# Pay Guide - General Retail Industry Award 2010

#  [MA000004]

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Pay rates change from 1 July each year, therates in this guide apply from 01 January 2018.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Rates of pay

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

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $763.20 | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 |
| Retail employee level 2 | $781.40 | $20.56 | $25.70 | $25.70 | $40.09 | $46.26 |
| Retail employee level 3 | $793.60 | $20.88 | $26.10 | $26.10 | $40.72 | $46.98 |
| Retail employee level 4 | $809.10 | $21.29 | $26.61 | $26.61 | $41.52 | $47.90 |
| Retail employee level 5 | $842.30 | $22.17 | $27.71 | $27.71 | $43.23 | $49.88 |
| Retail employee level 6 | $854.60 | $22.49 | $28.11 | $28.11 | $43.86 | $50.60 |
| Retail employee level 7 | $897.40 | $23.62 | $29.53 | $29.53 | $46.06 | $53.15 |
| Retail employee level 8 | $933.80 | $24.57 | $30.71 | $30.71 | $47.91 | $55.28 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $26.10 | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 |
| Retail employee level 2 | $26.73 | $23.13 | $26.73 | $30.84 | $41.12 | $46.26 |
| Retail employee level 3 | $27.14 | $23.49 | $27.14 | $31.32 | $41.76 | $46.98 |
| Retail employee level 4 | $27.68 | $23.95 | $27.68 | $31.94 | $42.58 | $47.90 |
| Retail employee level 5 | $28.82 | $24.94 | $28.82 | $33.26 | $44.34 | $49.88 |
| Retail employee level 6 | $29.24 | $25.30 | $29.24 | $33.74 | $44.98 | $50.60 |
| Retail employee level 7 | $30.71 | $26.57 | $30.71 | $35.43 | $47.24 | $53.15 |
| Retail employee level 8 | $31.94 | $27.64 | $31.94 | $36.86 | $49.14 | $55.28 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $40.16 | $30.12 | $40.16 | $40.16 | $50.20 |
| Retail employee level 2 | $41.12 | $30.84 | $41.12 | $41.12 | $51.40 |
| Retail employee level 3 | $41.76 | $31.32 | $41.76 | $41.76 | $52.20 |
| Retail employee level 4 | $42.58 | $31.94 | $42.58 | $42.58 | $53.23 |
| Retail employee level 5 | $44.34 | $33.26 | $44.34 | $44.34 | $55.43 |
| Retail employee level 6 | $44.98 | $33.74 | $44.98 | $44.98 | $56.23 |
| Retail employee level 7 | $47.24 | $35.43 | $47.24 | $47.24 | $59.05 |
| Retail employee level 8 | $49.14 | $36.86 | $49.14 | $49.14 | $61.43 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $25.10 | $27.11 | $39.16 | $50.20 | $31.12 | $27.61 |
| Retail employee level 2 | $25.70 | $27.76 | $40.09 | $51.40 | $31.87 | $28.27 |
| Retail employee level 3 | $26.10 | $28.19 | $40.72 | $52.20 | $32.36 | $28.71 |
| Retail employee level 4 | $26.61 | $28.74 | $41.52 | $53.23 | $33.00 | $29.27 |
| Retail employee level 5 | $27.71 | $29.93 | $43.23 | $55.43 | $34.36 | $30.48 |
| Retail employee level 6 | $28.11 | $30.36 | $43.86 | $56.23 | $34.86 | $30.92 |
| Retail employee level 7 | $29.53 | $31.89 | $46.06 | $59.05 | $36.61 | $32.48 |
| Retail employee level 8 | $30.71 | $33.17 | $47.91 | $61.43 | $38.08 | $33.78 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $31.12 | $35.14 | $45.18 | $50.20 | $45.18 |
| Retail employee level 2 | $31.87 | $35.98 | $46.26 | $51.40 | $46.26 |
| Retail employee level 3 | $32.36 | $36.54 | $46.98 | $52.20 | $46.98 |
| Retail employee level 4 | $33.00 | $37.26 | $47.90 | $53.23 | $47.90 |
| Retail employee level 5 | $34.36 | $38.80 | $49.88 | $55.43 | $49.88 |
| Retail employee level 6 | $34.86 | $39.36 | $50.60 | $56.23 | $50.60 |
| Retail employee level 7 | $36.61 | $41.34 | $53.15 | $59.05 | $53.15 |
| Retail employee level 8 | $38.08 | $43.00 | $55.28 | $61.43 | $55.28 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $35.14 | $45.18 | $45.18 | $55.22 |
| Retail employee level 2 | $35.98 | $46.26 | $46.26 | $56.54 |
| Retail employee level 3 | $36.54 | $46.98 | $46.98 | $57.42 |
| Retail employee level 4 | $37.26 | $47.90 | $47.90 | $58.55 |
| Retail employee level 5 | $38.80 | $49.88 | $49.88 | $60.97 |
| Retail employee level 6 | $39.36 | $50.60 | $50.60 | $61.85 |
| Retail employee level 7 | $41.34 | $53.15 | $53.15 | $64.96 |
| Retail employee level 8 | $43.00 | $55.28 | $55.28 | $67.57 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $343.44 | $9.04 | $11.30 | $11.30 | $17.63 | $20.34 |
| Retail employee level 2 | $351.63 | $9.25 | $11.56 | $11.56 | $18.04 | $20.81 |
| Retail employee level 3 | $357.12 | $9.40 | $11.75 | $11.75 | $18.33 | $21.15 |
| Retail employee level 4 | $364.10 | $9.58 | $11.98 | $11.98 | $18.68 | $21.56 |
| Retail employee level 5 | $379.04 | $9.97 | $12.46 | $12.46 | $19.44 | $22.43 |
| Retail employee level 6 | $384.57 | $10.12 | $12.65 | $12.65 | $19.73 | $22.77 |
| Retail employee level 7 | $403.83 | $10.63 | $13.29 | $13.29 | $20.73 | $23.92 |
| Retail employee level 8 | $420.21 | $11.06 | $13.83 | $13.83 | $21.57 | $24.89 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $11.75 | $10.17 | $11.75 | $13.56 | $18.08 | $20.34 |
| Retail employee level 2 | $12.03 | $10.41 | $12.03 | $13.88 | $18.50 | $20.81 |
| Retail employee level 3 | $12.22 | $10.58 | $12.22 | $14.10 | $18.80 | $21.15 |
| Retail employee level 4 | $12.45 | $10.78 | $12.45 | $14.37 | $19.16 | $21.56 |
| Retail employee level 5 | $12.96 | $11.22 | $12.96 | $14.96 | $19.94 | $22.43 |
| Retail employee level 6 | $13.16 | $11.39 | $13.16 | $15.18 | $20.24 | $22.77 |
| Retail employee level 7 | $13.82 | $11.96 | $13.82 | $15.95 | $21.26 | $23.92 |
| Retail employee level 8 | $14.38 | $12.44 | $14.38 | $16.59 | $22.12 | $24.89 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $18.08 | $13.56 | $18.08 | $18.08 | $22.60 |
| Retail employee level 2 | $18.50 | $13.88 | $18.50 | $18.50 | $23.13 |
| Retail employee level 3 | $18.80 | $14.10 | $18.80 | $18.80 | $23.50 |
| Retail employee level 4 | $19.16 | $14.37 | $19.16 | $19.16 | $23.95 |
| Retail employee level 5 | $19.94 | $14.96 | $19.94 | $19.94 | $24.93 |
| Retail employee level 6 | $20.24 | $15.18 | $20.24 | $20.24 | $25.30 |
| Retail employee level 7 | $21.26 | $15.95 | $21.26 | $21.26 | $26.58 |
| Retail employee level 8 | $22.12 | $16.59 | $22.12 | $22.12 | $27.65 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $381.60 | $10.04 | $12.55 | $12.55 | $19.58 | $22.59 |
| Retail employee level 2 | $390.70 | $10.28 | $12.85 | $12.85 | $20.05 | $23.13 |
| Retail employee level 3 | $396.80 | $10.44 | $13.05 | $13.05 | $20.36 | $23.49 |
| Retail employee level 4 | $404.55 | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 |
| Retail employee level 5 | $421.15 | $11.08 | $13.85 | $13.85 | $21.61 | $24.93 |
| Retail employee level 6 | $427.30 | $11.24 | $14.05 | $14.05 | $21.92 | $25.29 |
| Retail employee level 7 | $448.70 | $11.81 | $14.76 | $14.76 | $23.03 | $26.57 |
| Retail employee level 8 | $466.90 | $12.29 | $15.36 | $15.36 | $23.97 | $27.65 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $13.05 | $11.30 | $13.05 | $15.06 | $20.08 | $22.59 |
| Retail employee level 2 | $13.36 | $11.57 | $13.36 | $15.42 | $20.56 | $23.13 |
| Retail employee level 3 | $13.57 | $11.75 | $13.57 | $15.66 | $20.88 | $23.49 |
| Retail employee level 4 | $13.85 | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 |
| Retail employee level 5 | $14.40 | $12.47 | $14.40 | $16.62 | $22.16 | $24.93 |
| Retail employee level 6 | $14.61 | $12.65 | $14.61 | $16.86 | $22.48 | $25.29 |
| Retail employee level 7 | $15.35 | $13.29 | $15.35 | $17.72 | $23.62 | $26.57 |
| Retail employee level 8 | $15.98 | $13.83 | $15.98 | $18.44 | $24.58 | $27.65 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $20.08 | $15.06 | $20.08 | $20.08 | $25.10 |
| Retail employee level 2 | $20.56 | $15.42 | $20.56 | $20.56 | $25.70 |
| Retail employee level 3 | $20.88 | $15.66 | $20.88 | $20.88 | $26.10 |
| Retail employee level 4 | $21.30 | $15.98 | $21.30 | $21.30 | $26.63 |
| Retail employee level 5 | $22.16 | $16.62 | $22.16 | $22.16 | $27.70 |
| Retail employee level 6 | $22.48 | $16.86 | $22.48 | $22.48 | $28.10 |
| Retail employee level 7 | $23.62 | $17.72 | $23.62 | $23.62 | $29.53 |
| Retail employee level 8 | $24.58 | $18.44 | $24.58 | $24.58 | $30.73 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $457.92 | $12.05 | $15.06 | $15.06 | $23.50 | $27.11 |
| Retail employee level 2 | $468.84 | $12.34 | $15.43 | $15.43 | $24.06 | $27.77 |
| Retail employee level 3 | $476.16 | $12.53 | $15.66 | $15.66 | $24.43 | $28.19 |
| Retail employee level 4 | $485.46 | $12.78 | $15.98 | $15.98 | $24.92 | $28.76 |
| Retail employee level 5 | $505.38 | $13.30 | $16.63 | $16.63 | $25.94 | $29.93 |
| Retail employee level 6 | $512.76 | $13.49 | $16.86 | $16.86 | $26.31 | $30.35 |
| Retail employee level 7 | $538.44 | $14.17 | $17.71 | $17.71 | $27.63 | $31.88 |
| Retail employee level 8 | $560.28 | $14.74 | $18.43 | $18.43 | $28.74 | $33.17 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $15.67 | $13.56 | $15.67 | $18.08 | $24.10 | $27.11 |
| Retail employee level 2 | $16.04 | $13.88 | $16.04 | $18.51 | $24.68 | $27.77 |
| Retail employee level 3 | $16.29 | $14.10 | $16.29 | $18.80 | $25.06 | $28.19 |
| Retail employee level 4 | $16.61 | $14.38 | $16.61 | $19.17 | $25.56 | $28.76 |
| Retail employee level 5 | $17.29 | $14.96 | $17.29 | $19.95 | $26.60 | $29.93 |
| Retail employee level 6 | $17.54 | $15.18 | $17.54 | $20.24 | $26.98 | $30.35 |
| Retail employee level 7 | $18.42 | $15.94 | $18.42 | $21.26 | $28.34 | $31.88 |
| Retail employee level 8 | $19.16 | $16.58 | $19.16 | $22.11 | $29.48 | $33.17 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $24.10 | $18.08 | $24.10 | $24.10 | $30.13 |
| Retail employee level 2 | $24.68 | $18.51 | $24.68 | $24.68 | $30.85 |
| Retail employee level 3 | $25.06 | $18.80 | $25.06 | $25.06 | $31.33 |
| Retail employee level 4 | $25.56 | $19.17 | $25.56 | $25.56 | $31.95 |
| Retail employee level 5 | $26.60 | $19.95 | $26.60 | $26.60 | $33.25 |
| Retail employee level 6 | $26.98 | $20.24 | $26.98 | $26.98 | $33.73 |
| Retail employee level 7 | $28.34 | $21.26 | $28.34 | $28.34 | $35.43 |
| Retail employee level 8 | $29.48 | $22.11 | $29.48 | $29.48 | $36.85 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $534.24 | $14.06 | $17.58 | $17.58 | $27.42 | $31.64 |
| Retail employee level 2 | $546.98 | $14.39 | $17.99 | $17.99 | $28.06 | $32.38 |
| Retail employee level 3 | $555.52 | $14.62 | $18.28 | $18.28 | $28.51 | $32.90 |
| Retail employee level 4 | $566.37 | $14.90 | $18.63 | $18.63 | $29.06 | $33.53 |
| Retail employee level 5 | $589.61 | $15.52 | $19.40 | $19.40 | $30.26 | $34.92 |
| Retail employee level 6 | $598.22 | $15.74 | $19.68 | $19.68 | $30.69 | $35.42 |
| Retail employee level 7 | $628.18 | $16.53 | $20.66 | $20.66 | $32.23 | $37.19 |
| Retail employee level 8 | $653.66 | $17.20 | $21.50 | $21.50 | $33.54 | $38.70 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $18.28 | $15.82 | $18.28 | $21.09 | $28.12 | $31.64 |
| Retail employee level 2 | $18.71 | $16.19 | $18.71 | $21.59 | $28.78 | $32.38 |
| Retail employee level 3 | $19.01 | $16.45 | $19.01 | $21.93 | $29.24 | $32.90 |
| Retail employee level 4 | $19.37 | $16.76 | $19.37 | $22.35 | $29.80 | $33.53 |
| Retail employee level 5 | $20.18 | $17.46 | $20.18 | $23.28 | $31.04 | $34.92 |
| Retail employee level 6 | $20.46 | $17.71 | $20.46 | $23.61 | $31.48 | $35.42 |
| Retail employee level 7 | $21.49 | $18.60 | $21.49 | $24.80 | $33.06 | $37.19 |
| Retail employee level 8 | $22.36 | $19.35 | $22.36 | $25.80 | $34.40 | $38.70 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.12 | $21.09 | $28.12 | $28.12 | $35.15 |
| Retail employee level 2 | $28.78 | $21.59 | $28.78 | $28.78 | $35.98 |
| Retail employee level 3 | $29.24 | $21.93 | $29.24 | $29.24 | $36.55 |
| Retail employee level 4 | $29.80 | $22.35 | $29.80 | $29.80 | $37.25 |
| Retail employee level 5 | $31.04 | $23.28 | $31.04 | $31.04 | $38.80 |
| Retail employee level 6 | $31.48 | $23.61 | $31.48 | $31.48 | $39.35 |
| Retail employee level 7 | $33.06 | $24.80 | $33.06 | $33.06 | $41.33 |
| Retail employee level 8 | $34.40 | $25.80 | $34.40 | $34.40 | $43.00 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Evening - Monday to Friday after 6pm** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $610.56 | $16.07 | $20.09 | $20.09 | $31.34 | $36.16 |
| Retail employee level 2 | $625.12 | $16.45 | $20.56 | $20.56 | $32.08 | $37.01 |
| Retail employee level 3 | $634.88 | $16.71 | $20.89 | $20.89 | $32.58 | $37.60 |
| Retail employee level 4 | $647.28 | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 |
| Retail employee level 5 | $673.84 | $17.73 | $22.16 | $22.16 | $34.57 | $39.89 |
| Retail employee level 6 | $683.68 | $17.99 | $22.49 | $22.49 | $35.08 | $40.48 |
| Retail employee level 7 | $717.92 | $18.89 | $23.61 | $23.61 | $36.84 | $42.50 |
| Retail employee level 8 | $747.04 | $19.66 | $24.58 | $24.58 | $38.34 | $44.24 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $20.89 | $18.08 | $20.89 | $24.11 | $32.14 | $36.16 |
| Retail employee level 2 | $21.39 | $18.51 | $21.39 | $24.68 | $32.90 | $37.01 |
| Retail employee level 3 | $21.72 | $18.80 | $21.72 | $25.07 | $33.42 | $37.60 |
| Retail employee level 4 | $22.14 | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 |
| Retail employee level 5 | $23.05 | $19.95 | $23.05 | $26.60 | $35.46 | $39.89 |
| Retail employee level 6 | $23.39 | $20.24 | $23.39 | $26.99 | $35.98 | $40.48 |
| Retail employee level 7 | $24.56 | $21.25 | $24.56 | $28.34 | $37.78 | $42.50 |
| Retail employee level 8 | $25.56 | $22.12 | $25.56 | $29.49 | $39.32 | $44.24 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $32.14 | $24.11 | $32.14 | $32.14 | $40.18 |
| Retail employee level 2 | $32.90 | $24.68 | $32.90 | $32.90 | $41.13 |
| Retail employee level 3 | $33.42 | $25.07 | $33.42 | $33.42 | $41.78 |
| Retail employee level 4 | $34.06 | $25.55 | $34.06 | $34.06 | $42.58 |
| Retail employee level 5 | $35.46 | $26.60 | $35.46 | $35.46 | $44.33 |
| Retail employee level 6 | $35.98 | $26.99 | $35.98 | $35.98 | $44.98 |
| Retail employee level 7 | $37.78 | $28.34 | $37.78 | $37.78 | $47.23 |
| Retail employee level 8 | $39.32 | $29.49 | $39.32 | $39.32 | $49.15 |

### Junior - Full-time & part-time - 20 years, 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** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $686.88 | $18.08 | $22.60 | $22.60 | $35.26 | $40.68 |
| Retail employee level 2 | $703.26 | $18.51 | $23.14 | $23.14 | $36.09 | $41.65 |
| Retail employee level 3 | $714.24 | $18.80 | $23.50 | $23.50 | $36.66 | $42.30 |
| Retail employee level 4 | $728.19 | $19.16 | $23.95 | $23.95 | $37.36 | $43.11 |
| Retail employee level 5 | $758.07 | $19.95 | $24.94 | $24.94 | $38.90 | $44.89 |
| Retail employee level 6 | $769.14 | $20.24 | $25.30 | $25.30 | $39.47 | $45.54 |
| Retail employee level 7 | $807.66 | $21.25 | $26.56 | $26.56 | $41.44 | $47.81 |
| Retail employee level 8 | $840.42 | $22.12 | $27.65 | $27.65 | $43.13 | $49.77 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $23.50 | $20.34 | $23.50 | $27.12 | $36.16 | $40.68 |
| Retail employee level 2 | $24.06 | $20.82 | $24.06 | $27.77 | $37.02 | $41.65 |
| Retail employee level 3 | $24.44 | $21.15 | $24.44 | $28.20 | $37.60 | $42.30 |
| Retail employee level 4 | $24.91 | $21.56 | $24.91 | $28.74 | $38.32 | $43.11 |
| Retail employee level 5 | $25.94 | $22.44 | $25.94 | $29.93 | $39.90 | $44.89 |
| Retail employee level 6 | $26.31 | $22.77 | $26.31 | $30.36 | $40.48 | $45.54 |
| Retail employee level 7 | $27.63 | $23.91 | $27.63 | $31.88 | $42.50 | $47.81 |
| Retail employee level 8 | $28.76 | $24.89 | $28.76 | $33.18 | $44.24 | $49.77 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $36.16 | $27.12 | $36.16 | $36.16 | $45.20 |
| Retail employee level 2 | $37.02 | $27.77 | $37.02 | $37.02 | $46.28 |
| Retail employee level 3 | $37.60 | $28.20 | $37.60 | $37.60 | $47.00 |
| Retail employee level 4 | $38.32 | $28.74 | $38.32 | $38.32 | $47.90 |
| Retail employee level 5 | $39.90 | $29.93 | $39.90 | $39.90 | $49.88 |
| Retail employee level 6 | $40.48 | $30.36 | $40.48 | $40.48 | $50.60 |
| Retail employee level 7 | $42.50 | $31.88 | $42.50 | $42.50 | $53.13 |
| Retail employee level 8 | $44.24 | $33.18 | $44.24 | $44.24 | $55.30 |

### Junior - Full-time & part-time - 20 years, 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** | **Public holiday - not shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $763.20 | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 |
| Retail employee level 2 | $781.40 | $20.56 | $25.70 | $25.70 | $40.09 | $46.26 |
| Retail employee level 3 | $793.60 | $20.88 | $26.10 | $26.10 | $40.72 | $46.98 |
| Retail employee level 4 | $809.10 | $21.29 | $26.61 | $26.61 | $41.52 | $47.90 |
| Retail employee level 5 | $842.30 | $22.17 | $27.71 | $27.71 | $43.23 | $49.88 |
| Retail employee level 6 | $854.60 | $22.49 | $28.11 | $28.11 | $43.86 | $50.60 |
| Retail employee level 7 | $897.40 | $23.62 | $29.53 | $29.53 | $46.06 | $53.15 |
| Retail employee level 8 | $933.80 | $24.57 | $30.71 | $30.71 | $47.91 | $55.28 |

**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** | **Public holiday - shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $26.10 | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 |
| Retail employee level 2 | $26.73 | $23.13 | $26.73 | $30.84 | $41.12 | $46.26 |
| Retail employee level 3 | $27.14 | $23.49 | $27.14 | $31.32 | $41.76 | $46.98 |
| Retail employee level 4 | $27.68 | $23.95 | $27.68 | $31.94 | $42.58 | $47.90 |
| Retail employee level 5 | $28.82 | $24.94 | $28.82 | $33.26 | $44.34 | $49.88 |
| Retail employee level 6 | $29.24 | $25.30 | $29.24 | $33.74 | $44.98 | $50.60 |
| Retail employee level 7 | $30.71 | $26.57 | $30.71 | $35.43 | $47.24 | $53.15 |
| Retail employee level 8 | $31.94 | $27.64 | $31.94 | $36.86 | $49.14 | $55.28 |

**Table 3 of 3**

| **Classification** | **Less than 12 hour break between shifts** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $40.16 | $30.12 | $40.16 | $40.16 | $50.20 |
| Retail employee level 2 | $41.12 | $30.84 | $41.12 | $41.12 | $51.40 |
| Retail employee level 3 | $41.76 | $31.32 | $41.76 | $41.76 | $52.20 |
| Retail employee level 4 | $42.58 | $31.94 | $42.58 | $42.58 | $53.23 |
| Retail employee level 5 | $44.34 | $33.26 | $44.34 | $44.34 | $55.43 |
| Retail employee level 6 | $44.98 | $33.74 | $44.98 | $44.98 | $56.23 |
| Retail employee level 7 | $47.24 | $35.43 | $47.24 | $47.24 | $59.05 |
| Retail employee level 8 | $49.14 | $36.86 | $49.14 | $49.14 | $61.43 |

### Junior - Casual - Under 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $11.30 | $12.20 | $17.63 | $22.60 | $14.01 | $12.43 |
| Retail employee level 2 | $11.56 | $12.49 | $18.04 | $23.13 | $14.34 | $12.72 |
| Retail employee level 3 | $11.75 | $12.69 | $18.33 | $23.50 | $14.57 | $12.93 |
| Retail employee level 4 | $11.98 | $12.93 | $18.68 | $23.95 | $14.85 | $13.17 |
| Retail employee level 5 | $12.46 | $13.46 | $19.44 | $24.93 | $15.45 | $13.71 |
| Retail employee level 6 | $12.65 | $13.66 | $19.73 | $25.30 | $15.69 | $13.92 |
| Retail employee level 7 | $13.29 | $14.35 | $20.73 | $26.58 | $16.48 | $14.62 |
| Retail employee level 8 | $13.83 | $14.93 | $21.57 | $27.65 | $17.14 | $15.21 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $14.01 | $15.82 | $20.34 | $22.60 | $20.34 |
| Retail employee level 2 | $14.34 | $16.19 | $20.81 | $23.13 | $20.81 |
| Retail employee level 3 | $14.57 | $16.45 | $21.15 | $23.50 | $21.15 |
| Retail employee level 4 | $14.85 | $16.77 | $21.56 | $23.95 | $21.56 |
| Retail employee level 5 | $15.45 | $17.45 | $22.43 | $24.93 | $22.43 |
| Retail employee level 6 | $15.69 | $17.71 | $22.77 | $25.30 | $22.77 |
| Retail employee level 7 | $16.48 | $18.60 | $23.92 | $26.58 | $23.92 |
| Retail employee level 8 | $17.14 | $19.36 | $24.89 | $27.65 | $24.89 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $15.82 | $20.34 | $20.34 | $24.86 |
| Retail employee level 2 | $16.19 | $20.81 | $20.81 | $25.44 |
| Retail employee level 3 | $16.45 | $21.15 | $21.15 | $25.85 |
| Retail employee level 4 | $16.77 | $21.56 | $21.56 | $26.35 |
| Retail employee level 5 | $17.45 | $22.43 | $22.43 | $27.42 |
| Retail employee level 6 | $17.71 | $22.77 | $22.77 | $27.83 |
| Retail employee level 7 | $18.61 | $23.92 | $23.92 | $29.24 |
| Retail employee level 8 | $19.36 | $24.89 | $24.89 | $30.42 |

### Junior - Casual - 16 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $12.55 | $13.55 | $19.58 | $25.10 | $15.56 | $13.81 |
| Retail employee level 2 | $12.85 | $13.88 | $20.05 | $25.70 | $15.93 | $14.14 |
| Retail employee level 3 | $13.05 | $14.09 | $20.36 | $26.10 | $16.18 | $14.36 |
| Retail employee level 4 | $13.31 | $14.38 | $20.77 | $26.63 | $16.51 | $14.64 |
| Retail employee level 5 | $13.85 | $14.96 | $21.61 | $27.70 | $17.17 | $15.24 |
| Retail employee level 6 | $14.05 | $15.17 | $21.92 | $28.10 | $17.42 | $15.46 |
| Retail employee level 7 | $14.76 | $15.94 | $23.03 | $29.53 | $18.31 | $16.24 |
| Retail employee level 8 | $15.36 | $16.59 | $23.97 | $30.73 | $19.05 | $16.90 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $15.56 | $17.57 | $22.59 | $25.10 | $22.59 |
| Retail employee level 2 | $15.93 | $17.99 | $23.13 | $25.70 | $23.13 |
| Retail employee level 3 | $16.18 | $18.27 | $23.49 | $26.10 | $23.49 |
| Retail employee level 4 | $16.51 | $18.64 | $23.96 | $26.63 | $23.96 |
| Retail employee level 5 | $17.17 | $19.39 | $24.93 | $27.70 | $24.93 |
| Retail employee level 6 | $17.42 | $19.67 | $25.29 | $28.10 | $25.29 |
| Retail employee level 7 | $18.31 | $20.67 | $26.57 | $29.53 | $26.57 |
| Retail employee level 8 | $19.05 | $21.51 | $27.65 | $30.73 | $27.65 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $17.57 | $22.59 | $22.59 | $27.61 |
| Retail employee level 2 | $17.99 | $23.13 | $23.13 | $28.27 |
| Retail employee level 3 | $18.27 | $23.49 | $23.49 | $28.71 |
| Retail employee level 4 | $18.64 | $23.96 | $23.96 | $29.29 |
| Retail employee level 5 | $19.39 | $24.93 | $24.93 | $30.47 |
| Retail employee level 6 | $19.67 | $25.29 | $25.29 | $30.91 |
| Retail employee level 7 | $20.67 | $26.57 | $26.57 | $32.48 |
| Retail employee level 8 | $21.51 | $27.65 | $27.65 | $33.80 |

### Junior - Casual - 17 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $15.06 | $16.27 | $23.50 | $30.13 | $18.68 | $16.57 |
| Retail employee level 2 | $15.43 | $16.66 | $24.06 | $30.85 | $19.13 | $16.97 |
| Retail employee level 3 | $15.66 | $16.92 | $24.43 | $31.33 | $19.42 | $17.23 |
| Retail employee level 4 | $15.98 | $17.25 | $24.92 | $31.95 | $19.81 | $17.57 |
| Retail employee level 5 | $16.63 | $17.96 | $25.94 | $33.25 | $20.62 | $18.29 |
| Retail employee level 6 | $16.86 | $18.21 | $26.31 | $33.73 | $20.91 | $18.55 |
| Retail employee level 7 | $17.71 | $19.13 | $27.63 | $35.43 | $21.96 | $19.48 |
| Retail employee level 8 | $18.43 | $19.90 | $28.74 | $36.85 | $22.85 | $20.27 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $18.68 | $21.09 | $27.11 | $30.13 | $27.11 |
| Retail employee level 2 | $19.13 | $21.60 | $27.77 | $30.85 | $27.77 |
| Retail employee level 3 | $19.42 | $21.93 | $28.19 | $31.33 | $28.19 |
| Retail employee level 4 | $19.81 | $22.37 | $28.76 | $31.95 | $28.76 |
| Retail employee level 5 | $20.62 | $23.28 | $29.93 | $33.25 | $29.93 |
| Retail employee level 6 | $20.91 | $23.61 | $30.35 | $33.73 | $30.35 |
| Retail employee level 7 | $21.96 | $24.80 | $31.88 | $35.43 | $31.88 |
| Retail employee level 8 | $22.85 | $25.80 | $33.17 | $36.85 | $33.17 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $21.09 | $27.11 | $27.11 | $33.14 |
| Retail employee level 2 | $21.60 | $27.77 | $27.77 | $33.94 |
| Retail employee level 3 | $21.93 | $28.19 | $28.19 | $34.46 |
| Retail employee level 4 | $22.37 | $28.76 | $28.76 | $35.15 |
| Retail employee level 5 | $23.28 | $29.93 | $29.93 | $36.58 |
| Retail employee level 6 | $23.61 | $30.35 | $30.35 | $37.10 |
| Retail employee level 7 | $24.80 | $31.88 | $31.88 | $38.97 |
| Retail employee level 8 | $25.80 | $33.17 | $33.17 | $40.54 |

### Junior - Casual - 18 years

**Table 1 of 2**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $17.58 | $18.98 | $27.42 | $35.15 | $21.79 | $19.33 |
| Retail employee level 2 | $17.99 | $19.43 | $28.06 | $35.98 | $22.30 | $19.79 |
| Retail employee level 3 | $18.28 | $19.74 | $28.51 | $36.55 | $22.66 | $20.10 |
| Retail employee level 4 | $18.63 | $20.12 | $29.06 | $37.25 | $23.10 | $20.49 |
| Retail employee level 5 | $19.40 | $20.95 | $30.26 | $38.80 | $24.06 | $21.34 |
| Retail employee level 6 | $19.68 | $21.25 | $30.69 | $39.35 | $24.40 | $21.64 |
| Retail employee level 7 | $20.66 | $22.32 | $32.23 | $41.33 | $25.62 | $22.73 |
| Retail employee level 8 | $21.50 | $23.22 | $33.54 | $43.00 | $26.66 | $23.65 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $21.79 | $24.61 | $31.64 | $35.15 | $31.64 |
| Retail employee level 2 | $22.30 | $25.18 | $32.38 | $35.98 | $32.38 |
| Retail employee level 3 | $22.66 | $25.59 | $32.90 | $36.55 | $32.90 |
| Retail employee level 4 | $23.10 | $26.08 | $33.53 | $37.25 | $33.53 |
| Retail employee level 5 | $24.06 | $27.16 | $34.92 | $38.80 | $34.92 |
| Retail employee level 6 | $24.40 | $27.55 | $35.42 | $39.35 | $35.42 |
| Retail employee level 7 | $25.62 | $28.93 | $37.19 | $41.33 | $37.19 |
| Retail employee level 8 | $26.66 | $30.10 | $38.70 | $43.00 | $38.70 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $24.61 | $31.64 | $31.64 | $38.67 |
| Retail employee level 2 | $25.19 | $32.38 | $32.38 | $39.58 |
| Retail employee level 3 | $25.59 | $32.90 | $32.90 | $40.21 |
| Retail employee level 4 | $26.08 | $33.53 | $33.53 | $40.98 |
| Retail employee level 5 | $27.16 | $34.92 | $34.92 | $42.68 |
| Retail employee level 6 | $27.55 | $35.42 | $35.42 | $43.29 |
| Retail employee level 7 | $28.93 | $37.19 | $37.19 | $45.46 |
| Retail employee level 8 | $30.10 | $38.70 | $38.70 | $47.30 |

### Junior - Casual - 19 years

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $20.09 | $21.69 | $31.34 | $40.18 | $24.91 | $22.10 |
| Retail employee level 2 | $20.56 | $22.21 | $32.08 | $41.13 | $25.50 | $22.62 |
| Retail employee level 3 | $20.89 | $22.56 | $32.58 | $41.78 | $25.90 | $22.98 |
| Retail employee level 4 | $21.29 | $22.99 | $33.21 | $42.58 | $26.40 | $23.42 |
| Retail employee level 5 | $22.16 | $23.94 | $34.57 | $44.33 | $27.48 | $24.38 |
| Retail employee level 6 | $22.49 | $24.29 | $35.08 | $44.98 | $27.88 | $24.74 |
| Retail employee level 7 | $23.61 | $25.50 | $36.84 | $47.23 | $29.28 | $25.97 |
| Retail employee level 8 | $24.58 | $26.54 | $38.34 | $49.15 | $30.47 | $27.03 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $24.91 | $28.12 | $36.16 | $40.18 | $36.16 |
| Retail employee level 2 | $25.50 | $28.79 | $37.01 | $41.13 | $37.01 |
| Retail employee level 3 | $25.90 | $29.24 | $37.60 | $41.78 | $37.60 |
| Retail employee level 4 | $26.40 | $29.80 | $38.32 | $42.58 | $38.32 |
| Retail employee level 5 | $27.48 | $31.03 | $39.89 | $44.33 | $39.89 |
| Retail employee level 6 | $27.88 | $31.48 | $40.48 | $44.98 | $40.48 |
| Retail employee level 7 | $29.28 | $33.06 | $42.50 | $47.23 | $42.50 |
| Retail employee level 8 | $30.47 | $34.41 | $44.24 | $49.15 | $44.24 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.13 | $36.16 | $36.16 | $44.20 |
| Retail employee level 2 | $28.79 | $37.01 | $37.01 | $45.24 |
| Retail employee level 3 | $29.25 | $37.60 | $37.60 | $45.96 |
| Retail employee level 4 | $29.81 | $38.32 | $38.32 | $46.84 |
| Retail employee level 5 | $31.03 | $39.89 | $39.89 | $48.76 |
| Retail employee level 6 | $31.49 | $40.48 | $40.48 | $49.48 |
| Retail employee level 7 | $33.06 | $42.50 | $42.50 | $51.95 |
| Retail employee level 8 | $34.41 | $44.24 | $44.24 | $54.07 |

### Junior - Casual - 20 years, employed by the employer for 6 months or less

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $22.60 | $24.41 | $35.26 | $45.20 | $28.02 | $24.86 |
| Retail employee level 2 | $23.14 | $24.99 | $36.09 | $46.28 | $28.69 | $25.45 |
| Retail employee level 3 | $23.50 | $25.38 | $36.66 | $47.00 | $29.14 | $25.85 |
| Retail employee level 4 | $23.95 | $25.87 | $37.36 | $47.90 | $29.70 | $26.35 |
| Retail employee level 5 | $24.94 | $26.93 | $38.90 | $49.88 | $30.92 | $27.43 |
| Retail employee level 6 | $25.30 | $27.32 | $39.47 | $50.60 | $31.37 | $27.83 |
| Retail employee level 7 | $26.56 | $28.69 | $41.44 | $53.13 | $32.94 | $29.22 |
| Retail employee level 8 | $27.65 | $29.86 | $43.13 | $55.30 | $34.29 | $30.42 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $28.02 | $31.64 | $40.68 | $45.20 | $40.68 |
| Retail employee level 2 | $28.69 | $32.39 | $41.65 | $46.28 | $41.65 |
| Retail employee level 3 | $29.14 | $32.90 | $42.30 | $47.00 | $42.30 |
| Retail employee level 4 | $29.70 | $33.53 | $43.11 | $47.90 | $43.11 |
| Retail employee level 5 | $30.92 | $34.91 | $44.89 | $49.88 | $44.89 |
| Retail employee level 6 | $31.37 | $35.42 | $45.54 | $50.60 | $45.54 |
| Retail employee level 7 | $32.94 | $37.19 | $47.81 | $53.13 | $47.81 |
| Retail employee level 8 | $34.29 | $38.71 | $49.77 | $55.30 | $49.77 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $31.64 | $40.68 | $40.68 | $49.72 |
| Retail employee level 2 | $32.40 | $41.65 | $41.65 | $50.91 |
| Retail employee level 3 | $32.90 | $42.30 | $42.30 | $51.70 |
| Retail employee level 4 | $33.53 | $43.11 | $43.11 | $52.69 |
| Retail employee level 5 | $34.92 | $44.89 | $44.89 | $54.87 |
| Retail employee level 6 | $35.42 | $45.54 | $45.54 | $55.66 |
| Retail employee level 7 | $37.19 | $47.81 | $47.81 | $58.44 |
| Retail employee level 8 | $38.71 | $49.77 | $49.77 | $60.83 |

### Junior - Casual - 20 years, employed by the employer for more than 6 months

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Saturday - not shiftworkers** | **Sunday - not shiftworkers** | **Public holiday - not shiftworkers** | **Shiftwork - Monday to Friday - non-baking production employees** | **Early morning shift - baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $25.10 | $27.11 | $39.16 | $50.20 | $31.12 | $27.61 |
| Retail employee level 2 | $25.70 | $27.76 | $40.09 | $51.40 | $31.87 | $28.27 |
| Retail employee level 3 | $26.10 | $28.19 | $40.72 | $52.20 | $32.36 | $28.71 |
| Retail employee level 4 | $26.61 | $28.74 | $41.52 | $53.23 | $33.00 | $29.27 |
| Retail employee level 5 | $27.71 | $29.93 | $43.23 | $55.43 | $34.36 | $30.48 |
| Retail employee level 6 | $28.11 | $30.36 | $43.86 | $56.23 | $34.86 | $30.92 |
| Retail employee level 7 | $29.53 | $31.89 | $46.06 | $59.05 | $36.61 | $32.48 |
| Retail employee level 8 | $30.71 | $33.17 | $47.91 | $61.43 | $38.08 | $33.78 |

**Table 2 of 3**

| **Classification** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- |
| Retail employee level 1 | $31.12 | $35.14 | $45.18 | $50.20 | $45.18 |
| Retail employee level 2 | $31.87 | $35.98 | $46.26 | $51.40 | $46.26 |
| Retail employee level 3 | $32.36 | $36.54 | $46.98 | $52.20 | $46.98 |
| Retail employee level 4 | $33.00 | $37.26 | $47.90 | $53.23 | $47.90 |
| Retail employee level 5 | $34.36 | $38.80 | $49.88 | $55.43 | $49.88 |
| Retail employee level 6 | $34.86 | $39.36 | $50.60 | $56.23 | $50.60 |
| Retail employee level 7 | $36.61 | $41.34 | $53.15 | $59.05 | $53.15 |
| Retail employee level 8 | $38.08 | $43.00 | $55.28 | $61.43 | $55.28 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Retail employee level 1 | $35.14 | $45.18 | $45.18 | $55.22 |
| Retail employee level 2 | $35.98 | $46.26 | $46.26 | $56.54 |
| Retail employee level 3 | $36.54 | $46.98 | $46.98 | $57.42 |
| Retail employee level 4 | $37.26 | $47.90 | $47.90 | $58.55 |
| Retail employee level 5 | $38.80 | $49.88 | $49.88 | $60.97 |
| Retail employee level 6 | $39.36 | $50.60 | $50.60 | $61.85 |
| Retail employee level 7 | $41.34 | $53.15 | $53.15 | $64.96 |
| Retail employee level 8 | $43.00 | $55.28 | $55.28 | $67.57 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 4th year | $19.16 | $23.95 | $23.95 | $37.36 | $43.11 | $24.91 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 4th year | $21.56 | $24.91 | $28.74 | $38.32 | $43.11 | $38.32 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 4th year | $28.74 | $38.32 | $38.32 | $47.90 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 4th year | $19.16 | $23.95 | $23.95 | $37.36 | $43.11 | $24.91 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 4th year | $21.56 | $24.91 | $28.74 | $38.32 | $43.11 | $38.32 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 4th year | $28.74 | $38.32 | $38.32 | $47.90 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.71 | $14.64 | $14.64 | $22.83 | $26.35 | $15.22 |
| Apprentice - 2nd year | $13.84 | $17.30 | $17.30 | $26.99 | $31.14 | $17.99 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 4th year | $19.16 | $23.95 | $23.95 | $37.36 | $43.11 | $24.91 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.17 | $15.22 | $17.57 | $23.42 | $26.35 | $23.42 |
| Apprentice - 2nd year | $15.57 | $17.99 | $20.76 | $27.68 | $31.14 | $27.68 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 4th year | $21.56 | $24.91 | $28.74 | $38.32 | $43.11 | $38.32 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.57 | $23.42 | $23.42 | $29.28 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $34.60 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 4th year | $28.74 | $38.32 | $38.32 | $47.90 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.71 | $14.64 | $14.64 | $22.83 | $26.35 | $15.22 |
| Apprentice - 2nd year | $13.84 | $17.30 | $17.30 | $26.99 | $31.14 | $17.99 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $13.17 | $15.22 | $17.57 | $23.42 | $26.35 | $23.42 |
| Apprentice - 2nd year | $15.57 | $17.99 | $20.76 | $27.68 | $31.14 | $27.68 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.57 | $23.42 | $23.42 | $29.28 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $34.60 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 4th year | $19.16 | $23.95 | $23.95 | $37.36 | $43.11 | $24.91 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 4th year | $21.56 | $24.91 | $28.74 | $38.32 | $43.11 | $38.32 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 4th year | $28.74 | $38.32 | $38.32 | $47.90 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 2nd year | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 | $26.10 |
| Apprentice - 3rd year | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 | $26.10 |
| Apprentice - 4th year | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 | $26.10 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 2nd year | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 | $40.16 |
| Apprentice - 3rd year | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 | $40.16 |
| Apprentice - 4th year | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 | $40.16 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 2nd year | $30.12 | $40.16 | $40.16 | $50.20 |
| Apprentice - 3rd year | $30.12 | $40.16 | $40.16 | $50.20 |
| Apprentice - 4th year | $30.12 | $40.16 | $40.16 | $50.20 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.65 | $13.31 | $13.31 | $20.77 | $23.96 | $13.85 |
| Apprentice - 2nd year | $12.77 | $15.96 | $15.96 | $24.90 | $28.73 | $16.60 |
| Apprentice - 3rd year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.98 | $13.85 | $15.98 | $21.30 | $23.96 | $21.30 |
| Apprentice - 2nd year | $14.37 | $16.60 | $19.16 | $25.54 | $28.73 | $25.54 |
| Apprentice - 3rd year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.98 | $21.30 | $21.30 | $26.63 |
| Apprentice - 2nd year | $19.16 | $25.54 | $25.54 | $31.93 |
| Apprentice - 3rd year | $25.55 | $34.06 | $34.06 | $42.58 |

### 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** | **Shiftwork - Monday to Friday - non-baking production employees** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.03 | $21.29 | $21.29 | $33.21 | $38.32 | $22.14 |
| Apprentice - 2nd year | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 | $26.10 |
| Apprentice - 3rd year | $20.08 | $25.10 | $25.10 | $39.16 | $45.18 | $26.10 |

**Table 2 of 3**

| **Classification** | **Early morning shift - baking production employees** | **Night shift - baking production employees** | **Saturday - shiftworkers** | **Sunday - shiftworkers** | **Public holiday - shiftworkers** | **Less than 12 hour break between shifts** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.16 | $22.14 | $25.55 | $34.06 | $38.32 | $34.06 |
| Apprentice - 2nd year | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 | $40.16 |
| Apprentice - 3rd year | $22.59 | $26.10 | $30.12 | $40.16 | $45.18 | $40.16 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours** | **Overtime - Monday to Saturday - after 3 hours** | **Overtime - Sunday** | **Overtime - public holiday** |
| --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice - 2nd year | $30.12 | $40.16 | $40.16 | $50.20 |
| Apprentice - 3rd year | $30.12 | $40.16 | $40.16 | $50.20 |

### 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 | $0.28 per hour while so employed |
| Cold work allowance - below 0°C | $0.71 per hour while so employed |
| District allowance - Broken Hill | $0.91 per hour |
| First aid allowance | $0.28 per hour up to a maximum of $10.52 per week |
| Laundry allowance - full-time employees | $6.25 per week |
| Laundry allowance - part-time & casual employees | $1.25 per shift |
| Liquor licence allowance | $0.66 per hour up to a maximum of $25.08 per week |
| Meal allowance | $17.92 for the first meal and $16.23 for an extra meal after 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 |
| Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable | reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence |
| Vehicle allowance | $0.78 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 holidays | 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 |
| Working away from usual workplace - excess fares reimbursement | reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment |
| Working away from usual workplace - excess travelling costs reimbursement | reimbursement of all additional transport costs |

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on
13 13 94 or speak with a union, industry association or workplace relations professional.