

# Pay Guide - Banking, Finance and Insurance Award

## [MA000019]

Published 24 June 2026

**When do the rates in the pay guide apply from?** The first full pay period starting on or after 01 July 2026.

**What is in this pay guide?** It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

**Where can I go for more information?** Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

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However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

### Adult

### Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$1,024.70      | \$26.97         | \$30.34             | \$32.36         | \$33.71                               | \$33.71     | \$35.06                           |
| Level 2        | \$1,119.10      | \$29.45         | \$33.13             | \$35.34         | \$36.81                               | \$36.81     | \$38.29                           |
| Level 3        | \$1,182.10      | \$31.11         | \$35.00             | \$37.33         | \$38.89                               | \$38.89     | \$40.44                           |
| Level 4        | \$1,241.40      | \$32.67         | \$36.75             | \$39.20         | \$40.84                               | \$40.84     | \$42.47                           |
| Level 5        | \$1,291.80      | \$33.99         | \$38.24             | \$40.79         | \$42.49                               | \$42.49     | \$44.19                           |
| Level 6        | \$1,446.80      | \$38.07         | \$42.83             | \$45.68         | \$47.59                               | \$47.59     | \$49.49                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$53.94 | \$67.43        | \$40.46                                       | \$53.94                                       | \$53.94                                              | \$53.94                                | \$53.94                                                 |
| Level 2        | \$58.90 | \$73.63        | \$44.18                                       | \$58.90                                       | \$58.90                                              | \$58.90                                | \$58.90                                                 |
| Level 3        | \$62.22 | \$77.78        | \$46.67                                       | \$62.22                                       | \$62.22                                              | \$62.22                                | \$62.22                                                 |
| Level 4        | \$65.34 | \$81.68        | \$49.01                                       | \$65.34                                       | \$65.34                                              | \$65.34                                | \$65.34                                                 |
| Level 5        | \$67.98 | \$84.98        | \$50.99                                       | \$67.98                                       | \$67.98                                              | \$67.98                                | \$67.98                                                 |
| Level 6        | \$76.14 | \$95.18        | \$57.11                                       | \$76.14                                       | \$76.14                                              | \$76.14                                | \$76.14                                                 |

## Casual

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$33.71         | \$37.08             | \$39.11         | \$40.46                               | \$40.46     | \$41.80                           |
| Level 2        | \$36.81         | \$40.49             | \$42.70         | \$44.18                               | \$44.18     | \$45.65                           |
| Level 3        | \$38.89         | \$42.78             | \$45.11         | \$46.67                               | \$46.67     | \$48.22                           |
| Level 4        | \$40.84         | \$44.92             | \$47.37         | \$49.01                               | \$49.01     | \$50.64                           |
| Level 5        | \$42.49         | \$46.74             | \$49.29         | \$50.99                               | \$50.99     | \$52.68                           |
| Level 6        | \$47.59         | \$52.35             | \$55.20         | \$57.11                               | \$57.11     | \$59.01                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$60.68 | \$74.17        | \$47.20                                       | \$60.68                                       | \$60.68                                              |
| Level 2        | \$66.26 | \$80.99        | \$51.54                                       | \$66.26                                       | \$66.26                                              |
| Level 3        | \$70.00 | \$85.55        | \$54.44                                       | \$70.00                                       | \$70.00                                              |
| Level 4        | \$73.51 | \$89.84        | \$57.17                                       | \$73.51                                       | \$73.51                                              |
| Level 5        | \$76.48 | \$93.47        | \$59.48                                       | \$76.48                                       | \$76.48                                              |
| Level 6        | \$85.66 | \$104.69       | \$66.62                                       | \$85.66                                       | \$85.66                                              |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$512.35        | \$13.48         | \$15.17             | \$16.18         | \$16.85                               | \$16.85     | \$17.52                           |
| Level 2        | \$559.55        | \$14.73         | \$16.57             | \$17.68         | \$18.41                               | \$18.41     | \$19.15                           |
| Level 3        | \$591.05        | \$15.55         | \$17.49             | \$18.66         | \$19.44                               | \$19.44     | \$20.22                           |
| Level 4        | \$620.70        | \$16.33         | \$18.37             | \$19.60         | \$20.41                               | \$20.41     | \$21.23                           |
| Level 5        | \$645.90        | \$17.00         | \$19.13             | \$20.40         | \$21.25                               | \$21.25     | \$22.10                           |
| Level 6        | \$723.40        | \$19.04         | \$21.42             | \$22.85         | \$23.80                               | \$23.80     | \$24.75                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$26.96 | \$33.70        | \$20.22                                       | \$26.96                                       | \$26.96                                              | \$26.96                                | \$26.96                                                 |
| Level 2        | \$29.46 | \$36.83        | \$22.10                                       | \$29.46                                       | \$29.46                                              | \$29.46                                | \$29.46                                                 |
| Level 3        | \$31.10 | \$38.88        | \$23.33                                       | \$31.10                                       | \$31.10                                              | \$31.10                                | \$31.10                                                 |
| Level 4        | \$32.66 | \$40.83        | \$24.50                                       | \$32.66                                       | \$32.66                                              | \$32.66                                | \$32.66                                                 |
| Level 5        | \$34.00 | \$42.50        | \$25.50                                       | \$34.00                                       | \$34.00                                              | \$34.00                                | \$34.00                                                 |
| Level 6        | \$38.08 | \$47.60        | \$28.56                                       | \$38.08                                       | \$38.08                                              | \$38.08                                | \$38.08                                                 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$614.82        | \$16.18         | \$18.20             | \$19.42         | \$20.23                               | \$20.23     | \$21.03                           |
| Level 2        | \$671.46        | \$17.67         | \$19.88             | \$21.20         | \$22.09                               | \$22.09     | \$22.97                           |
| Level 3        | \$709.26        | \$18.66         | \$20.99             | \$22.39         | \$23.33                               | \$23.33     | \$24.26                           |
| Level 4        | \$744.84        | \$19.60         | \$22.05             | \$23.52         | \$24.50                               | \$24.50     | \$25.48                           |
| Level 5        | \$775.08        | \$20.40         | \$22.95             | \$24.48         | \$25.50                               | \$25.50     | \$26.52                           |
| Level 6        | \$868.08        | \$22.84         | \$25.70             | \$27.41         | \$28.55                               | \$28.55     | \$29.69                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$32.36 | \$40.45        | \$24.27                                       | \$32.36                                       | \$32.36                                              | \$32.36                                | \$32.36                                                 |
| Level 2        | \$35.34 | \$44.18        | \$26.51                                       | \$35.34                                       | \$35.34                                              | \$35.34                                | \$35.34                                                 |
| Level 3        | \$37.32 | \$46.65        | \$27.99                                       | \$37.32                                       | \$37.32                                              | \$37.32                                | \$37.32                                                 |
| Level 4        | \$39.20 | \$49.00        | \$29.40                                       | \$39.20                                       | \$39.20                                              | \$39.20                                | \$39.20                                                 |
| Level 5        | \$40.80 | \$51.00        | \$30.60                                       | \$40.80                                       | \$40.80                                              | \$40.80                                | \$40.80                                                 |
| Level 6        | \$45.68 | \$57.10        | \$34.26                                       | \$45.68                                       | \$45.68                                              | \$45.68                                | \$45.68                                                 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$717.29        | \$18.88         | \$21.24             | \$22.66         | \$23.60                               | \$23.60     | \$24.54                           |
| Level 2        | \$783.37        | \$20.62         | \$23.20             | \$24.74         | \$25.78                               | \$25.78     | \$26.81                           |
| Level 3        | \$827.47        | \$21.78         | \$24.50             | \$26.14         | \$27.23                               | \$27.23     | \$28.31                           |
| Level 4        | \$868.98        | \$22.87         | \$25.73             | \$27.44         | \$28.59                               | \$28.59     | \$29.73                           |
| Level 5        | \$904.26        | \$23.80         | \$26.78             | \$28.56         | \$29.75                               | \$29.75     | \$30.94                           |
| Level 6        | \$1,012.76      | \$26.65         | \$29.98             | \$31.98         | \$33.31                               | \$33.31     | \$34.65                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$37.76 | \$47.20        | \$28.32                                       | \$37.76                                       | \$37.76                                              | \$37.76                                | \$37.76                                                 |
| Level 2        | \$41.24 | \$51.55        | \$30.93                                       | \$41.24                                       | \$41.24                                              | \$41.24                                | \$41.24                                                 |
| Level 3        | \$43.56 | \$54.45        | \$32.67                                       | \$43.56                                       | \$43.56                                              | \$43.56                                | \$43.56                                                 |
| Level 4        | \$45.74 | \$57.18        | \$34.31                                       | \$45.74                                       | \$45.74                                              | \$45.74                                | \$45.74                                                 |
| Level 5        | \$47.60 | \$59.50        | \$35.70                                       | \$47.60                                       | \$47.60                                              | \$47.60                                | \$47.60                                                 |
| Level 6        | \$53.30 | \$66.63        | \$39.98                                       | \$53.30                                       | \$53.30                                              | \$53.30                                | \$53.30                                                 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$819.76        | \$21.57         | \$24.27             | \$25.88         | \$26.96                               | \$26.96     | \$28.04                           |
| Level 2        | \$895.28        | \$23.56         | \$26.51             | \$28.27         | \$29.45                               | \$29.45     | \$30.63                           |
| Level 3        | \$945.68        | \$24.89         | \$28.00             | \$29.87         | \$31.11                               | \$31.11     | \$32.36                           |
| Level 4        | \$993.12        | \$26.13         | \$29.40             | \$31.36         | \$32.66                               | \$32.66     | \$33.97                           |
| Level 5        | \$1,033.44      | \$27.20         | \$30.60             | \$32.64         | \$34.00                               | \$34.00     | \$35.36                           |
| Level 6        | \$1,157.44      | \$30.46         | \$34.27             | \$36.55         | \$38.08                               | \$38.08     | \$39.60                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$43.14 | \$53.93        | \$32.36                                       | \$43.14                                       | \$43.14                                              | \$43.14                                | \$43.14                                                 |
| Level 2        | \$47.12 | \$58.90        | \$35.34                                       | \$47.12                                       | \$47.12                                              | \$47.12                                | \$47.12                                                 |
| Level 3        | \$49.78 | \$62.23        | \$37.34                                       | \$49.78                                       | \$49.78                                              | \$49.78                                | \$49.78                                                 |
| Level 4        | \$52.26 | \$65.33        | \$39.20                                       | \$52.26                                       | \$52.26                                              | \$52.26                                | \$52.26                                                 |
| Level 5        | \$54.40 | \$68.00        | \$40.80                                       | \$54.40                                       | \$54.40                                              | \$54.40                                | \$54.40                                                 |
| Level 6        | \$60.92 | \$76.15        | \$45.69                                       | \$60.92                                       | \$60.92                                              | \$60.92                                | \$60.92                                                 |

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

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$922.23        | \$24.27         | \$27.30             | \$29.12         | \$30.34                               | \$30.34     | \$31.55                           |
| Level 2        | \$1,007.19      | \$26.51         | \$29.82             | \$31.81         | \$33.14                               | \$33.14     | \$34.46                           |
| Level 3        | \$1,063.89      | \$28.00         | \$31.50             | \$33.60         | \$35.00                               | \$35.00     | \$36.40                           |
| Level 4        | \$1,117.26      | \$29.40         | \$33.08             | \$35.28         | \$36.75                               | \$36.75     | \$38.22                           |
| Level 5        | \$1,162.62      | \$30.60         | \$34.43             | \$36.72         | \$38.25                               | \$38.25     | \$39.78                           |
| Level 6        | \$1,302.12      | \$34.27         | \$38.55             | \$41.12         | \$42.84                               | \$42.84     | \$44.55                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|----------------------------------------|---------------------------------------------------------|
| Level 1        | \$48.54 | \$60.68        | \$36.41                                       | \$48.54                                       | \$48.54                                              | \$48.54                                | \$48.54                                                 |
| Level 2        | \$53.02 | \$66.28        | \$39.77                                       | \$53.02                                       | \$53.02                                              | \$53.02                                | \$53.02                                                 |
| Level 3        | \$56.00 | \$70.00        | \$42.00                                       | \$56.00                                       | \$56.00                                              | \$56.00                                | \$56.00                                                 |
| Level 4        | \$58.80 | \$73.50        | \$44.10                                       | \$58.80                                       | \$58.80                                              | \$58.80                                | \$58.80                                                 |
| Level 5        | \$61.20 | \$76.50        | \$45.90                                       | \$61.20                                       | \$61.20                                              | \$61.20                                | \$61.20                                                 |
| Level 6        | \$68.54 | \$85.68        | \$51.41                                       | \$68.54                                       | \$68.54                                              | \$68.54                                | \$68.54                                                 |

## Junior - Casual - Under 17 years

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$16.85         | \$18.54             | \$19.55         | \$20.22                               | \$20.22     | \$20.89                           |
| Level 2        | \$18.41         | \$20.25             | \$21.36         | \$22.10                               | \$22.10     | \$22.83                           |
| Level 3        | \$19.44         | \$21.38             | \$22.55         | \$23.33                               | \$23.33     | \$24.10                           |
| Level 4        | \$20.41         | \$22.45             | \$23.68         | \$24.50                               | \$24.50     | \$25.31                           |
| Level 5        | \$21.25         | \$23.38             | \$24.65         | \$25.50                               | \$25.50     | \$26.35                           |
| Level 6        | \$23.80         | \$26.18             | \$27.61         | \$28.56                               | \$28.56     | \$29.51                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$30.33 | \$37.07        | \$23.59                                       | \$30.33                                       | \$30.33                                              |
| Level 2        | \$33.14 | \$40.51        | \$25.78                                       | \$33.14                                       | \$33.14                                              |
| Level 3        | \$34.99 | \$42.76        | \$27.21                                       | \$34.99                                       | \$34.99                                              |
| Level 4        | \$36.74 | \$44.91        | \$28.58                                       | \$36.74                                       | \$36.74                                              |
| Level 5        | \$38.25 | \$46.75        | \$29.75                                       | \$38.25                                       | \$38.25                                              |
| Level 6        | \$42.84 | \$52.36        | \$33.32                                       | \$42.84                                       | \$42.84                                              |

## Junior - Casual - 17 years

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$20.23         | \$22.25             | \$23.46         | \$24.27                               | \$24.27     | \$25.08                           |
| Level 2        | \$22.09         | \$24.30             | \$25.62         | \$26.51                               | \$26.51     | \$27.39                           |
| Level 3        | \$23.33         | \$25.66             | \$27.06         | \$27.99                               | \$27.99     | \$28.92                           |
| Level 4        | \$24.50         | \$26.95             | \$28.42         | \$29.40                               | \$29.40     | \$30.38                           |
| Level 5        | \$25.50         | \$28.05             | \$29.58         | \$30.60                               | \$30.60     | \$31.62                           |
| Level 6        | \$28.55         | \$31.41             | \$33.12         | \$34.26                               | \$34.26     | \$35.40                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$36.41 | \$44.50        | \$28.32                                       | \$36.41                                       | \$36.41                                              |
| Level 2        | \$39.76 | \$48.59        | \$30.92                                       | \$39.76                                       | \$39.76                                              |
| Level 3        | \$41.99 | \$51.32        | \$32.66                                       | \$41.99                                       | \$41.99                                              |
| Level 4        | \$44.10 | \$53.90        | \$34.30                                       | \$44.10                                       | \$44.10                                              |
| Level 5        | \$45.90 | \$56.10        | \$35.70                                       | \$45.90                                       | \$45.90                                              |
| Level 6        | \$51.39 | \$62.81        | \$39.97                                       | \$51.39                                       | \$51.39                                              |

## Junior - Casual - 18 years

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$23.60         | \$25.96             | \$27.38         | \$28.32                               | \$28.32     | \$29.26                           |
| Level 2        | \$25.78         | \$28.35             | \$29.90         | \$30.93                               | \$30.93     | \$31.96                           |
| Level 3        | \$27.23         | \$29.95             | \$31.58         | \$32.67                               | \$32.67     | \$33.76                           |
| Level 4        | \$28.59         | \$31.45             | \$33.16         | \$34.31                               | \$34.31     | \$35.45                           |
| Level 5        | \$29.75         | \$32.73             | \$34.51         | \$35.70                               | \$35.70     | \$36.89                           |
| Level 6        | \$33.31         | \$36.64             | \$38.64         | \$39.98                               | \$39.98     | \$41.31                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$42.48 | \$51.92        | \$33.04                                       | \$42.48                                       | \$42.48                                              |
| Level 2        | \$46.40 | \$56.71        | \$36.09                                       | \$46.40                                       | \$46.40                                              |
| Level 3        | \$49.01 | \$59.90        | \$38.12                                       | \$49.01                                       | \$49.01                                              |
| Level 4        | \$51.46 | \$62.89        | \$40.02                                       | \$51.46                                       | \$51.46                                              |
| Level 5        | \$53.55 | \$65.45        | \$41.65                                       | \$53.55                                       | \$53.55                                              |
| Level 6        | \$59.96 | \$73.29        | \$46.64                                       | \$59.96                                       | \$59.96                                              |

## Junior - Casual - 19 years

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$26.96         | \$29.66             | \$31.28         | \$32.36                               | \$32.36     | \$33.43                           |
| Level 2        | \$29.45         | \$32.40             | \$34.16         | \$35.34                               | \$35.34     | \$36.52                           |
| Level 3        | \$31.11         | \$34.22             | \$36.09         | \$37.34                               | \$37.34     | \$38.58                           |
| Level 4        | \$32.66         | \$35.93             | \$37.89         | \$39.20                               | \$39.20     | \$40.50                           |
| Level 5        | \$34.00         | \$37.40             | \$39.44         | \$40.80                               | \$40.80     | \$42.16                           |
| Level 6        | \$38.08         | \$41.88             | \$44.17         | \$45.69                               | \$45.69     | \$47.21                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$48.53 | \$59.32        | \$37.75                                       | \$48.53                                       | \$48.53                                              |
| Level 2        | \$53.01 | \$64.79        | \$41.23                                       | \$53.01                                       | \$53.01                                              |
| Level 3        | \$56.00 | \$68.45        | \$43.56                                       | \$56.00                                       | \$56.00                                              |
| Level 4        | \$58.79 | \$71.86        | \$45.73                                       | \$58.79                                       | \$58.79                                              |
| Level 5        | \$61.20 | \$74.80        | \$47.60                                       | \$61.20                                       | \$61.20                                              |
| Level 6        | \$68.54 | \$83.77        | \$53.31                                       | \$68.54                                       | \$68.54                                              |

## Junior - Casual - 20 years

Table 1 of 2

| Classification | Hourly pay rate | Early morning shift | Afternoon shift | Afternoon shift - permanent shiftwork | Night shift | Night shift - permanent shiftwork |
|----------------|-----------------|---------------------|-----------------|---------------------------------------|-------------|-----------------------------------|
| Level 1        | \$30.34         | \$33.37             | \$35.19         | \$36.41                               | \$36.41     | \$37.62                           |
| Level 2        | \$33.14         | \$36.45             | \$38.44         | \$39.77                               | \$39.77     | \$41.09                           |
| Level 3        | \$35.00         | \$38.50             | \$40.60         | \$42.00                               | \$42.00     | \$43.40                           |
| Level 4        | \$36.75         | \$40.43             | \$42.63         | \$44.10                               | \$44.10     | \$45.57                           |
| Level 5        | \$38.25         | \$42.08             | \$44.37         | \$45.90                               | \$45.90     | \$47.43                           |
| Level 6        | \$42.84         | \$47.12             | \$49.69         | \$51.41                               | \$51.41     | \$53.12                           |

Table 2 of 2

| Classification | Sunday  | Public holiday | Overtime - Monday to Saturday - first 3 hours | Overtime - Monday to Saturday - after 3 hours | Overtime - Saturday - work in excess of weekly hours |
|----------------|---------|----------------|-----------------------------------------------|-----------------------------------------------|------------------------------------------------------|
| Level 1        | \$54.61 | \$66.74        | \$42.47                                       | \$54.61                                       | \$54.61                                              |
| Level 2        | \$59.65 | \$72.90        | \$46.39                                       | \$59.65                                       | \$59.65                                              |
| Level 3        | \$63.00 | \$77.00        | \$49.00                                       | \$63.00                                       | \$63.00                                              |
| Level 4        | \$66.15 | \$80.85        | \$51.45                                       | \$66.15                                       | \$66.15                                              |
| Level 5        | \$68.85 | \$84.15        | \$53.55                                       | \$68.85                                       | \$68.85                                              |
| Level 6        | \$77.11 | \$94.24        | \$59.97                                       | \$77.11                                       | \$77.11                                              |

## Allowances

| Allowances                                                                                              | Rate                                                                                                                      |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|
| First aid allowance - full-time                                                                         | \$20.59 per week                                                                                                          |
| First aid allowance - part-time                                                                         | \$0.54 per hour up to a maximum of \$20.59 per week                                                                       |
| Meal allowance - overtime                                                                               | \$22.14 for the first meal and \$18.20 for an extra meal after 5 and a half hours                                         |
| Stand-by allowance - Monday to Friday                                                                   | \$23.72 per day                                                                                                           |
| Stand-by allowance - Saturday, Sunday and Public holidays                                               | \$48.46 per day                                                                                                           |
| Stand-by - business calls reimbursement                                                                 | reimbursement for the cost of business calls made while rostered on stand-by                                              |
| Stand-by call-back - using own vehicle                                                                  | \$1.01 per kilometre                                                                                                      |
| Stand-by call-back - transport costs                                                                    | reimbursement for the cost of fares for public transport or taxi                                                          |
| Working away from usual workplace - travelling expenses reimbursement                                   | reimbursement for the cost of travel expenses                                                                             |
| Working away from usual workplace - travelling time allowance                                           | 50% of the minimum hourly rate for any travel time which is more than the employee's normal travel time from home to work |
| Vehicle allowance - required to provide a motor vehicle as a condition of employment -1500 cc and under | \$131.99 per week                                                                                                         |
| Vehicle allowance - required to provide a motor vehicle as a condition of employment - over 1500 cc     | \$162.83 per week                                                                                                         |
| Vehicle allowance - required to use own vehicle on casual or incidental basis                           | \$1.01 per km                                                                                                             |