



Coronavirus information: Find out about your workplace entitlements and obligations during the impact of coronavirus. We have information about the [JobKeeper wage subsidy scheme](#), [pay and leave entitlements](#), [stand downs from work](#), [workplace health and safety](#), and [more](#).

Home

Pay

Leave

Ending employment

Employee entitlements

Awards & agreements

How we will help

About us

- Fast food, restaurants & cafes - overview
- Fast Food Industry Award
- Restaurant Industry Award

Restaurant Industry Award

A Full Federal Court decision handed down on 21 August 2019 confirmed the method of accruing and taking paid personal/carer's leave under the National Employment Standards. The information on this page has been updated to reflect this decision. [Find out more about this decision.](#)

Pay rates for the Restaurant Award will change from the first full pay period starting on or after 1 February 2021. Allowances may also change from that pay period. The rates below apply from the first full pay period starting on or after 1 July 2019. For more information see [The Commission has announced a 1.75% increase to minimum wages.](#)

Are you working or running a business in the restaurant or cafe industry? The Restaurant Industry Award is the common award for this industry. Use our interactive tool to find out about your workplace entitlements and obligations under this award.

Not sure if the Restaurant Industry Award covers you? Minimum conditions at work can come from registered agreements, awards or legislation. Refer to our [Restaurant Award Summary](#) to help determine if this award applies or check using our [Find my Award](#) tool.

AWARD SUMMARY

RESTAURANT INDUSTRY AWARD

SELECT A TOPIC

PAY

HOURS OF WORK

ALLOWANCES

LEAVE

TERMINATION

SELECT EMPLOYMENT STATUS

FULL-TIME

PART-TIME

CASUAL

UNSURE

SELECT LEVEL

INTRO

LEVEL 1

LEVEL 2

LEVEL 3

- Food and beverage attendant grade 2
- Cook grade 1
- Kitchen attendant grade 2
- Clerical grade 1
- Storeperson grade 1
- Door person/security officer grade 1

LEVEL 4

LEVEL 5

LEVEL 6

UNSURE

SELECT AGE

16 YEARS OR UNDER

17

18

19

20 AND OVER

PAY OVERVIEW

Award flexibility and changes in duties and hours

On 31 March 2020, the Fair Work Commission varied the Restaurant Award to increase flexibility during the impact of coronavirus by adding a new temporary Schedule I. The Fair Work Commission has now extended and changed Schedule I. The updated Schedule applies from the first full pay period commencing on or after 1 July until 27 September 2020 and includes changes to:

- the type of duties employers can ask their employees to perform, and how performing different duties may increase wages
- conditions for directions to change an employee's hours of work.

From the first full pay period on or after 1 July 2020, Schedule I no longer applies to employees and their employers in the JobKeeper scheme. Instead, these employers can use the temporary Fair Work Act JobKeeper provisions to manage their workforce more flexibly.

To find out more about the changes and how they may impact you, visit: [Restaurant Award flexibility during outbreak of coronavirus.](#)

JobKeeper and changes to duties

The Fair Work Act has been temporarily amended to support the [JobKeeper wage subsidy scheme](#). As part of these changes, an eligible employee's duties can be changed in certain circumstances. Find out more: [Changing duties, location or days and times of work under the JobKeeper scheme.](#)

Part-time | Level 2 | 20 and Over

Employees must be paid for all hours they work. This includes time spent opening and closing the business, staff meetings and training.

Wages must be paid weekly or fortnightly, on any day except Friday, Saturday or Sunday. If employees agree, they can be paid monthly.

\$

MINIMUM PER HOUR

\$20.82

BASE RATE

PENALTY RATES

<div></div> <div>EVENING 10PM - MIDNIGHT</div> <div>\$20.82 + \$2.27*</div>	<div></div> <div>EARLY MORNING MIDNIGHT - 6AM</div> <div>\$20.82 + \$3.41*</div>	<div></div> <div>SATURDAY WORK</div> <div>\$26.03</div>
<div></div> <div>SUNDAY WORK</div> <div>\$31.23</div>	<div></div> <div>PUBLIC HOLIDAYS</div> <div>\$46.85</div>	<div></div> <div>CHRISTMAS DAY - IF SATURDAY</div> <div>\$31.24</div>
<div></div> <div>CHRISTMAS DAY - IF SUNDAY</div> <div>\$36.44</div>		

Employees get paid a higher pay rate when they work evenings, weekends or public holidays.

*Base rate per hour plus this additional amount per hour or part of an hour

OVERTIME

<div></div> <div>WEEKDAY - FIRST 2 HOURS</div> <div>\$31.23</div>	<div></div> <div>WEEKDAY - AFTER 2 HOURS</div> <div>\$41.64</div>	<div></div> <div>SATURDAY - FIRST 2 HOURS</div> <div>\$36.44</div>
<div></div> <div>SATURDAY - AFTER 2 HOURS</div> <div>\$41.64</div>	<div></div> <div>SUNDAY</div> <div>\$41.64</div>	<div></div> <div>RDO</div> <div>\$41.64</div>

Employees receive overtime rates whenever they work (one of the following):

- outside of their rostered hours
- more than 11.5 hours in a day (if under 18, more than 10 hours in a day)
- if more than 3 x 10 hour days in a row without a 48 hour break immediately afterwards
- more than 8 days of 10 hours in a 4 week roster
- a broken shift that spans over more than 12 hours.

Employees who work overtime have to get a minimum break of 8 hours between finishing work on one day and starting work the next day.

Annualised Salary: An employee can agree to be paid an annual salary instead of a weekly or hourly award pay rate under this award. See Clause 20 of the [Award](#) for the full terms and conditions that may apply

Looking for Apprentice or trainee rates? Use our [Pay Calculator](#) to calculate the rates you need. Apprentices and trainees are employees who have a formal training contract with their employer. [Learn more about apprentice and trainee entitlements.](#)

Want to save this information for later?

If you might need to read this information again, save it for later so you can access it quickly and easily.

Did you find what you were looking for?
☐ Yes ☐ No

Download PDF