hand allowance - in charge of 3 to 10 employees | \$0.91 per hour up to a maximum of \$34.75 per week |
| Leading hand allowance - in charge of 11 to 20 employees | \$1.39 per hour up to a maximum of \$52.66 per week |
| Leading hand allowance - in charge of 21 or more employees | \$1.76 per hour up to a maximum of \$66.70 per week |
| Meal allowance - overtime - other than outworkers | \$13.43 per meal |
| Protective clothing reimbursement | reimbursement for the cost of all protective clothing |
| Protective gloves or cream reimbursement | reimbursement for the cost of all protective gloves or cream the employee is required to provide |
| Tool reimbursement - other than outworkers | reimbursement for the cost of all tools |
| Uniform reimbursement | reimbursement for the cost of buying and cleaning uniforms |
| Clothing industry allowances | |
| Dining room allowance - other than outworkers | \$5.70 per day |
| Head of table allowance - in charge of 4 or more - working with order tailoring or dress making | \$0.62 per hour up to a maximum of \$23.70 per week |
| Head of table allowance - in charge of 4 or more - all others | \$0.45 per hour up to a maximum of \$17.11 per week |
| Rest room allowance - other than outworkers | \$5.70 per day |
| Textile industry allowances | |
| Blending allowance | \$0.67 per hour up to a maximum of \$25.45 per week |
| * Cards allowance | \$1.49 per complete set, payable for all purposes of the award |
| Change of shift allowance | \$24.57 per occasion |
| Cleaning wool scouring pits | Payment at 200% of the minimum ordinary hourly rate while cleaning the pits |
| Dust allowance | \$12.90 for the week |

| Allowances | Rate |
|--|---|
| Dye house-bleach house allowance | \$0.28 per hour up to a maximum of \$10.62 per week |
| Dye house-bleach house allowance - employees also engaged in the loading or unloading of Kiers or entering vaporloc machines | \$0.43 per hour up to a maximum of \$16.15 per week |
| Flax scutcher allowance | \$0.28 per hour up to a maximum of \$10.62 per week |
| * Instructor allowance | \$0.61 per hour |
| Mask or goggles allowance | \$0.18 per hour or part thereof, up to a maximum of \$1.40 per day |
| Shoddy-shaking machines allowance | \$0.51 per hour for time spent working on shoddy-shaking machines up to a maximum of \$19.31 per week |
| Size troughs - sewing threads allowance | \$0.34 per hour up to a maximum of \$12.73 per week |
| Soda-ash allowance | \$1.76 per hour |
| Transport allowance | Payment at the ordinary hourly rate for time spent travelling home |
| Unwashed rags allowance | \$0.10 per hour up to a maximum of \$3.86 per week |
| Waste room - willey hands allowance | \$0.30 per hour up to a maximum of \$11.58 per week |
| Wet or steamy conditions allowance | \$0.53 per day or part thereof, up to a maximum of \$2.19 per week |
| Wool waste and rags - picking-over allowance | \$1.40 per bale |

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.