# Pay Guide - General Retail Industry Award

# [MA000004]

Published 26 June 2024

Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 1 July 2024.

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## Rates of pay

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $974.80 | $25.65 | $32.06 | $32.06 | $38.48 |
| Retail employee level 2 | $997.10 | $26.24 | $32.80 | $32.80 | $39.36 |
| Retail employee level 3 | $1,012.60 | $26.65 | $33.31 | $33.31 | $39.98 |
| Retail employee level 4 | $1,032.30 | $27.17 | $33.96 | $33.96 | $40.76 |
| Retail employee level 5 | $1,074.70 | $28.28 | $35.35 | $35.35 | $42.42 |
| Retail employee level 6 | $1,090.30 | $28.69 | $35.86 | $35.86 | $43.04 |
| Retail employee level 7 | $1,145.00 | $30.13 | $37.66 | $37.66 | $45.20 |
| Retail employee level 8 | $1,191.50 | $31.36 | $39.20 | $39.20 | $47.04 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $57.71 | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |
| Retail employee level 2 | $59.04 | $34.11 | $29.52 | $34.11 | $39.36 | $45.92 |
| Retail employee level 3 | $59.96 | $34.65 | $29.98 | $34.65 | $39.98 | $46.64 |
| Retail employee level 4 | $61.13 | $35.32 | $30.57 | $35.32 | $40.76 | $47.55 |
| Retail employee level 5 | $63.63 | $36.76 | $31.82 | $36.76 | $42.42 | $49.49 |
| Retail employee level 6 | $64.55 | $37.30 | $32.28 | $37.30 | $43.04 | $50.21 |
| Retail employee level 7 | $67.79 | $39.17 | $33.90 | $39.17 | $45.20 | $52.73 |
| Retail employee level 8 | $70.56 | $40.77 | $35.28 | $40.77 | $47.04 | $54.88 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Retail employee level 2 | $59.04 | $39.36 | $52.48 | $52.48 | $65.60 |
| Retail employee level 3 | $59.96 | $39.98 | $53.30 | $53.30 | $66.63 |
| Retail employee level 4 | $61.13 | $40.76 | $54.34 | $54.34 | $67.93 |
| Retail employee level 5 | $63.63 | $42.42 | $56.56 | $56.56 | $70.70 |
| Retail employee level 6 | $64.55 | $43.04 | $57.38 | $57.38 | $71.73 |
| Retail employee level 7 | $67.79 | $45.20 | $60.26 | $60.26 | $75.33 |
| Retail employee level 8 | $70.56 | $47.04 | $62.72 | $62.72 | $78.40 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $32.06 | $38.48 | $38.48 | $44.89 | $64.13 |
| Retail employee level 2 | $32.80 | $39.36 | $39.36 | $45.92 | $65.60 |
| Retail employee level 3 | $33.31 | $39.98 | $39.98 | $46.64 | $66.63 |
| Retail employee level 4 | $33.96 | $40.76 | $40.76 | $47.55 | $67.93 |
| Retail employee level 5 | $35.35 | $42.42 | $42.42 | $49.49 | $70.70 |
| Retail employee level 6 | $35.86 | $43.04 | $43.04 | $50.21 | $71.73 |
| Retail employee level 7 | $37.66 | $45.20 | $45.20 | $52.73 | $75.33 |
| Retail employee level 8 | $39.20 | $47.04 | $47.04 | $54.88 | $78.40 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $39.76 | $35.27 | $39.76 | $44.89 | $51.30 |
| Retail employee level 2 | $40.67 | $36.08 | $40.67 | $45.92 | $52.48 |
| Retail employee level 3 | $41.31 | $36.64 | $41.31 | $46.64 | $53.30 |
| Retail employee level 4 | $42.11 | $37.36 | $42.11 | $47.55 | $54.34 |
| Retail employee level 5 | $43.83 | $38.89 | $43.83 | $49.49 | $56.56 |
| Retail employee level 6 | $44.47 | $39.45 | $44.47 | $50.21 | $57.38 |
| Retail employee level 7 | $46.70 | $41.43 | $46.70 | $52.73 | $60.26 |
| Retail employee level 8 | $48.61 | $43.12 | $48.61 | $54.88 | $62.72 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $64.13 | $44.89 | $57.71 | $57.71 | $70.54 |
| Retail employee level 2 | $65.60 | $45.92 | $59.04 | $59.04 | $72.16 |
| Retail employee level 3 | $66.63 | $46.64 | $59.96 | $59.96 | $73.29 |
| Retail employee level 4 | $67.93 | $47.55 | $61.13 | $61.13 | $74.72 |
| Retail employee level 5 | $70.70 | $49.49 | $63.63 | $63.63 | $77.77 |
| Retail employee level 6 | $71.73 | $50.21 | $64.55 | $64.55 | $78.90 |
| Retail employee level 7 | $75.33 | $52.73 | $67.79 | $67.79 | $82.86 |
| Retail employee level 8 | $78.40 | $54.88 | $70.56 | $70.56 | $86.24 |

### Junior

From 1 May 2021, junior rates of pay do not apply to Retail employee level 4 and above - see the Adult tables for rates of pay.

### Junior - Full-time & part-time - Under 16 years of age

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $438.66 | $11.54 | $14.43 | $14.43 | $17.31 |
| Retail employee level 2 | $448.70 | $11.81 | $14.76 | $14.76 | $17.72 |
| Retail employee level 3 | $455.67 | $11.99 | $14.99 | $14.99 | $17.99 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $25.97 | $15.00 | $12.98 | $15.00 | $17.31 |
| Retail employee level 2 | $26.57 | $15.35 | $13.29 | $15.35 | $17.72 |
| Retail employee level 3 | $26.98 | $15.59 | $13.49 | $15.59 | $17.99 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $20.20 | $25.97 | $17.31 | $23.08 | $23.08 | $28.85 |
| Retail employee level 2 | $20.67 | $26.57 | $17.72 | $23.62 | $23.62 | $29.53 |
| Retail employee level 3 | $20.98 | $26.98 | $17.99 | $23.98 | $23.98 | $29.98 |

### Junior - Full-time & part-time - 16 years of age

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $487.40 | $12.83 | $16.04 | $16.04 | $19.25 |
| Retail employee level 2 | $498.55 | $13.12 | $16.40 | $16.40 | $19.68 |
| Retail employee level 3 | $506.30 | $13.32 | $16.65 | $16.65 | $19.98 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.87 | $16.68 | $14.43 | $16.68 | $19.25 |
| Retail employee level 2 | $29.52 | $17.06 | $14.76 | $17.06 | $19.68 |
| Retail employee level 3 | $29.97 | $17.32 | $14.99 | $17.32 | $19.98 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $22.45 | $28.87 | $19.25 | $25.66 | $25.66 | $32.08 |
| Retail employee level 2 | $22.96 | $29.52 | $19.68 | $26.24 | $26.24 | $32.80 |
| Retail employee level 3 | $23.31 | $29.97 | $19.98 | $26.64 | $26.64 | $33.30 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $584.88 | $15.39 | $19.24 | $19.24 | $23.09 |
| Retail employee level 2 | $598.26 | $15.74 | $19.68 | $19.68 | $23.61 |
| Retail employee level 3 | $607.56 | $15.99 | $19.99 | $19.99 | $23.99 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $34.63 | $20.01 | $17.31 | $20.01 | $23.09 |
| Retail employee level 2 | $35.42 | $20.46 | $17.71 | $20.46 | $23.61 |
| Retail employee level 3 | $35.98 | $20.79 | $17.99 | $20.79 | $23.99 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $26.93 | $34.63 | $23.09 | $30.78 | $30.78 | $38.48 |
| Retail employee level 2 | $27.55 | $35.42 | $23.61 | $31.48 | $31.48 | $39.35 |
| Retail employee level 3 | $27.98 | $35.98 | $23.99 | $31.98 | $31.98 | $39.98 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $682.36 | $17.96 | $22.45 | $22.45 | $26.94 |
| Retail employee level 2 | $697.97 | $18.37 | $22.96 | $22.96 | $27.56 |
| Retail employee level 3 | $708.82 | $18.65 | $23.31 | $23.31 | $27.98 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $40.41 | $23.35 | $20.21 | $23.35 | $26.94 |
| Retail employee level 2 | $41.33 | $23.88 | $20.67 | $23.88 | $27.56 |
| Retail employee level 3 | $41.96 | $24.25 | $20.98 | $24.25 | $27.98 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $31.43 | $40.41 | $26.94 | $35.92 | $35.92 | $44.90 |
| Retail employee level 2 | $32.15 | $41.33 | $27.56 | $36.74 | $36.74 | $45.93 |
| Retail employee level 3 | $32.64 | $41.96 | $27.98 | $37.30 | $37.30 | $46.63 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $779.84 | $20.52 | $25.65 | $25.65 | $30.78 |
| Retail employee level 2 | $797.68 | $20.99 | $26.24 | $26.24 | $31.49 |
| Retail employee level 3 | $810.08 | $21.32 | $26.65 | $26.65 | $31.98 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $46.17 | $26.68 | $23.09 | $26.68 | $30.78 |
| Retail employee level 2 | $47.23 | $27.29 | $23.61 | $27.29 | $31.49 |
| Retail employee level 3 | $47.97 | $27.72 | $23.99 | $27.72 | $31.98 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $35.91 | $46.17 | $30.78 | $41.04 | $41.04 | $51.30 |
| Retail employee level 2 | $36.73 | $47.23 | $31.49 | $41.98 | $41.98 | $52.48 |
| Retail employee level 3 | $37.31 | $47.97 | $31.98 | $42.64 | $42.64 | $53.30 |

### Junior - Full-time & part-time - 20 years of age and employed by the employer for 6 months or less

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $877.32 | $23.09 | $28.86 | $28.86 | $34.64 |
| Retail employee level 2 | $897.39 | $23.62 | $29.53 | $29.53 | $35.43 |
| Retail employee level 3 | $911.34 | $23.98 | $29.98 | $29.98 | $35.97 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $51.95 | $30.02 | $25.98 | $30.02 | $34.64 |
| Retail employee level 2 | $53.15 | $30.71 | $26.57 | $30.71 | $35.43 |
| Retail employee level 3 | $53.96 | $31.17 | $26.98 | $31.17 | $35.97 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $40.41 | $51.95 | $34.64 | $46.18 | $46.18 | $57.73 |
| Retail employee level 2 | $41.34 | $53.15 | $35.43 | $47.24 | $47.24 | $59.05 |
| Retail employee level 3 | $41.97 | $53.96 | $35.97 | $47.96 | $47.96 | $59.95 |

### Junior - Full-time & part-time - 20 years of age and employed by the employer for more than 6 months

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $974.80 | $25.65 | $32.06 | $32.06 | $38.48 |
| Retail employee level 2 | $997.10 | $26.24 | $32.80 | $32.80 | $39.36 |
| Retail employee level 3 | $1,012.60 | $26.65 | $33.31 | $33.31 | $39.98 |

**Table 2 of 3**

| **Classification** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $57.71 | $33.35 | $28.86 | $33.35 | $38.48 |
| Retail employee level 2 | $59.04 | $34.11 | $29.52 | $34.11 | $39.36 |
| Retail employee level 3 | $59.96 | $34.65 | $29.98 | $34.65 | $39.98 |

**Table 3 of 3**

| **Classification** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $44.89 | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Retail employee level 2 | $45.92 | $59.04 | $39.36 | $52.48 | $52.48 | $65.60 |
| Retail employee level 3 | $46.64 | $59.96 | $39.98 | $53.30 | $53.30 | $66.63 |

### Junior - Casual - Under 16 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $14.43 | $17.31 | $17.31 | $20.20 | $28.85 |
| Retail employee level 2 | $14.76 | $17.72 | $17.72 | $20.67 | $29.53 |
| Retail employee level 3 | $14.99 | $17.99 | $17.99 | $20.98 | $29.98 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $17.89 | $15.87 | $17.89 | $20.20 | $23.08 |
| Retail employee level 2 | $18.31 | $16.24 | $18.31 | $20.67 | $23.62 |
| Retail employee level 3 | $18.58 | $16.49 | $18.58 | $20.98 | $23.98 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.85 | $20.20 | $25.97 | $25.97 | $31.74 |
| Retail employee level 2 | $29.53 | $20.67 | $26.57 | $26.57 | $32.48 |
| Retail employee level 3 | $29.98 | $20.98 | $26.98 | $26.98 | $32.97 |

### Junior - Casual - 16 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $16.04 | $19.25 | $19.25 | $22.45 | $32.08 |
| Retail employee level 2 | $16.40 | $19.68 | $19.68 | $22.96 | $32.80 |
| Retail employee level 3 | $16.65 | $19.98 | $19.98 | $23.31 | $33.30 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $19.89 | $17.64 | $19.89 | $22.45 | $25.66 |
| Retail employee level 2 | $20.34 | $18.04 | $20.34 | $22.96 | $26.24 |
| Retail employee level 3 | $20.65 | $18.32 | $20.65 | $23.31 | $26.64 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $32.08 | $22.45 | $28.87 | $28.87 | $35.28 |
| Retail employee level 2 | $32.80 | $22.96 | $29.52 | $29.52 | $36.08 |
| Retail employee level 3 | $33.30 | $23.31 | $29.97 | $29.97 | $36.63 |

### Junior - Casual - 17 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $19.24 | $23.09 | $23.09 | $26.93 | $38.48 |
| Retail employee level 2 | $19.68 | $23.61 | $23.61 | $27.55 | $39.35 |
| Retail employee level 3 | $19.99 | $23.99 | $23.99 | $27.98 | $39.98 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $23.85 | $21.16 | $23.85 | $26.93 | $30.78 |
| Retail employee level 2 | $24.40 | $21.64 | $24.40 | $27.55 | $31.48 |
| Retail employee level 3 | $24.78 | $21.99 | $24.78 | $27.98 | $31.98 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $38.48 | $26.93 | $34.63 | $34.63 | $42.32 |
| Retail employee level 2 | $39.35 | $27.55 | $35.42 | $35.42 | $43.29 |
| Retail employee level 3 | $39.98 | $27.98 | $35.98 | $35.98 | $43.97 |

### Junior - Casual - 18 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $22.45 | $26.94 | $26.94 | $31.43 | $44.90 |
| Retail employee level 2 | $22.96 | $27.56 | $27.56 | $32.15 | $45.93 |
| Retail employee level 3 | $23.31 | $27.98 | $27.98 | $32.64 | $46.63 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $27.84 | $24.70 | $27.84 | $31.43 | $35.92 |
| Retail employee level 2 | $28.47 | $25.26 | $28.47 | $32.15 | $36.74 |
| Retail employee level 3 | $28.91 | $25.64 | $28.91 | $32.64 | $37.30 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $44.90 | $31.43 | $40.41 | $40.41 | $49.39 |
| Retail employee level 2 | $45.93 | $32.15 | $41.33 | $41.33 | $50.52 |
| Retail employee level 3 | $46.63 | $32.64 | $41.96 | $41.96 | $51.29 |

### Junior - Casual - 19 years of age

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $25.65 | $30.78 | $30.78 | $35.91 | $51.30 |
| Retail employee level 2 | $26.24 | $31.49 | $31.49 | $36.73 | $52.48 |
| Retail employee level 3 | $26.65 | $31.98 | $31.98 | $37.31 | $53.30 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $31.81 | $28.22 | $31.81 | $35.91 | $41.04 |
| Retail employee level 2 | $32.53 | $28.86 | $32.53 | $36.73 | $41.98 |
| Retail employee level 3 | $33.05 | $29.32 | $33.05 | $37.31 | $42.64 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $51.30 | $35.91 | $46.17 | $46.17 | $56.43 |
| Retail employee level 2 | $52.48 | $36.73 | $47.23 | $47.23 | $57.72 |
| Retail employee level 3 | $53.30 | $37.31 | $47.97 | $47.97 | $58.63 |

### Junior - Casual - 20 years of age and employed by the employer for 6 months or less

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.86 | $34.64 | $34.64 | $40.41 | $57.73 |
| Retail employee level 2 | $29.53 | $35.43 | $35.43 | $41.34 | $59.05 |
| Retail employee level 3 | $29.98 | $35.97 | $35.97 | $41.97 | $59.95 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $35.79 | $31.75 | $35.79 | $40.41 | $46.18 |
| Retail employee level 2 | $36.61 | $32.48 | $36.61 | $41.34 | $47.24 |
| Retail employee level 3 | $37.17 | $32.97 | $37.17 | $41.97 | $47.96 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $57.73 | $40.41 | $51.95 | $51.95 | $63.50 |
| Retail employee level 2 | $59.05 | $41.34 | $53.15 | $53.15 | $64.96 |
| Retail employee level 3 | $59.95 | $41.97 | $53.96 | $53.96 | $65.95 |

### Junior - Casual - 20 years of age and employed by the employer for more than 6 months

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $32.06 | $38.48 | $38.48 | $44.89 | $64.13 |
| Retail employee level 2 | $32.80 | $39.36 | $39.36 | $45.92 | $65.60 |
| Retail employee level 3 | $33.31 | $39.98 | $39.98 | $46.64 | $66.63 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $39.76 | $35.27 | $39.76 | $44.89 | $51.30 |
| Retail employee level 2 | $40.67 | $36.08 | $40.67 | $45.92 | $52.48 |
| Retail employee level 3 | $41.31 | $36.64 | $41.31 | $46.64 | $53.30 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $64.13 | $44.89 | $57.71 | $57.71 | $70.54 |
| Retail employee level 2 | $65.60 | $45.92 | $59.04 | $59.04 | $72.16 |
| Retail employee level 3 | $66.63 | $46.64 | $59.96 | $59.96 | $73.29 |

### Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 4th year | $24.45 | $30.56 | $30.56 | $36.68 | $55.01 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 4th year | $31.79 | $27.51 | $31.79 | $36.68 | $42.79 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 4th year | $55.01 | $36.68 | $48.90 | $48.90 | $61.13 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 4th year | $24.45 | $30.56 | $30.56 | $36.68 | $55.01 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 4th year | $31.79 | $27.51 | $31.79 | $36.68 | $42.79 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 4th year | $55.01 | $36.68 | $48.90 | $48.90 | $61.13 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.94 | $18.68 | $18.68 | $22.41 | $33.62 |
| Apprentice - 2nd year | $17.66 | $22.08 | $22.08 | $26.49 | $39.74 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 4th year | $24.45 | $30.56 | $30.56 | $36.68 | $55.01 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.42 | $16.81 | $19.42 | $22.41 | $26.15 |
| Apprentice - 2nd year | $22.96 | $19.87 | $22.96 | $26.49 | $30.91 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 4th year | $31.79 | $27.51 | $31.79 | $36.68 | $42.79 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $33.62 | $22.41 | $29.88 | $29.88 | $37.35 |
| Apprentice - 2nd year | $39.74 | $26.49 | $35.32 | $35.32 | $44.15 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 4th year | $55.01 | $36.68 | $48.90 | $48.90 | $61.13 |

### Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |

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

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.94 | $18.68 | $18.68 | $22.41 | $33.62 |
| Apprentice - 2nd year | $17.66 | $22.08 | $22.08 | $26.49 | $39.74 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.42 | $16.81 | $19.42 | $22.41 | $26.15 |
| Apprentice - 2nd year | $22.96 | $19.87 | $22.96 | $26.49 | $30.91 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $33.62 | $22.41 | $29.88 | $29.88 | $37.35 |
| Apprentice - 2nd year | $39.74 | $26.49 | $35.32 | $35.32 | $44.15 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |

### Adult Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 4th year | $24.45 | $30.56 | $30.56 | $36.68 | $55.01 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 4th year | $31.79 | $27.51 | $31.79 | $36.68 | $42.79 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 4th year | $55.01 | $36.68 | $48.90 | $48.90 | $61.13 |

### Adult Apprentice - 4 year apprenticeship - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 2nd year | $25.65 | $32.06 | $32.06 | $38.48 | $57.71 |
| Apprentice - 3rd year | $25.65 | $32.06 | $32.06 | $38.48 | $57.71 |
| Apprentice - 4th year | $25.65 | $32.06 | $32.06 | $38.48 | $57.71 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 2nd year | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |
| Apprentice - 3rd year | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |
| Apprentice - 4th year | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 2nd year | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Apprentice - 3rd year | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Apprentice - 4th year | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |

### Adult Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.58 | $16.98 | $16.98 | $20.37 | $30.56 |
| Apprentice - 2nd year | $16.30 | $20.38 | $20.38 | $24.45 | $36.68 |
| Apprentice - 3rd year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.65 | $15.28 | $17.65 | $20.37 | $23.77 |
| Apprentice - 2nd year | $21.19 | $18.34 | $21.19 | $24.45 | $28.53 |
| Apprentice - 3rd year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $30.56 | $20.37 | $27.16 | $27.16 | $33.95 |
| Apprentice - 2nd year | $36.68 | $24.45 | $32.60 | $32.60 | $40.75 |
| Apprentice - 3rd year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |

### Adult apprentice - 3 year apprenticeship - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.73 | $27.16 | $27.16 | $32.60 | $48.89 |
| Apprentice - 2nd year | $25.65 | $32.06 | $32.06 | $38.48 | $57.71 |
| Apprentice - 3rd year | $25.65 | $32.06 | $32.06 | $38.48 | $57.71 |

**Table 2 of 3**

| **Classification** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $28.25 | $24.45 | $28.25 | $32.60 | $38.03 |
| Apprentice - 2nd year | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |
| Apprentice - 3rd year | $33.35 | $28.86 | $33.35 | $38.48 | $44.89 |

**Table 3 of 3**

| **Classification** | **Public holiday - shiftworkers** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $48.89 | $32.60 | $43.46 | $43.46 | $54.33 |
| Apprentice - 2nd year | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |
| Apprentice - 3rd year | $57.71 | $38.48 | $51.30 | $51.30 | $64.13 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Cold work allowance - 0°C and above | $0.35 per hour while so employed |
| Cold work allowance - below 0°C | $0.89 per hour while so employed |
| District allowance - Broken Hill | $1.16 per hour |
| First aid allowance | $13.42 per week |
| Laundry allowance - full-time employees | $6.25 per week |
| Laundry allowance - part-time or casual employees | $1.25 per shift |
| Liquor licence allowance | $32.00 per week |
| Meal allowance | $22.99 for the first meal and $20.85 for an extra meal if overtime worked is more than 4 hours |
| Protective or special clothing reimbursement | reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is due to normal wear and tear |
| Recall allowance | the appropriate rate for all hours worked with a minimum of 3 hours on each occasion |
| **Travelling / transport** | |
| Excess travelling costs - temporary transfer to another branch or shop | reimbursement of all extra transport costs |
| Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable | reimbursement for the cost of taking a commercial passenger vehicle from the place of employment to the usual place of residence |
| Vehicle allowance | $0.98 per km |
| Working away from usual workplace - travelling time reimbursement - Monday to Saturday | payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |
| Working away from usual workplace - travelling time reimbursement - Sunday and public holiday | payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment |