# Pay Guide - Textile, Clothing, Footwear and Associated Industries Award 2010

#  [MA000017]

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Pay rates change from 1 July each year, therates in this guide apply from 01 July 2017.

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

### Not outworkers

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| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $694.90 | $18.29 | $45.73 | $36.59 | $45.73 | $45.73 |
| Skill level 1 | $714.90 | $18.81 | $47.03 | $37.63 | $47.03 | $47.03 |
| Skill level 2 | $742.30 | $19.53 | $48.83 | $39.07 | $48.83 | $48.83 |
| Skill level 3 | $767.80 | $20.21 | $50.53 | $40.43 | $50.53 | $50.53 |
| Skill level 4 | $809.10 | $21.29 | $53.23 | $42.59 | $53.23 | $53.23 |
| Skill level 5 | $859.80 | $22.63 | $56.58 | $45.27 | $56.58 | $56.58 |
| General hand | $694.90 | $18.29 | $45.73 | $36.59 | $45.73 | $45.73 |
| Operator - grade 1 | $769.50 | $20.25 | $50.63 | $40.51 | $50.63 | $50.63 |
| Operator - grade 2 | $742.00 | $19.53 | $48.83 | $39.07 | $48.83 | $48.83 |
| Operator - grade 3 | $714.90 | $18.81 | $47.03 | $37.63 | $47.03 | $47.03 |
| Senior operator - grade 1 | $834.40 | $21.96 | $54.90 | $43.92 | $54.90 | $54.90 |
| Senior operator - grade 2 | $809.10 | $21.29 | $53.23 | $42.59 | $53.23 | $53.23 |
| Storeworker grade 1 - on commencement | $742.30 | $19.53 | $48.83 | $39.07 | $48.83 | $48.83 |
| Storeworker grade 1 - after 3 months | $751.60 | $19.78 | $49.45 | $39.56 | $49.45 | $49.45 |
| Storeworker grade 1 - after 12 months | $760.70 | $20.02 | $50.05 | $40.04 | $50.05 | $50.05 |
| Storeworker grade 2 | $767.70 | $20.20 | $50.50 | $40.40 | $50.50 | $50.50 |
| Storeworker grade 3 | $790.30 | $20.80 | $52.00 | $41.60 | $52.00 | $52.00 |
| Storeworker grade 4 | $813.40 | $21.41 | $53.53 | $42.83 | $53.53 | $53.53 |
| Fork-lift driver and tow motor driver | $767.80 | $20.21 | $50.53 | $40.43 | $50.53 | $50.53 |
| High rise stacker operator | $787.30 | $20.72 | $51.80 | $41.44 | $51.80 | $51.80 |
| Pedestrian fork-lift operator | $759.95 | $20.00 | $50.00 | $40.00 | $50.00 | $50.00 |
| Warehouse employee grade 1 - on commencement | $736.30 | $19.38 | $48.45 | $38.76 | $48.45 | $48.45 |
| Warehouse employee grade 1 - after 3 months | $745.60 | $19.62 | $49.05 | $39.24 | $49.05 | $49.05 |
| Warehouse employee grade 1 - after 12 months | $754.70 | $19.86 | $49.65 | $39.72 | $49.65 | $49.65 |
| Warehouse employee grade 2 | $761.70 | $20.04 | $50.10 | $40.08 | $50.10 | $50.10 |
| Warehouse employee grade 3 | $784.30 | $20.64 | $51.60 | $41.28 | $51.60 | $51.60 |
| Warehouse employee grade 4 | $807.40 | $21.25 | $53.13 | $42.51 | $53.13 | $53.13 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - shiftworkers other than textile industry** | **Permanent night shift - shiftworkers other than textile industry** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Trainee | $18.29 per hour plus 15% of the weekly award wage | $18.29 per hour plus 30% of the weekly award wage | $18.29 per hour plus $22.27 per shift | $18.29 per hour plus $44.54 per shift | $27.44 |
| Skill level 1 | $18.81 per hour plus 15% of the weekly award wage | $18.81 per hour plus 30% of the weekly award wage | $18.81 per hour plus $22.27 per shift | $18.81 per hour plus $44.54 per shift | $28.22 |
| Skill level 2 | $19.53 per hour plus 15% of the weekly award wage | $19.53 per hour plus 30% of the weekly award wage | $19.53 per hour plus $22.27 per shift | $19.53 per hour plus $44.54 per shift | $29.30 |
| Skill level 3 | $20.21 per hour plus 15% of the weekly award wage | $20.21 per hour plus 30% of the weekly award wage | $20.21 per hour plus $22.27 per shift | $20.21 per hour plus $44.54 per shift | $30.32 |
| Skill level 4 | $21.29 per hour plus 15% of the weekly award wage | $21.29 per hour plus 30% of the weekly award wage | $21.29 per hour plus $22.27 per shift | $21.29 per hour plus $44.54 per shift | $31.94 |
| Skill level 5 | $22.63 per hour plus 15% of the weekly award wage | $22.63 per hour plus 30% of the weekly award wage | $22.63 per hour plus $22.27 per shift | $22.63 per hour plus $44.54 per shift | $33.95 |
| General hand | $18.29 per hour plus 15% of the weekly award wage | $18.29 per hour plus 30% of the weekly award wage | $18.29 per hour plus $22.27 per shift | $18.29 per hour plus $44.54 per shift | $27.44 |
| Operator - grade 1 | $20.25 per hour plus 15% of the weekly award wage | $20.25 per hour plus 30% of the weekly award wage | $20.25 per hour plus $22.27 per shift | $20.25 per hour plus $44.54 per shift | $30.38 |
| Operator - grade 2 | $19.53 per hour plus 15% of the weekly award wage | $19.53 per hour plus 30% of the weekly award wage | $19.53 per hour plus $22.27 per shift | $19.53 per hour plus $44.54 per shift | $29.30 |
| Operator - grade 3 | $18.81 per hour plus 15% of the weekly award wage | $18.81 per hour plus 30% of the weekly award wage | $18.81 per hour plus $22.27 per shift | $18.81 per hour plus $44.54 per shift | $28.22 |
| Senior operator - grade 1 | $21.96 per hour plus 15% of the weekly award wage | $21.96 per hour plus 30% of the weekly award wage | $21.96 per hour plus $22.27 per shift | $21.96 per hour plus $44.54 per shift | $32.94 |
| Senior operator - grade 2 | $21.29 per hour plus 15% of the weekly award wage | $21.29 per hour plus 30% of the weekly award wage | $21.29 per hour plus $22.27 per shift | $21.29 per hour plus $44.54 per shift | $31.94 |
| Storeworker grade 1 - on commencement | $19.53 per hour plus 15% of the weekly award wage | $19.53 per hour plus 30% of the weekly award wage | $19.53 per hour plus $22.27 per shift | $19.53 per hour plus $44.54 per shift | $29.30 |
| Storeworker grade 1 - after 3 months | $19.78 per hour plus 15% of the weekly award wage | $19.78 per hour plus 30% of the weekly award wage | $19.78 per hour plus $22.27 per shift | $19.78 per hour plus $44.54 per shift | $29.67 |
| Storeworker grade 1 - after 12 months | $20.02 per hour plus 15% of the weekly award wage | $20.02 per hour plus 30% of the weekly award wage | $20.02 per hour plus $22.27 per shift | $20.02 per hour plus $44.54 per shift | $30.03 |
| Storeworker grade 2 | $20.20 per hour plus 15% of the weekly award wage | $20.20 per hour plus 30% of the weekly award wage | $20.20 per hour plus $22.27 per shift | $20.20 per hour plus $44.54 per shift | $30.30 |
| Storeworker grade 3 | $20.80 per hour plus 15% of the weekly award wage | $20.80 per hour plus 30% of the weekly award wage | $20.80 per hour plus $22.27 per shift | $20.80 per hour plus $44.54 per shift | $31.20 |
| Storeworker grade 4 | $21.41 per hour plus 15% of the weekly award wage | $21.41 per hour plus 30% of the weekly award wage | $21.41 per hour plus $22.27 per shift | $21.41 per hour plus $44.54 per shift | $32.12 |
| Fork-lift driver and tow motor driver | $20.21 per hour plus 15% of the weekly award wage | $20.21 per hour plus 30% of the weekly award wage | $20.21 per hour plus $22.27 per shift | $20.21 per hour plus $44.54 per shift | $30.32 |
| High rise stacker operator | $20.72 per hour plus 15% of the weekly award wage | $20.72 per hour plus 30% of the weekly award wage | $20.72 per hour plus $22.27 per shift | $20.72 per hour plus $44.54 per shift | $31.08 |
| Pedestrian fork-lift operator | $20.00 per hour plus 15% of the weekly award wage | $20.00 per hour plus 30% of the weekly award wage | $20.00 per hour plus $22.27 per shift | $20.00 per hour plus $44.54 per shift | $30.00 |
| Warehouse employee grade 1 - on commencement | $19.38 per hour plus 15% of the weekly award wage | $19.38 per hour plus 30% of the weekly award wage | $19.38 per hour plus $22.27 per shift | $19.38 per hour plus $44.54 per shift | $29.07 |
| Warehouse employee grade 1 - after 3 months | $19.62 per hour plus 15% of the weekly award wage | $19.62 per hour plus 30% of the weekly award wage | $19.62 per hour plus $22.27 per shift | $19.62 per hour plus $44.54 per shift | $29.43 |
| Warehouse employee grade 1 - after 12 months | $19.86 per hour plus 15% of the weekly award wage | $19.86 per hour plus 30% of the weekly award wage | $19.86 per hour plus $22.27 per shift | $19.86 per hour plus $44.54 per shift | $29.79 |
| Warehouse employee grade 2 | $20.04 per hour plus 15% of the weekly award wage | $20.04 per hour plus 30% of the weekly award wage | $20.04 per hour plus $22.27 per shift | $20.04 per hour plus $44.54 per shift | $30.06 |
| Warehouse employee grade 3 | $20.64 per hour plus 15% of the weekly award wage | $20.64 per hour plus 30% of the weekly award wage | $20.64 per hour plus $22.27 per shift | $20.64 per hour plus $44.54 per shift | $30.96 |
| Warehouse employee grade 4 | $21.25 per hour plus 15% of the weekly award wage | $21.25 per hour plus 30% of the weekly award wage | $21.25 per hour plus $22.27 per shift | $21.25 per hour plus $44.54 per shift | $31.88 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Trainee | $36.58 | $36.58 | $27.44 | $36.58 | $36.58 |
| Skill level 1 | $37.62 | $37.62 | $28.22 | $37.62 | $37.62 |
| Skill level 2 | $39.06 | $39.06 | $29.30 | $39.06 | $39.06 |
| Skill level 3 | $40.42 | $40.42 | $30.32 | $40.42 | $40.42 |
| Skill level 4 | $42.58 | $42.58 | $31.94 | $42.58 | $42.58 |
| Skill level 5 | $45.26 | $45.26 | $33.95 | $45.26 | $45.26 |
| General hand | $36.58 | $36.58 | $27.44 | $36.58 | $36.58 |
| Operator - grade 1 | $40.50 | $40.50 | $30.38 | $40.50 | $40.50 |
| Operator - grade 2 | $39.06 | $39.06 | $29.30 | $39.06 | $39.06 |
| Operator - grade 3 | $37.62 | $37.62 | $28.22 | $37.62 | $37.62 |
| Senior operator - grade 1 | $43.92 | $43.92 | $32.94 | $43.92 | $43.92 |
| Senior operator - grade 2 | $42.58 | $42.58 | $31.94 | $42.58 | $42.58 |
| Storeworker grade 1 - on commencement | $39.06 | $39.06 | $29.30 | $39.06 | $39.06 |
| Storeworker grade 1 - after 3 months | $39.56 | $39.56 | $29.67 | $39.56 | $39.56 |
| Storeworker grade 1 - after 12 months | $40.04 | $40.04 | $30.03 | $40.04 | $40.04 |
| Storeworker grade 2 | $40.40 | $40.40 | $30.30 | $40.40 | $40.40 |
| Storeworker grade 3 | $41.60 | $41.60 | $31.20 | $41.60 | $41.60 |
| Storeworker grade 4 | $42.82 | $42.82 | $32.12 | $42.82 | $42.82 |
| Fork-lift driver and tow motor driver | $40.42 | $40.42 | $30.32 | $40.42 | $40.42 |
| High rise stacker operator | $41.44 | $41.44 | $31.08 | $41.44 | $41.44 |
| Pedestrian fork-lift operator | $40.00 | $40.00 | $30.00 | $40.00 | $40.00 |
| Warehouse employee grade 1 - on commencement | $38.76 | $38.76 | $29.07 | $38.76 | $38.76 |
| Warehouse employee grade 1 - after 3 months | $39.24 | $39.24 | $29.43 | $39.24 | $39.24 |
| Warehouse employee grade 1 - after 12 months | $39.72 | $39.72 | $29.79 | $39.72 | $39.72 |
| Warehouse employee grade 2 | $40.08 | $40.08 | $30.06 | $40.08 | $40.08 |
| Warehouse employee grade 3 | $41.28 | $41.28 | $30.96 | $41.28 | $41.28 |
| Warehouse employee grade 4 | $42.50 | $42.50 | $31.88 | $42.50 | $42.50 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Trainee | $27.44 | $36.58 | $36.58 | $36.58 | $36.58 | $36.58 |
| Skill level 1 | $28.22 | $37.62 | $37.62 | $37.62 | $37.62 | $37.62 |
| Skill level 2 | $29.30 | $39.06 | $39.06 | $39.06 | $39.06 | $39.06 |
| Skill level 3 | $30.32 | $40.42 | $40.42 | $40.42 | $40.42 | $40.42 |
| Skill level 4 | $31.94 | $42.58 | $42.58 | $42.58 | $42.58 | $42.58 |
| Skill level 5 | $33.95 | $45.26 | $45.26 | $45.26 | $45.26 | $45.26 |
| General hand | $27.44 | $36.58 | $36.58 | $36.58 | $36.58 | $36.58 |
| Operator - grade 1 | $30.38 | $40.50 | $40.50 | $40.50 | $40.50 | $40.50 |
| Operator - grade 2 | $29.30 | $39.06 | $39.06 | $39.06 | $39.06 | $39.06 |
| Operator - grade 3 | $28.22 | $37.62 | $37.62 | $37.62 | $37.62 | $37.62 |
| Senior operator - grade 1 | $32.94 | $43.92 | $43.92 | $43.92 | $43.92 | $43.92 |
| Senior operator - grade 2 | $31.94 | $42.58 | $42.58 | $42.58 | $42.58 | $42.58 |
| Storeworker grade 1 - on commencement | $29.30 | $39.06 | $39.06 | $39.06 | $39.06 | $39.06 |
| Storeworker grade 1 - after 3 months | $29.67 | $39.56 | $39.56 | $39.56 | $39.56 | $39.56 |
| Storeworker grade 1 - after 12 months | $30.03 | $40.04 | $40.04 | $40.04 | $40.04 | $40.04 |
| Storeworker grade 2 | $30.30 | $40.40 | $40.40 | $40.40 | $40.40 | $40.40 |
| Storeworker grade 3 | $31.20 | $41.60 | $41.60 | $41.60 | $41.60 | $41.60 |
| Storeworker grade 4 | $32.12 | $42.82 | $42.82 | $42.82 | $42.82 | $42.82 |
| Fork-lift driver and tow motor driver | $30.32 | $40.42 | $40.42 | $40.42 | $40.42 | $40.42 |
| High rise stacker operator | $31.08 | $41.44 | $41.44 | $41.44 | $41.44 | $41.44 |
| Pedestrian fork-lift operator | $30.00 | $40.00 | $40.00 | $40.00 | $40.00 | $40.00 |
| Warehouse employee grade 1 - on commencement | $29.07 | $38.76 | $38.76 | $38.76 | $38.76 | $38.76 |
| Warehouse employee grade 1 - after 3 months | $29.43 | $39.24 | $39.24 | $39.24 | $39.24 | $39.24 |
| Warehouse employee grade 1 - after 12 months | $29.79 | $39.72 | $39.72 | $39.72 | $39.72 | $39.72 |
| Warehouse employee grade 2 | $30.06 | $40.08 | $40.08 | $40.08 | $40.08 | $40.08 |
| Warehouse employee grade 3 | $30.96 | $41.28 | $41.28 | $41.28 | $41.28 | $41.28 |
| Warehouse employee grade 4 | $31.88 | $42.50 | $42.50 | $42.50 | $42.50 | $42.50 |

### Outworkers

| **Classification** | **Pay rate per minute** | **Saturday, Sunday or public holiday** | **Overtime** |
| --- | --- | --- | --- |
| Skill level 2 | $0.33 | $0.66 | $0.50 |
| Skill level 3 | $0.34 | $0.68 | $0.51 |
| Skill level 4 | $0.35 | $0.70 | $0.53 |
| Skill level 5 | $0.38 | $0.76 | $0.57 |

### Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / Night shift - shiftworkers other than textile industry** | **Permanent night shift - shiftworkers other than textile industry** | **Morning / afternoon / night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Trainee | $22.86 | $50.30 | $22.86 per hour plus 15% of the weekly award wage | $22.86 per hour plus 30% of the weekly award wage | $22.86 per hour plus $22.27 per shift |
| Skill level 1 | $23.51 | $51.73 | $23.51 per hour plus 15% of the weekly award wage | $23.51 per hour plus 30% of the weekly award wage | $23.51 per hour plus $22.27 per shift |
| Skill level 2 | $24.41 | $53.71 | $24.41 per hour plus 15% of the weekly award wage | $24.41 per hour plus 30% of the weekly award wage | $24.41 per hour plus $22.27 per shift |
| Skill level 3 | $25.26 | $55.58 | $25.26 per hour plus 15% of the weekly award wage | $25.26 per hour plus 30% of the weekly award wage | $25.26 per hour plus $22.27 per shift |
| Skill level 4 | $26.61 | $58.55 | $26.61 per hour plus 15% of the weekly award wage | $26.61 per hour plus 30% of the weekly award wage | $26.61 per hour plus $22.27 per shift |
| Skill level 5 | $28.29 | $62.23 | $28.29 per hour plus 15% of the weekly award wage | $28.29 per hour plus 30% of the weekly award wage | $28.29 per hour plus $22.27 per shift |
| General hand | $22.86 | $50.30 | $22.86 per hour plus 15% of the weekly award wage | $22.86 per hour plus 30% of the weekly award wage | $22.86 per hour plus $22.27 per shift |
| Operator - grade 1 | $25.31 | $55.69 | $25.31 per hour plus 15% of the weekly award wage | $25.31 per hour plus 30% of the weekly award wage | $25.31 per hour plus $22.27 per shift |
| Operator - grade 2 | $24.41 | $53.71 | $24.41 per hour plus 15% of the weekly award wage | $24.41 per hour plus 30% of the weekly award wage | $24.41 per hour plus $22.27 per shift |
| Operator - grade 3 | $23.51 | $51.73 | $23.51 per hour plus 15% of the weekly award wage | $23.51 per hour plus 30% of the weekly award wage | $23.51 per hour plus $22.27 per shift |
| Senior operator - grade 1 | $27.45 | $60.39 | $27.45 per hour plus 15% of the weekly award wage | $27.45 per hour plus 30% of the weekly award wage | $27.45 per hour plus $22.27 per shift |
| Senior operator - grade 2 | $26.61 | $58.55 | $26.61 per hour plus 15% of the weekly award wage | $26.61 per hour plus 30% of the weekly award wage | $26.61 per hour plus $22.27 per shift |
| Storeworker grade 1 - on commencement | $24.41 | $53.71 | $24.41 per hour plus 15% of the weekly award wage | $24.41 per hour plus 30% of the weekly award wage | $24.41 per hour plus $22.27 per shift |
| Storeworker grade 1 - after 3 months | $24.73 | $54.40 | $24.73 per hour plus 15% of the weekly award wage | $24.73 per hour plus 30% of the weekly award wage | $24.73 per hour plus $22.27 per shift |
| Storeworker grade 1 - after 12 months | $25.03 | $55.06 | $25.03 per hour plus 15% of the weekly award wage | $25.03 per hour plus 30% of the weekly award wage | $25.03 per hour plus $22.27 per shift |
| Storeworker grade 2 | $25.25 | $55.55 | $25.25 per hour plus 15% of the weekly award wage | $25.25 per hour plus 30% of the weekly award wage | $25.25 per hour plus $22.27 per shift |
| Storeworker grade 3 | $26.00 | $57.20 | $26.00 per hour plus 15% of the weekly award wage | $26.00 per hour plus 30% of the weekly award wage | $26.00 per hour plus $22.27 per shift |
| Storeworker grade 4 | $26.76 | $58.88 | $26.76 per hour plus 15% of the weekly award wage | $26.76 per hour plus 30% of the weekly award wage | $26.76 per hour plus $22.27 per shift |
| Fork-lift driver and tow motor driver | $25.26 | $55.58 | $25.26 per hour plus 15% of the weekly award wage | $25.26 per hour plus 30% of the weekly award wage | $25.26 per hour plus $22.27 per shift |
| High rise stacker operator | $25.90 | $56.98 | $25.90 per hour plus 15% of the weekly award wage | $25.90 per hour plus 30% of the weekly award wage | $25.90 per hour plus $22.27 per shift |
| Pedestrian fork-lift operator | $25.00 | $55.00 | $25.00 per hour plus 15% of the weekly award wage | $25.00 per hour plus 30% of the weekly award wage | $25.00 per hour plus $22.27 per shift |
| Warehouse employee grade 1 - on commencement | $24.23 | $53.30 | $24.23 per hour plus 15% of the weekly award wage | $24.23 per hour plus 30% of the weekly award wage | $24.23 per hour plus $22.27 per shift |
| Warehouse employee grade 1 - after 3 months | $24.53 | $53.96 | $24.53 per hour plus 15% of the weekly award wage | $24.53 per hour plus 30% of the weekly award wage | $24.53 per hour plus $22.27 per shift |
| Warehouse employee grade 1 - after 12 months | $24.83 | $54.62 | $24.83 per hour plus 15% of the weekly award wage | $24.83 per hour plus 30% of the weekly award wage | $24.83 per hour plus $22.27 per shift |
| Warehouse employee grade 2 | $25.05 | $55.11 | $25.05 per hour plus 15% of the weekly award wage | $25.05 per hour plus 30% of the weekly award wage | $25.05 per hour plus $22.27 per shift |
| Warehouse employee grade 3 | $25.80 | $56.76 | $25.80 per hour plus 15% of the weekly award wage | $25.80 per hour plus 30% of the weekly award wage | $25.80 per hour plus $22.27 per shift |
| Warehouse employee grade 4 | $26.56 | $58.44 | $26.56 per hour plus 15% of the weekly award wage | $26.56 per hour plus 30% of the weekly award wage | $26.56 per hour plus $22.27 per shift |

**Table 2 of 4**

| **Classification** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- |
| Trainee | $22.86 per hour plus $44.54 per shift | $32.01 | $41.15 | $41.15 |
| Skill level 1 | $23.51 per hour plus $44.54 per shift | $32.92 | $42.32 | $42.32 |
| Skill level 2 | $24.41 per hour plus $44.54 per shift | $34.18 | $43.94 | $43.94 |
| Skill level 3 | $25.26 per hour plus $44.54 per shift | $35.37 | $45.47 | $45.47 |
| Skill level 4 | $26.61 per hour plus $44.54 per shift | $37.26 | $47.90 | $47.90 |
| Skill level 5 | $28.29 per hour plus $44.54 per shift | $39.60 | $50.92 | $50.92 |
| General hand | $22.86 per hour plus $44.54 per shift | $32.01 | $41.15 | $41.15 |
| Operator - grade 1 | $25.31 per hour plus $44.54 per shift | $35.44 | $45.56 | $45.56 |
| Operator - grade 2 | $24.41 per hour plus $44.54 per shift | $34.18 | $43.94 | $43.94 |
| Operator - grade 3 | $23.51 per hour plus $44.54 per shift | $32.92 | $42.32 | $42.32 |
| Senior operator - grade 1 | $27.45 per hour plus $44.54 per shift | $38.43 | $49.41 | $49.41 |
| Senior operator - grade 2 | $26.61 per hour plus $44.54 per shift | $37.26 | $47.90 | $47.90 |
| Storeworker grade 1 - on commencement | $24.41 per hour plus $44.54 per shift | $34.18 | $43.94 | $43.94 |
| Storeworker grade 1 - after 3 months | $24.73 per hour plus $44.54 per shift | $34.62 | $44.51 | $44.51 |
| Storeworker grade 1 - after 12 months | $25.03 per hour plus $44.54 per shift | $35.04 | $45.05 | $45.05 |
| Storeworker grade 2 | $25.25 per hour plus $44.54 per shift | $35.35 | $45.45 | $45.45 |
| Storeworker grade 3 | $26.00 per hour plus $44.54 per shift | $36.40 | $46.80 | $46.80 |
| Storeworker grade 4 | $26.76 per hour plus $44.54 per shift | $37.47 | $48.17 | $48.17 |
| Fork-lift driver and tow motor driver | $25.26 per hour plus $44.54 per shift | $35.37 | $45.47 | $45.47 |
| High rise stacker operator | $25.90 per hour plus $44.54 per shift | $36.26 | $46.62 | $46.62 |
| Pedestrian fork-lift operator | $25.00 per hour plus $44.54 per shift | $35.00 | $45.00 | $45.00 |
| Warehouse employee grade 1 - on commencement | $24.23 per hour plus $44.54 per shift | $33.92 | $43.61 | $43.61 |
| Warehouse employee grade 1 - after 3 months | $24.53 per hour plus $44.54 per shift | $34.34 | $44.15 | $44.15 |
| Warehouse employee grade 1 - after 12 months | $24.83 per hour plus $44.54 per shift | $34.76 | $44.69 | $44.69 |
| Warehouse employee grade 2 | $25.05 per hour plus $44.54 per shift | $35.07 | $45.09 | $45.09 |
| Warehouse employee grade 3 | $25.80 per hour plus $44.54 per shift | $36.12 | $46.44 | $46.44 |
| Warehouse employee grade 4 | $26.56 per hour plus $44.54 per shift | $37.19 | $47.81 | $47.81 |

**Table 3 of 4**

| **Classification** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- |
| Trainee | $32.01 | $41.15 | $41.15 | $32.01 |
| Skill level 1 | $32.92 | $42.32 | $42.32 | $32.92 |
| Skill level 2 | $34.18 | $43.94 | $43.94 | $34.18 |
| Skill level 3 | $35.37 | $45.47 | $45.47 | $35.37 |
| Skill level 4 | $37.26 | $47.90 | $47.90 | $37.26 |
| Skill level 5 | $39.60 | $50.92 | $50.92 | $39.60 |
| General hand | $32.01 | $41.15 | $41.15 | $32.01 |
| Operator - grade 1 | $35.44 | $45.56 | $45.56 | $35.44 |
| Operator - grade 2 | $34.18 | $43.94 | $43.94 | $34.18 |
| Operator - grade 3 | $32.92 | $42.32 | $42.32 | $32.92 |
| Senior operator - grade 1 | $38.43 | $49.41 | $49.41 | $38.43 |
| Senior operator - grade 2 | $37.26 | $47.90 | $47.90 | $37.26 |
| Storeworker grade 1 - on commencement | $34.18 | $43.94 | $43.94 | $34.18 |
| Storeworker grade 1 - after 3 months | $34.62 | $44.51 | $44.51 | $34.62 |
| Storeworker grade 1 - after 12 months | $35.04 | $45.05 | $45.05 | $35.04 |
| Storeworker grade 2 | $35.35 | $45.45 | $45.45 | $35.35 |
| Storeworker grade 3 | $36.40 | $46.80 | $46.80 | $36.40 |
| Storeworker grade 4 | $37.47 | $48.17 | $48.17 | $37.47 |
| Fork-lift driver and tow motor driver | $35.37 | $45.47 | $45.47 | $35.37 |
| High rise stacker operator | $36.26 | $46.62 | $46.62 | $36.26 |
| Pedestrian fork-lift operator | $35.00 | $45.00 | $45.00 | $35.00 |
| Warehouse employee grade 1 - on commencement | $33.92 | $43.61 | $43.61 | $33.92 |
| Warehouse employee grade 1 - after 3 months | $34.34 | $44.15 | $44.15 | $34.34 |
| Warehouse employee grade 1 - after 12 months | $34.76 | $44.69 | $44.69 | $34.76 |
| Warehouse employee grade 2 | $35.07 | $45.09 | $45.09 | $35.07 |
| Warehouse employee grade 3 | $36.12 | $46.44 | $46.44 | $36.12 |
| Warehouse employee grade 4 | $37.19 | $47.81 | $47.81 | $37.19 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- |
| Trainee | $41.15 | $41.15 | $41.15 | $41.15 | $41.15 |
| Skill level 1 | $42.32 | $42.32 | $42.32 | $42.32 | $42.32 |
| Skill level 2 | $43.94 | $43.94 | $43.94 | $43.94 | $43.94 |
| Skill level 3 | $45.47 | $45.47 | $45.47 | $45.47 | $45.47 |
| Skill level 4 | $47.90 | $47.90 | $47.90 | $47.90 | $47.90 |
| Skill level 5 | $50.92 | $50.92 | $50.92 | $50.92 | $50.92 |
| General hand | $41.15 | $41.15 | $41.15 | $41.15 | $41.15 |
| Operator - grade 1 | $45.56 | $45.56 | $45.56 | $45.56 | $45.56 |
| Operator - grade 2 | $43.94 | $43.94 | $43.94 | $43.94 | $43.94 |
| Operator - grade 3 | $42.32 | $42.32 | $42.32 | $42.32 | $42.32 |
| Senior operator - grade 1 | $49.41 | $49.41 | $49.41 | $49.41 | $49.41 |
| Senior operator - grade 2 | $47.90 | $47.90 | $47.90 | $47.90 | $47.90 |
| Storeworker grade 1 - on commencement | $43.94 | $43.94 | $43.94 | $43.94 | $43.94 |
| Storeworker grade 1 - after 3 months | $44.51 | $44.51 | $44.51 | $44.51 | $44.51 |
| Storeworker grade 1 - after 12 months | $45.05 | $45.05 | $45.05 | $45.05 | $45.05 |
| Storeworker grade 2 | $45.45 | $45.45 | $45.45 | $45.45 | $45.45 |
| Storeworker grade 3 | $46.80 | $46.80 | $46.80 | $46.80 | $46.80 |
| Storeworker grade 4 | $48.17 | $48.17 | $48.17 | $48.17 | $48.17 |
| Fork-lift driver and tow motor driver | $45.47 | $45.47 | $45.47 | $45.47 | $45.47 |
| High rise stacker operator | $46.62 | $46.62 | $46.62 | $46.62 | $46.62 |
| Pedestrian fork-lift operator | $45.00 | $45.00 | $45.00 | $45.00 | $45.00 |
| Warehouse employee grade 1 - on commencement | $43.61 | $43.61 | $43.61 | $43.61 | $43.61 |
| Warehouse employee grade 1 - after 3 months | $44.15 | $44.15 | $44.15 | $44.15 | $44.15 |
| Warehouse employee grade 1 - after 12 months | $44.69 | $44.69 | $44.69 | $44.69 | $44.69 |
| Warehouse employee grade 2 | $45.09 | $45.09 | $45.09 | $45.09 | $45.09 |
| Warehouse employee grade 3 | $46.44 | $46.44 | $46.44 | $46.44 | $46.44 |
| Warehouse employee grade 4 | $47.81 | $47.81 | $47.81 | $47.81 | $47.81 |

### Junior - Full-time & part-time

### Not outworkers

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 16 years or under | $10.74 | $26.85 | $21.48 | $26.85 | $26.85 |
| 17 years | $12.69 | $31.73 | $25.39 | $31.73 | $31.73 |
| 18 years | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| 19 years | $15.62 | $39.05 | $31.24 | $39.05 | $39.05 |
| 20 years | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 16 years or under | $10.74 per hour plus 15% of the weekly award wage | $10.74 per hour plus 30% of the weekly award wage | $10.74 per hour plus $22.27 per shift | $10.74 per hour plus $44.54 per shift | $16.11 |
| 17 years | $12.69 per hour plus 15% of the weekly award wage | $12.69 per hour plus 30% of the weekly award wage | $12.69 per hour plus $22.27 per shift | $12.69 per hour plus $44.54 per shift | $19.04 |
| 18 years | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| 19 years | $15.62 per hour plus 15% of the weekly award wage | $15.62 per hour plus 30% of the weekly award wage | $15.62 per hour plus $22.27 per shift | $15.62 per hour plus $44.54 per shift | $23.43 |
| 20 years | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 16 years or under | $21.48 | $21.48 | $16.11 | $21.48 | $21.48 |
| 17 years | $25.38 | $25.38 | $19.04 | $25.38 | $25.38 |
| 18 years | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| 19 years | $31.24 | $31.24 | $23.43 | $31.24 | $31.24 |
| 20 years | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| 16 years or under | $16.11 | $21.48 | $21.48 | $21.48 | $21.48 | $21.48 |
| 17 years | $19.04 | $25.38 | $25.38 | $25.38 | $25.38 | $25.38 |
| 18 years | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| 19 years | $23.43 | $31.24 | $31.24 | $31.24 | $31.24 | $31.24 |
| 20 years | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |

### Outworkers

| **Classification** | **Pay rate per minute** | **Saturday, Sunday or public holiday** | **Overtime** |
| --- | --- | --- | --- |
| 16 years or under | $0.18 | $0.36 | $0.27 |
| 17 years | $0.21 | $0.42 | $0.32 |
| 18 years | $0.24 | $0.48 | $0.36 |
| 19 years | $0.26 | $0.52 | $0.39 |
| 20 years | $0.30 | $0.60 | $0.45 |

### Junior - Casual

**Table 1 of 4**

| **Classification** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| 16 years or under | $13.43 | $29.54 | $13.43 per hour plus 15% of the weekly award wage | $13.43 per hour plus 30% of the weekly award wage | $13.43 per hour plus $22.27 per shift |
| 17 years | $15.86 | $34.90 | $15.86 per hour plus 15% of the weekly award wage | $15.86 per hour plus 30% of the weekly award wage | $15.86 per hour plus $22.27 per shift |
| 18 years | $18.31 | $40.29 | $18.31 per hour plus 15% of the weekly award wage | $18.31 per hour plus 30% of the weekly award wage | $18.31 per hour plus $22.27 per shift |
| 19 years | $19.53 | $42.96 | $19.53 per hour plus 15% of the weekly award wage | $19.53 per hour plus 30% of the weekly award wage | $19.53 per hour plus $22.27 per shift |
| 20 years | $21.98 | $48.35 | $21.98 per hour plus 15% of the weekly award wage | $21.98 per hour plus 30% of the weekly award wage | $21.98 per hour plus $22.27 per shift |

**Table 2 of 4**

| **Classification** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- |
| 16 years or under | $13.43 per hour plus $44.54 per shift | $18.80 | $24.17 | $24.17 |
| 17 years | $15.86 per hour plus $44.54 per shift | $22.21 | $28.55 | $28.55 |
| 18 years | $18.31 per hour plus $44.54 per shift | $25.64 | $32.96 | $32.96 |
| 19 years | $19.53 per hour plus $44.54 per shift | $27.34 | $35.15 | $35.15 |
| 20 years | $21.98 per hour plus $44.54 per shift | $30.77 | $39.56 | $39.56 |

**Table 3 of 4**

| **Classification** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- |
| 16 years or under | $18.80 | $24.17 | $24.17 | $18.80 |
| 17 years | $22.21 | $28.55 | $28.55 | $22.21 |
| 18 years | $25.64 | $32.96 | $32.96 | $25.64 |
| 19 years | $27.34 | $35.15 | $35.15 | $27.34 |
| 20 years | $30.77 | $39.56 | $39.56 | $30.77 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- |
| 16 years or under | $24.17 | $24.17 | $24.17 | $24.17 | $24.17 |
| 17 years | $28.55 | $28.55 | $28.55 | $28.55 | $28.55 |
| 18 years | $32.96 | $32.96 | $32.96 | $32.96 | $32.96 |
| 19 years | $35.15 | $35.15 | $35.15 | $35.15 | $35.15 |
| 20 years | $39.56 | $39.56 | $39.56 | $39.56 | $39.56 |

### Apprentice - Started before 1 Jan 2014 - 16 years or under

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $408.25 | $10.74 | $26.85 | $21.48 | $26.85 | $26.85 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.74 per hour plus 15% of the weekly award wage | $10.74 per hour plus 30% of the weekly award wage | $10.74 per hour plus $22.27 per shift | $10.74 per hour plus $44.54 per shift | $16.11 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.48 | $21.48 | $16.11 | $21.48 | $21.48 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.11 | $21.48 | $21.48 | $21.48 | $21.48 | $21.48 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started before 1 Jan 2014 - 17 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $482.50 | $12.70 | $31.75 | $25.40 | $31.75 | $31.75 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.70 per hour plus 15% of the weekly award wage | $12.70 per hour plus 30% of the weekly award wage | $12.70 per hour plus $22.27 per shift | $12.70 per hour plus $44.54 per shift | $19.05 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.40 | $25.40 | $19.05 | $25.40 | $25.40 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.05 | $25.40 | $25.40 | $25.40 | $25.40 | $25.40 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started before 1 Jan 2014 - 18 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 2nd year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 2nd year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 2nd year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 2nd year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started before 1 Jan 2014 - 19 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 2nd year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 2nd year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 2nd year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 2nd year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started before 1 Jan 2014 - 20 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 2nd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 3rd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 2nd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 3rd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 2nd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 3rd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 2nd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 3rd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 16 years or under

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $408.25 | $10.74 | $26.85 | $21.48 | $26.85 | $26.85 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $10.74 per hour plus 15% of the weekly award wage | $10.74 per hour plus 30% of the weekly award wage | $10.74 per hour plus $22.27 per shift | $10.74 per hour plus $44.54 per shift | $16.11 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.48 | $21.48 | $16.11 | $21.48 | $21.48 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $16.11 | $21.48 | $21.48 | $21.48 | $21.48 | $21.48 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 17 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $482.50 | $12.70 | $31.75 | $25.40 | $31.75 | $31.75 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.70 per hour plus 15% of the weekly award wage | $12.70 per hour plus 30% of the weekly award wage | $12.70 per hour plus $22.27 per shift | $12.70 per hour plus $44.54 per shift | $19.05 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.40 | $25.40 | $19.05 | $25.40 | $25.40 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.05 | $25.40 | $25.40 | $25.40 | $25.40 | $25.40 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 18 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 2nd year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 2nd year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 2nd year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 2nd year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 19 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 2nd year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 2nd year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 2nd year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 2nd year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12 - 20 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 2nd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 3rd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 2nd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 3rd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 2nd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 3rd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 2nd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 3rd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12 - 16 years or under

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $445.00 | $11.71 | $29.28 | $23.43 | $29.28 | $29.28 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $11.71 per hour plus 15% of the weekly award wage | $11.71 per hour plus 30% of the weekly award wage | $11.71 per hour plus $22.27 per shift | $11.71 per hour plus $44.54 per shift | $17.57 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.42 | $23.42 | $17.57 | $23.42 | $23.42 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.57 | $23.42 | $23.42 | $23.42 | $23.42 | $23.42 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12 - 17 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $482.50 | $12.70 | $31.75 | $25.40 | $31.75 | $31.75 |
| Apprentice - 2nd year | $525.90 | $13.84 | $34.60 | $27.68 | $34.60 | $34.60 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $12.70 per hour plus 15% of the weekly award wage | $12.70 per hour plus 30% of the weekly award wage | $12.70 per hour plus $22.27 per shift | $12.70 per hour plus $44.54 per shift | $19.05 |
| Apprentice - 2nd year | $13.84 per hour plus 15% of the weekly award wage | $13.84 per hour plus 30% of the weekly award wage | $13.84 per hour plus $22.27 per shift | $13.84 per hour plus $44.54 per shift | $20.76 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $25.40 | $25.40 | $19.05 | $25.40 | $25.40 |
| Apprentice - 2nd year | $27.68 | $27.68 | $20.76 | $27.68 | $27.68 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $19.05 | $25.40 | $25.40 | $25.40 | $25.40 | $25.40 |
| Apprentice - 2nd year | $20.76 | $27.68 | $27.68 | $27.68 | $27.68 | $27.68 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12 - 18 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 2nd year | $556.75 | $14.65 | $36.63 | $29.31 | $36.63 | $36.63 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 2nd year | $14.65 per hour plus 15% of the weekly award wage | $14.65 per hour plus 30% of the weekly award wage | $14.65 per hour plus $22.27 per shift | $14.65 per hour plus $44.54 per shift | $21.98 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 2nd year | $29.30 | $29.30 | $21.98 | $29.30 | $29.30 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 2nd year | $21.98 | $29.30 | $29.30 | $29.30 | $29.30 | $29.30 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12 - 19 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 2nd year | $593.85 | $15.63 | $39.08 | $31.27 | $39.08 | $39.08 |
| Apprentice - 3rd year | $606.85 | $15.97 | $39.93 | $31.95 | $39.93 | $39.93 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 2nd year | $15.63 per hour plus 15% of the weekly award wage | $15.63 per hour plus 30% of the weekly award wage | $15.63 per hour plus $22.27 per shift | $15.63 per hour plus $44.54 per shift | $23.45 |
| Apprentice - 3rd year | $15.97 per hour plus 15% of the weekly award wage | $15.97 per hour plus 30% of the weekly award wage | $15.97 per hour plus $22.27 per shift | $15.97 per hour plus $44.54 per shift | $23.96 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 2nd year | $31.26 | $31.26 | $23.45 | $31.26 | $31.26 |
| Apprentice - 3rd year | $31.94 | $31.94 | $23.96 | $31.94 | $31.94 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 2nd year | $23.45 | $31.26 | $31.26 | $31.26 | $31.26 | $31.26 |
| Apprentice - 3rd year | $23.96 | $31.94 | $31.94 | $31.94 | $31.94 | $31.94 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12 - 20 years

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 2nd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 3rd year | $668.05 | $17.58 | $43.95 | $35.16 | $43.95 | $43.95 |
| Apprentice - 4th year | $687.75 | $18.10 | $45.25 | $36.20 | $45.25 | $45.25 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 2nd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 3rd year | $17.58 per hour plus 15% of the weekly award wage | $17.58 per hour plus 30% of the weekly award wage | $17.58 per hour plus $22.27 per shift | $17.58 per hour plus $44.54 per shift | $26.37 |
| Apprentice - 4th year | $18.10 per hour plus 15% of the weekly award wage | $18.10 per hour plus 30% of the weekly award wage | $18.10 per hour plus $22.27 per shift | $18.10 per hour plus $44.54 per shift | $27.15 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 2nd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 3rd year | $35.16 | $35.16 | $26.37 | $35.16 | $35.16 |
| Apprentice - 4th year | $36.20 | $36.20 | $27.15 | $36.20 | $36.20 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 2nd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 3rd year | $26.37 | $35.16 | $35.16 | $35.16 | $35.16 | $35.16 |
| Apprentice - 4th year | $27.15 | $36.20 | $36.20 | $36.20 | $36.20 | $36.20 |

### Adult apprentice

**Table 1 of 4**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Public holiday - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Christmas Day - Sunday - day workers and non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $663.46 | $17.46 | $43.65 | $34.92 | $43.65 | $43.65 |
| Apprentice - 2nd year | $703.92 | $18.52 | $46.30 | $37.04 | $46.30 | $46.30 |
| Apprentice - 3rd year | $744.37 | $19.59 | $48.98 | $39.19 | $48.98 | $48.98 |
| Apprentice - 4th year | $809.10 | $21.29 | $53.23 | $42.59 | $53.23 | $53.23 |

**Table 2 of 4**

| **Classification** | **Afternoon / Night shift - not textile industry - shiftworkers** | **Permanent night shift - not textile industry - shiftworkers** | **Morning / afternoon / night shift - textile industry - shiftworkers** | **Permanent night shift - textile industry - shiftworkers** | **Shift worked between midnight Sunday and 7am Monday - first 3 hours - textile industry - non-continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $17.46 per hour plus 15% of the weekly award wage | $17.46 per hour plus 30% of the weekly award wage | $17.46 per hour plus $22.27 per shift | $17.46 per hour plus $44.54 per shift | $26.19 |
| Apprentice - 2nd year | $18.52 per hour plus 15% of the weekly award wage | $18.52 per hour plus 30% of the weekly award wage | $18.52 per hour plus $22.27 per shift | $18.52 per hour plus $44.54 per shift | $27.78 |
| Apprentice - 3rd year | $19.59 per hour plus 15% of the weekly award wage | $19.59 per hour plus 30% of the weekly award wage | $19.59 per hour plus $22.27 per shift | $19.59 per hour plus $44.54 per shift | $29.39 |
| Apprentice - 4th year | $21.29 per hour plus 15% of the weekly award wage | $21.29 per hour plus 30% of the weekly award wage | $21.29 per hour plus $22.27 per shift | $21.29 per hour plus $44.54 per shift | $31.94 |

**Table 3 of 4**

| **Classification** | **Shift worked between midnight Sunday and 7am Monday - after 3 hours - textile industry - non-continuous shiftworkers** | **Week commencing Sunday night - textile industry - non-continuous shiftworkers** | **Saturday - textile industry - continuous shiftworkers** | **Sunday - textile industry - continuous shiftworkers** | **Public holiday - textile industry - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $34.92 | $34.92 | $26.19 | $34.92 | $34.92 |
| Apprentice - 2nd year | $37.04 | $37.04 | $27.78 | $37.04 | $37.04 |
| Apprentice - 3rd year | $39.18 | $39.18 | $29.39 | $39.18 | $39.18 |
| Apprentice - 4th year | $42.58 | $42.58 | $31.94 | $42.58 | $42.58 |

**Table 4 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Monday to Saturday - after 3 hours - day workers and non-continuous shiftworkers** | **Overtime - Sunday - day workers and non-continuous shiftworkers** | **Overtime - continuous shiftworkers** | **Less than 10 hour break between shifts** | **Less than 8 hour break between shifts - change to shift** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $26.19 | $34.92 | $34.92 | $34.92 | $34.92 | $34.92 |
| Apprentice - 2nd year | $27.78 | $37.04 | $37.04 | $37.04 | $37.04 | $37.04 |
| Apprentice - 3rd year | $29.39 | $39.18 | $39.18 | $39.18 | $39.18 | $39.18 |
| Apprentice - 4th year | $31.94 | $42.58 | $42.58 | $42.58 | $42.58 | $42.58 |

### Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| **General** |  |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Doctor or hospital visit reimbursement | reimbursement for the cost of doctor or hospital charges |
| First aid allowance - 1 to 50 employees at workplace | $0.38 per hour up to a maximum of $14.40 per week |
| First aid allowance - 51 employees or more at workplace | $0.48 per hour up to a maximum of $18.12 per week |
| Leading hand allowance - in charge of 3 to 10 employees | $0.84 per hour up to a maximum of $32.04 per week |
| Leading hand allowance - in charge of 11 to 20 employees | $1.28 per hour up to a maximum of $48.55 per week |
| Leading hand allowance - in charge of 21 or more employees | $1.62 per hour up to a maximum of $61.49 per week |
| Meal allowance - overtime – other than outworkers | $12.49 per meal |
| Protective clothing reimbursement | reimbursement for the cost of all protective clothing |
| Protective gloves or cream reimbursement | reimbursement for the cost of all protective gloves or cream the employee is required to provide |
| Tool reimbursement – other than outworkers | reimbursement for the cost of all tools |
| Uniform reimbursement | reimbursement for the cost of buying and cleaning uniforms |
| **Clothing industry allowances** |  |
| Dining room allowance– other than outworkers | $5.26 per day |
| Head of table allowance - in charge of four or more - working with order tailoring or dress making  | $0.58 per hour up to a maximum of $21.85 per week |
| Head of table allowance - in charge of four or more - all others  | $0.42 per hour up to a maximum of $15.78 per week |
| Rest room allowance– other than outworkers | $5.26 per day |
| **Textile industry allowances** |  |
| Blending allowance  | $0.62 per hour up to a maximum of $23.46 per week |
| \* Cards allowance  | $1.38 per complete set , payable for all purposes of the award |
| Change of shift allowance  | $22.65 per occasion |
| Cleaning wool scouring pits  | $18.29 per hour |
| Dust allowance  | $11.89 for the week |
| Dye house-bleach house allowance  | $0.39 per hour up to a maximum of $14.89 per week |
| Dye house-bleach house allowance - employees also engaged in the loading or unloading of Kiers or entering vaporloc machines  | $0.26 per hour up to a maximum of $9.79 per week |
| Flax scutcher allowance  | $0.26 per hour up to a maximum of $9.79 per week |
| \* Instructor allowance  | $0.56 per hour |
| Mask or goggles allowance  | $0.16 per hour or part thereof, up to a maximum of $1.29 per day |
| Shoddy-shaking machines allowance  | $0.47 per hour for time spent working on shoddy-shaking machines up to a maximum of $17.80 per week |
| Size troughs - sewing threads allowance  | $0.31 per hour up to a maximum of $11.73 per week |
| Soda-ash allowance  | $1.62 per hour |
| Transport allowance | $18.29 per hour for time spent travelling home |
| Unwashed rags allowance  | $0.09 per hour up to a maximum of $3.56 per week |
| Waste room - willey hands allowance  | $0.28 per hour up to a maximum of $10.68 per week |
| Wet or steamy conditions allowance  | $0.49 per day or part thereof, up to a maximum of $2.02 per week |
| Wool waste and rags - picking-over allowance | $1.29 per bale |

## Disclaimer

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

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