

Pay Guide - Water Industry Award

[MA000113]

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

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

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Rates of pay

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

Adult Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$805.90	\$21.21	\$53.03	\$31.82	\$42.42
Level 2	\$832.80	\$21.92	\$54.80	\$32.88	\$43.84
Level 3	\$864.90	\$22.76	\$56.90	\$34.14	\$45.52
Level 4	\$877.60	\$23.09	\$57.73	\$34.64	\$46.18
Level 5	\$932.60	\$24.54	\$61.35	\$36.81	\$49.08
Level 6	\$1,009.30	\$26.56	\$66.40	\$39.84	\$53.12
Level 7	\$1,026.70	\$27.02	\$67.55	\$40.53	\$54.04
Level 8	\$1,109.50	\$29.20	\$73.00	\$43.80	\$58.40
Level 9	\$1,186.80	\$31.23	\$78.08	\$46.85	\$62.46
Level 10	\$1,297.20	\$34.14	\$85.35	\$51.21	\$68.28

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$42.42	\$42.42	\$24.39	\$27.57	\$31.82
Level 2	\$43.84	\$43.84	\$25.21	\$28.50	\$32.88
Level 3	\$45.52	\$45.52	\$26.17	\$29.59	\$34.14
Level 4	\$46.18	\$46.18	\$26.55	\$30.02	\$34.64
Level 5	\$49.08	\$49.08	\$28.22	\$31.90	\$36.81
Level 6	\$53.12	\$53.12	\$30.54	\$34.53	\$39.84
Level 7	\$54.04	\$54.04	\$31.07	\$35.13	\$40.53
Level 8	\$58.40	\$58.40	\$33.58	\$37.96	\$43.80
Level 9	\$62.46	\$62.46	\$35.91	\$40.60	\$46.85
Level 10	\$68.28	\$68.28	\$39.26	\$44.38	\$51.21

Casual

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$26.51	\$31.82	\$42.42	\$42.42	\$29.69	\$32.88	\$37.12	\$58.33	\$53.03
Level 2	\$27.40	\$32.88	\$43.84	\$43.84	\$30.69	\$33.98	\$38.36	\$60.28	\$54.80
Level 3	\$28.45	\$34.14	\$45.52	\$45.52	\$31.86	\$35.28	\$39.83	\$62.59	\$56.90
Level 4	\$28.86	\$34.64	\$46.18	\$46.18	\$32.33	\$35.79	\$40.41	\$63.50	\$57.73
Level 5	\$30.68	\$36.81	\$49.08	\$49.08	\$34.36	\$38.04	\$42.95	\$67.49	\$61.35
Level 6	\$33.20	\$39.84	\$53.12	\$53.12	\$37.18	\$41.17	\$46.48	\$73.04	\$66.40
Level 7	\$33.78	\$40.53	\$54.04	\$54.04	\$37.83	\$41.88	\$47.29	\$74.31	\$67.55
Level 8	\$36.50	\$43.80	\$58.40	\$58.40	\$40.88	\$45.26	\$51.10	\$80.30	\$73.00
Level 9	\$39.04	\$46.85	\$62.46	\$62.46	\$43.72	\$48.41	\$54.65	\$85.88	\$78.08
Level 10	\$42.68	\$51.21	\$68.28	\$68.28	\$47.80	\$52.92	\$59.75	\$93.89	\$85.35

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$443.25	\$11.66	\$29.15	\$17.49	\$23.32
Level 2	\$458.04	\$12.05	\$30.13	\$18.08	\$24.10
Level 3	\$475.70	\$12.52	\$31.30	\$18.78	\$25.04
Level 4	\$482.68	\$12.70	\$31.75	\$19.05	\$25.40
Level 5	\$512.93	\$13.50	\$33.75	\$20.25	\$27.00
Level 6	\$555.12	\$14.61	\$36.53	\$21.92	\$29.22
Level 7	\$564.69	\$14.86	\$37.15	\$22.29	\$29.72
Level 8	\$610.23	\$16.06	\$40.15	\$24.09	\$32.12
Level 9	\$652.74	\$17.18	\$42.95	\$25.77	\$34.36
Level 10	\$713.46	\$18.78	\$46.95	\$28.17	\$37.56

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$23.32	\$23.32	\$13.41	\$15.16	\$17.49
Level 2	\$24.10	\$24.10	\$13.86	\$15.67	\$18.08
Level 3	\$25.04	\$25.04	\$14.40	\$16.28	\$18.78
Level 4	\$25.40	\$25.40	\$14.61	\$16.51	\$19.05
Level 5	\$27.00	\$27.00	\$15.53	\$17.55	\$20.25
Level 6	\$29.22	\$29.22	\$16.80	\$18.99	\$21.92
Level 7	\$29.72	\$29.72	\$17.09	\$19.32	\$22.29
Level 8	\$32.12	\$32.12	\$18.47	\$20.88	\$24.09
Level 9	\$34.36	\$34.36	\$19.76	\$22.33	\$25.77
Level 10	\$37.56	\$37.56	\$21.60	\$24.41	\$28.17

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$523.84	\$13.79	\$34.48	\$20.69	\$27.58
Level 2	\$541.32	\$14.25	\$35.63	\$21.38	\$28.50
Level 3	\$562.19	\$14.79	\$36.98	\$22.19	\$29.58
Level 4	\$570.44	\$15.01	\$37.53	\$22.52	\$30.02
Level 5	\$606.19	\$15.95	\$39.88	\$23.93	\$31.90
Level 6	\$656.05	\$17.26	\$43.15	\$25.89	\$34.52
Level 7	\$667.36	\$17.56	\$43.90	\$26.34	\$35.12
Level 8	\$721.18	\$18.98	\$47.45	\$28.47	\$37.96
Level 9	\$771.42	\$20.30	\$50.75	\$30.45	\$40.60
Level 10	\$843.18	\$22.19	\$55.48	\$33.29	\$44.38

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$27.58	\$27.58	\$15.86	\$17.93	\$20.69
Level 2	\$28.50	\$28.50	\$16.39	\$18.53	\$21.38
Level 3	\$29.58	\$29.58	\$17.01	\$19.23	\$22.19
Level 4	\$30.02	\$30.02	\$17.26	\$19.51	\$22.52
Level 5	\$31.90	\$31.90	\$18.34	\$20.74	\$23.93
Level 6	\$34.52	\$34.52	\$19.85	\$22.44	\$25.89
Level 7	\$35.12	\$35.12	\$20.19	\$22.83	\$26.34
Level 8	\$37.96	\$37.96	\$21.83	\$24.67	\$28.47
Level 9	\$40.60	\$40.60	\$23.35	\$26.39	\$30.45
Level 10	\$44.38	\$44.38	\$25.52	\$28.85	\$33.29

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$604.43	\$15.91	\$39.78	\$23.87	\$31.82
Level 2	\$624.60	\$16.44	\$41.10	\$24.66	\$32.88
Level 3	\$648.68	\$17.07	\$42.68	\$25.61	\$34.14
Level 4	\$658.20	\$17.32	\$43.30	\$25.98	\$34.64
Level 5	\$699.45	\$18.41	\$46.03	\$27.62	\$36.82
Level 6	\$756.98	\$19.92	\$49.80	\$29.88	\$39.84
Level 7	\$770.03	\$20.26	\$50.65	\$30.39	\$40.52
Level 8	\$832.13	\$21.90	\$54.75	\$32.85	\$43.80
Level 9	\$890.10	\$23.42	\$58.55	\$35.13	\$46.84
Level 10	\$972.90	\$25.60	\$64.00	\$38.40	\$51.20

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$31.82	\$31.82	\$18.30	\$20.68	\$23.87
Level 2	\$32.88	\$32.88	\$18.91	\$21.37	\$24.66
Level 3	\$34.14	\$34.14	\$19.63	\$22.19	\$25.61
Level 4	\$34.64	\$34.64	\$19.92	\$22.52	\$25.98
Level 5	\$36.82	\$36.82	\$21.17	\$23.93	\$27.62
Level 6	\$39.84	\$39.84	\$22.91	\$25.90	\$29.88
Level 7	\$40.52	\$40.52	\$23.30	\$26.34	\$30.39
Level 8	\$43.80	\$43.80	\$25.19	\$28.47	\$32.85
Level 9	\$46.84	\$46.84	\$26.93	\$30.45	\$35.13
Level 10	\$51.20	\$51.20	\$29.44	\$33.28	\$38.40

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$685.02	\$18.03	\$45.08	\$27.05	\$36.06
Level 2	\$707.88	\$18.63	\$46.58	\$27.95	\$37.26
Level 3	\$735.17	\$19.35	\$48.38	\$29.03	\$38.70
Level 4	\$745.96	\$19.63	\$49.08	\$29.45	\$39.26
Level 5	\$792.71	\$20.86	\$52.15	\$31.29	\$41.72
Level 6	\$857.91	\$22.58	\$56.45	\$33.87	\$45.16
Level 7	\$872.70	\$22.97	\$57.43	\$34.46	\$45.94
Level 8	\$943.08	\$24.82	\$62.05	\$37.23	\$49.64
Level 9	\$1,008.78	\$26.55	\$66.38	\$39.83	\$53.10
Level 10	\$1,102.62	\$29.02	\$72.55	\$43.53	\$58.04

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$36.06	\$36.06	\$20.73	\$23.44	\$27.05
Level 2	\$37.26	\$37.26	\$21.42	\$24.22	\$27.95
Level 3	\$38.70	\$38.70	\$22.25	\$25.16	\$29.03
Level 4	\$39.26	\$39.26	\$22.57	\$25.52	\$29.45
Level 5	\$41.72	\$41.72	\$23.99	\$27.12	\$31.29
Level 6	\$45.16	\$45.16	\$25.97	\$29.35	\$33.87
Level 7	\$45.94	\$45.94	\$26.42	\$29.86	\$34.46
Level 8	\$49.64	\$49.64	\$28.54	\$32.27	\$37.23
Level 9	\$53.10	\$53.10	\$30.53	\$34.52	\$39.83
Level 10	\$58.04	\$58.04	\$33.37	\$37.73	\$43.53

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Level 1	\$765.61	\$20.15	\$50.38	\$30.23	\$40.30
Level 2	\$791.16	\$20.82	\$52.05	\$31.23	\$41.64
Level 3	\$821.66	\$21.62	\$54.05	\$32.43	\$43.24
Level 4	\$833.72	\$21.94	\$54.85	\$32.91	\$43.88
Level 5	\$885.97	\$23.32	\$58.30	\$34.98	\$46.64
Level 6	\$958.84	\$25.23	\$63.08	\$37.85	\$50.46
Level 7	\$975.37	\$25.67	\$64.18	\$38.51	\$51.34
Level 8	\$1,054.03	\$27.74	\$69.35	\$41.61	\$55.48
Level 9	\$1,127.46	\$29.67	\$74.18	\$44.51	\$59.34
Level 10	\$1,232.34	\$32.43	\$81.08	\$48.65	\$64.86

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Level 1	\$40.30	\$40.30	\$23.17	\$26.20	\$30.23
Level 2	\$41.64	\$41.64	\$23.94	\$27.07	\$31.23
Level 3	\$43.24	\$43.24	\$24.86	\$28.11	\$32.43
Level 4	\$43.88	\$43.88	\$25.23	\$28.52	\$32.91
Level 5	\$46.64	\$46.64	\$26.82	\$30.32	\$34.98
Level 6	\$50.46	\$50.46	\$29.01	\$32.80	\$37.85
Level 7	\$51.34	\$51.34	\$29.52	\$33.37	\$38.51
Level 8	\$55.48	\$55.48	\$31.90	\$36.06	\$41.61
Level 9	\$59.34	\$59.34	\$34.12	\$38.57	\$44.51
Level 10	\$64.86	\$64.86	\$37.29	\$42.16	\$48.65

Junior - Casual - Under 17 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$14.58	\$17.49	\$23.32	\$23.32	\$16.32	\$18.07	\$20.41	\$32.07	\$29.15
Level 2	\$15.06	\$18.08	\$24.10	\$24.10	\$16.87	\$18.68	\$21.09	\$33.14	\$30.13
Level 3	\$15.65	\$18.78	\$25.04	\$25.04	\$17.53	\$19.41	\$21.91	\$34.43	\$31.30
Level 4	\$15.88	\$19.05	\$25.40	\$25.40	\$17.78	\$19.69	\$22.23	\$34.93	\$31.75
Level 5	\$16.88	\$20.25	\$27.00	\$27.00	\$18.90	\$20.93	\$23.63	\$37.13	\$33.75
Level 6	\$18.26	\$21.92	\$29.22	\$29.22	\$20.45	\$22.65	\$25.57	\$40.18	\$36.53
Level 7	\$18.58	\$22.29	\$29.72	\$29.72	\$20.80	\$23.03	\$26.01	\$40.87	\$37.15
Level 8	\$20.08	\$24.09	\$32.12	\$32.12	\$22.48	\$24.89	\$28.11	\$44.17	\$40.15
Level 9	\$21.48	\$25.77	\$34.36	\$34.36	\$24.05	\$26.63	\$30.07	\$47.25	\$42.95
Level 10	\$23.48	\$28.17	\$37.56	\$37.56	\$26.29	\$29.11	\$32.87	\$51.65	\$46.95

Junior - Casual - 17 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$17.24	\$20.69	\$27.58	\$27.58	\$19.31	\$21.37	\$24.13	\$37.92	\$34.48
Level 2	\$17.81	\$21.38	\$28.50	\$28.50	\$19.95	\$22.09	\$24.94	\$39.19	\$35.63
Level 3	\$18.49	\$22.19	\$29.58	\$29.58	\$20.71	\$22.92	\$25.88	\$40.67	\$36.98
Level 4	\$18.76	\$22.52	\$30.02	\$30.02	\$21.01	\$23.27	\$26.27	\$41.28	\$37.53
Level 5	\$19.94	\$23.93	\$31.90	\$31.90	\$22.33	\$24.72	\$27.91	\$43.86	\$39.88
Level 6	\$21.58	\$25.89	\$34.52	\$34.52	\$24.16	\$26.75	\$30.21	\$47.47	\$43.15
Level 7	\$21.95	\$26.34	\$35.12	\$35.12	\$24.58	\$27.22	\$30.73	\$48.29	\$43.90
Level 8	\$23.73	\$28.47	\$37.96	\$37.96	\$26.57	\$29.42	\$33.22	\$52.20	\$47.45
Level 9	\$25.38	\$30.45	\$40.60	\$40.60	\$28.42	\$31.47	\$35.53	\$55.83	\$50.75
Level 10	\$27.74	\$33.29	\$44.38	\$44.38	\$31.07	\$34.39	\$38.83	\$61.02	\$55.48

Junior - Casual - 18 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$19.89	\$23.87	\$31.82	\$31.82	\$22.27	\$24.66	\$27.84	\$43.75	\$39.78
Level 2	\$20.55	\$24.66	\$32.88	\$32.88	\$23.02	\$25.48	\$28.77	\$45.21	\$41.10
Level 3	\$21.34	\$25.61	\$34.14	\$34.14	\$23.90	\$26.46	\$29.87	\$46.94	\$42.68
Level 4	\$21.65	\$25.98	\$34.64	\$34.64	\$24.25	\$26.85	\$30.31	\$47.63	\$43.30
Level 5	\$23.01	\$27.62	\$36.82	\$36.82	\$25.77	\$28.54	\$32.22	\$50.63	\$46.03
Level 6	\$24.90	\$29.88	\$39.84	\$39.84	\$27.89	\$30.88	\$34.86	\$54.78	\$49.80
Level 7	\$25.33	\$30.39	\$40.52	\$40.52	\$28.36	\$31.40	\$35.46	\$55.72	\$50.65
Level 8	\$27.38	\$32.85	\$43.80	\$43.80	\$30.66	\$33.95	\$38.33	\$60.23	\$54.75
Level 9	\$29.28	\$35.13	\$46.84	\$46.84	\$32.79	\$36.30	\$40.99	\$64.41	\$58.55
Level 10	\$32.00	\$38.40	\$51.20	\$51.20	\$35.84	\$39.68	\$44.80	\$70.40	\$64.00

Junior - Casual - 19 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$22.54	\$27.05	\$36.06	\$36.06	\$25.24	\$27.95	\$31.55	\$49.58	\$45.08
Level 2	\$23.29	\$27.95	\$37.26	\$37.26	\$26.08	\$28.88	\$32.60	\$51.23	\$46.58
Level 3	\$24.19	\$29.03	\$38.70	\$38.70	\$27.09	\$29.99	\$33.86	\$53.21	\$48.38
Level 4	\$24.54	\$29.45	\$39.26	\$39.26	\$27.48	\$30.43	\$34.35	\$53.98	\$49.08
Level 5	\$26.08	\$31.29	\$41.72	\$41.72	\$29.20	\$32.33	\$36.51	\$57.37	\$52.15
Level 6	\$28.23	\$33.87	\$45.16	\$45.16	\$31.61	\$35.00	\$39.52	\$62.10	\$56.45
Level 7	\$28.71	\$34.46	\$45.94	\$45.94	\$32.16	\$35.60	\$40.20	\$63.17	\$57.43
Level 8	\$31.03	\$37.23	\$49.64	\$49.64	\$34.75	\$38.47	\$43.44	\$68.26	\$62.05
Level 9	\$33.19	\$39.83	\$53.10	\$53.10	\$37.17	\$41.15	\$46.46	\$73.01	\$66.38
Level 10	\$36.28	\$43.53	\$58.04	\$58.04	\$40.63	\$44.98	\$50.79	\$79.81	\$72.55

Junior - Casual - 20 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - Sunday	Afternoon shift	Night shift	Delayed crib break - shiftworkers	Public holiday - ordinary hours	Public holiday - overtime
Level 1	\$25.19	\$30.23	\$40.30	\$40.30	\$28.21	\$31.23	\$35.26	\$55.41	\$50.38
Level 2	\$26.03	\$31.23	\$41.64	\$41.64	\$29.15	\$32.27	\$36.44	\$57.26	\$52.05
Level 3	\$27.03	\$32.43	\$43.24	\$43.24	\$30.27	\$33.51	\$37.84	\$59.46	\$54.05
Level 4	\$27.43	\$32.91	\$43.88	\$43.88	\$30.72	\$34.01	\$38.40	\$60.34	\$54.85
Level 5	\$29.15	\$34.98	\$46.64	\$46.64	\$32.65	\$36.15	\$40.81	\$64.13	\$58.30
Level 6	\$31.54	\$37.85	\$50.46	\$50.46	\$35.32	\$39.11	\$44.15	\$69.38	\$63.08
Level 7	\$32.09	\$38.51	\$51.34	\$51.34	\$35.94	\$39.79	\$44.92	\$70.59	\$64.18
Level 8	\$34.68	\$41.61	\$55.48	\$55.48	\$38.84	\$43.00	\$48.55	\$76.29	\$69.35
Level 9	\$37.09	\$44.51	\$59.34	\$59.34	\$41.54	\$45.99	\$51.92	\$81.59	\$74.18
Level 10	\$40.54	\$48.65	\$64.86	\$64.86	\$45.40	\$50.27	\$56.75	\$89.18	\$81.08

Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$394.92	\$10.39	\$25.98	\$15.59	\$20.78
Apprentice - 2nd year	\$614.32	\$16.17	\$40.43	\$24.26	\$32.34
Apprentice - 3rd year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$20.78	\$20.78	\$11.95	\$13.51	\$15.59
Apprentice - 2nd year	\$32.34	\$32.34	\$18.60	\$21.02	\$24.26
Apprentice - 3rd year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$438.80	\$11.55	\$28.88	\$17.33	\$23.10
Apprentice - 2nd year	\$614.32	\$16.17	\$40.43	\$24.26	\$32.34
Apprentice - 3rd year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$23.10	\$23.10	\$13.28	\$15.02	\$17.33
Apprentice - 2nd year	\$32.34	\$32.34	\$18.60	\$21.02	\$24.26
Apprentice - 3rd year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

Apprentice - 3 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$482.68	\$12.70	\$31.75	\$19.05	\$25.40
Apprentice - 2nd year	\$614.32	\$16.17	\$40.43	\$24.26	\$32.34
Apprentice - 3rd year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$25.40	\$25.40	\$14.61	\$16.51	\$19.05
Apprentice - 2nd year	\$32.34	\$32.34	\$18.60	\$21.02	\$24.26
Apprentice - 3rd year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$394.92	\$10.39	\$25.98	\$15.59	\$20.78
Apprentice - 2nd year	\$526.56	\$13.86	\$34.65	\$20.79	\$27.72
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$25.98	\$34.64
Apprentice - 4th year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$20.78	\$20.78	\$11.95	\$13.51	\$15.59
Apprentice - 2nd year	\$27.72	\$27.72	\$15.94	\$18.02	\$20.79
Apprentice - 3rd year	\$34.64	\$34.64	\$19.92	\$22.52	\$25.98
Apprentice - 4th year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

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

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$438.80	\$11.55	\$28.88	\$17.33	\$23.10
Apprentice - 2nd year	\$526.56	\$13.86	\$34.65	\$20.79	\$27.72
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$25.98	\$34.64
Apprentice - 4th year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$23.10	\$23.10	\$13.28	\$15.02	\$17.33
Apprentice - 2nd year	\$27.72	\$27.72	\$15.94	\$18.02	\$20.79
Apprentice - 3rd year	\$34.64	\$34.64	\$19.92	\$22.52	\$25.98
Apprentice - 4th year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

Apprentice - 4 year apprenticeship - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$482.68	\$12.70	\$31.75	\$19.05	\$25.40
Apprentice - 2nd year	\$570.44	\$15.01	\$37.53	\$22.52	\$30.02
Apprentice - 3rd year	\$658.20	\$17.32	\$43.30	\$25.98	\$34.64
Apprentice - 4th year	\$789.84	\$20.79	\$51.98	\$31.19	\$41.58

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$25.40	\$25.40	\$14.61	\$16.51	\$19.05
Apprentice - 2nd year	\$30.02	\$30.02	\$17.26	\$19.51	\$22.52
Apprentice - 3rd year	\$34.64	\$34.64	\$19.92	\$22.52	\$25.98
Apprentice - 4th year	\$41.58	\$41.58	\$23.91	\$27.03	\$31.19

Adult apprentice - 3 or 4 year apprenticeship

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Public holiday	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Apprentice - 1st year	\$832.80	\$21.92	\$54.80	\$32.88	\$43.84
Apprentice - 2nd year	\$832.80	\$21.92	\$54.80	\$32.88	\$43.84
Apprentice - 3rd year	\$832.80	\$21.92	\$54.80	\$32.88	\$43.84
Apprentice - 4th year	\$832.80	\$21.92	\$54.80	\$32.88	\$43.84

Table 2 of 2

Classification	Overtime - Sunday	Less than 10 hour break between shifts	Afternoon shift	Night shift	Delayed crib break - shiftworkers
Apprentice - 1st year	\$43.84	\$43.84	\$25.21	\$28.50	\$32.88
Apprentice - 2nd year	\$43.84	\$43.84	\$25.21	\$28.50	\$32.88
Apprentice - 3rd year	\$43.84	\$43.84	\$25.21	\$28.50	\$32.88
Apprentice - 4th year	\$43.84	\$43.84	\$25.21	\$28.50	\$32.88

Allowances

Allowances	Rate
Apprentice training fees and textbook cost reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice block release training travel reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Adverse working conditions allowance level 1 - working outdoors or in moderately obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications	\$0.81 per hour
Adverse working conditions allowance level 2 - highly obnoxious, offensive or dirty working conditions - operational and trade employees in Level 1 to Level 5 classifications	\$1.15 per hour
Adverse working conditions allowance level 3 - septic and sewerage treatment services - operational and trade employees in Level 1 to Level 5 classifications	\$11.55 per hour
First aid allowance	\$0.40 per hour up to a maximum of \$15.01 per week
Excess travel time allowance	payment at the minimum hourly rate for all time spent travelling in excess of the normal travelling time
Multiple starting points travel allowance	\$11.55 per day
Excess travel fares reimbursement	reimbursement for reasonable travel fares more than the normal travel fares
Expenses reimbursement	reimbursement for the cost of the expenses
Leading hand allowance - Level 3 or 4 classification supervising 1-5 employees	\$0.67 per hour up to a maximum of \$25.40 per week
Leading hand allowance - Level 3 or 4 classification supervising 6 - 15 employees	\$0.91 per hour up to a maximum of \$34.64 per week
Leading hand allowance - Level 3, 4 or 5 classification supervising more than 15 employees	\$1.15 per hour up to a maximum of \$43.87 per week
Meal allowance - overtime	\$19.26 for the first meal and \$12.23 for an extra meal after 4 hours
Special clothing reimbursement	reimbursement for the cost of the clothing
Tool allowance - tradespersons and apprentices	\$0.51 per hour up to a maximum of \$19.25 per week
Vehicle allowance - motor vehicle	\$0.80 per km
Vehicle allowance - motor cycle	\$0.27 per km

Allowances	Rate
On call allowance - Monday to Friday	\$34.64 per day
On call allowance - Saturday	\$46.18 per day
On call allowance - Sunday or public holiday	\$57.73 per day

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.