Australian Government Fair Work OMBUDSMAN

Pay Guide - General Retail Industry Award 2010

[MA000004]

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

Information about the definition and operation of allowances, penalties and overtime can be found in the award and the Pay and Conditions Tool.

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Rates of pay

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

Adult

Full-time & part-time

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$26.10	$22.59	$26.10	$30.12	$40.16	$45.18
Retail employee level 2	$26.73	$23.13	$26.73	$30.84	$41.12	$46.26
Retail employee level 3	$27.14	$23.49	$27.14	$31.32	$41.76	$46.98
Retail employee level 4	$27.68	$23.95	$27.68	$31.94	$42.58	$47.90
Retail employee level 5	$28.82	$24.94	$28.82	$33.26	$44.34	$49.88
Retail employee level 6	$29.24	$25.30	$29.24	$33.74	$44.98	$50.60
Retail employee level 7	$30.71	$26.57	$30.71	$35.43	$47.24	$53.15
Retail employee level 8	$31.94	$27.64	$31.94	$36.86	$49.14	$55.28

Table 3 of 3

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

Casual

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$11.75	$10.17	$11.75	$13.56	$18.08	$20.34
Retail employee level 2	$12.03	$10.41	$12.03	$13.88	$18.50	$20.81
Retail employee level 3	$12.22	$10.58	$12.22	$14.10	$18.80	$21.15
Retail employee level 4	$12.45	$10.78	$12.45	$14.37	$19.16	$21.56
Retail employee level 5	$12.96	$11.22	$12.96	$14.96	$19.94	$22.43
Retail employee level 6	$13.16	$11.39	$13.16	$15.18	$20.24	$22.77
Retail employee level 7	$13.82	$11.96	$13.82	$15.95	$21.26	$23.92
Retail employee level 8	$14.38	$12.44	$14.38	$16.59	$22.12	$24.89

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$13.05	$11.30	$13.05	$15.06	$20.08	$22.59
Retail employee level 2	$13.36	$11.57	$13.36	$15.42	$20.56	$23.13
Retail employee level 3	$13.57	$11.75	$13.57	$15.66	$20.88	$23.49
Retail employee level 4	$13.85	$11.98	$13.85	$15.98	$21.30	$23.96
Retail employee level 5	$14.40	$12.47	$14.40	$16.62	$22.16	$24.93
Retail employee level 6	$14.61	$12.65	$14.61	$16.86	$22.48	$25.29
Retail employee level 7	$15.35	$13.29	$15.35	$17.72	$23.62	$26.57
Retail employee level 8	$15.98	$13.83	$15.98	$18.44	$24.58	$27.65

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$15.67	$13.56	$15.67	$18.08	$24.10	$27.11
Retail employee level 2	$16.04	$13.88	$16.04	$18.51	$24.68	$27.77
Retail employee level 3	$16.29	$14.10	$16.29	$18.80	$25.06	$28.19
Retail employee level 4	$16.61	$14.38	$16.61	$19.17	$25.56	$28.76
Retail employee level 5	$17.29	$14.96	$17.29	$19.95	$26.60	$29.93
Retail employee level 6	$17.54	$15.18	$17.54	$20.24	$26.98	$30.35
Retail employee level 7	$18.42	$15.94	$18.42	$21.26	$28.34	$31.88
Retail employee level 8	$19.16	$16.58	$19.16	$22.11	$29.48	$33.17

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$18.28	$15.82	$18.28	$21.09	$28.12	$31.64
Retail employee level 2	$18.71	$16.19	$18.71	$21.59	$28.78	$32.38
Retail employee level 3	$19.01	$16.45	$19.01	$21.93	$29.24	$32.90
Retail employee level 4	$19.37	$16.76	$19.37	$22.35	$29.80	$33.53
Retail employee level 5	$20.18	$17.46	$20.18	$23.28	$31.04	$34.92
Retail employee level 6	$20.46	$17.71	$20.46	$23.61	$31.48	$35.42
Retail employee level 7	$21.49	$18.60	$21.49	$24.80	$33.06	$37.19
Retail employee level 8	$22.36	$19.35	$22.36	$25.80	$34.40	$38.70

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$20.89	$18.08	$20.89	$24.11	$32.14	$36.16
Retail employee level 2	$21.39	$18.51	$21.39	$24.68	$32.90	$37.01
Retail employee level 3	$21.72	$18.80	$21.72	$25.07	$33.42	$37.60
Retail employee level 4	$22.14	$19.16	$22.14	$25.55	$34.06	$38.32
Retail employee level 5	$23.05	$19.95	$23.05	$26.60	$35.46	$39.89
Retail employee level 6	$23.39	$20.24	$23.39	$26.99	$35.98	$40.48
Retail employee level 7	$24.56	$21.25	$24.56	$28.34	$37.78	$42.50
Retail employee level 8	$25.56	$22.12	$25.56	$29.49	$39.32	$44.24

Table 3 of 3

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

Junior - Full-time & part-time - 20 years, employed by the employer for 6 months or less

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers
Retail employee level 1	$686.88	$18.08	$22.60	$22.60	$35.26	$40.68
Retail employee level 2	$703.26	$18.51	$23.14	$23.14	$36.09	$41.65
Retail employee level 3	$714.24	$18.80	$23.50	$23.50	$36.66	$42.30
Retail employee level 4	$728.19	$19.16	$23.95	$23.95	$37.36	$43.11
Retail employee level 5	$758.07	$19.95	$24.94	$24.94	$38.90	$44.89
Retail employee level 6	$769.14	$20.24	$25.30	$25.30	$39.47	$45.54
Retail employee level 7	$807.66	$21.25	$26.56	$26.56	$41.44	$47.81
Retail employee level 8	$840.42	$22.12	$27.65	$27.65	$43.13	$49.77

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$23.50	$20.34	$23.50	$27.12	$36.16	$40.68
Retail employee level 2	$24.06	$20.82	$24.06	$27.77	$37.02	$41.65
Retail employee level 3	$24.44	$21.15	$24.44	$28.20	$37.60	$42.30
Retail employee level 4	$24.91	$21.56	$24.91	$28.74	$38.32	$43.11
Retail employee level 5	$25.94	$22.44	$25.94	$29.93	$39.90	$44.89
Retail employee level 6	$26.31	$22.77	$26.31	$30.36	$40.48	$45.54
Retail employee level 7	$27.63	$23.91	$27.63	$31.88	$42.50	$47.81
Retail employee level 8	$28.76	$24.89	$28.76	$33.18	$44.24	$49.77

Table 3 of 3

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

Junior - Full-time & part-time - 20 years, employed by the employer for more than 6 months

Table 1 of 3

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

Table 2 of 3

Classification	Shiftwork - Monday to Friday - non-baking production employees	Early morning shift - baking production employees	Night shift - baking production employees	Saturday - shiftworkers	Sunday - shiftworkers	Public holiday - shiftworkers
Retail employee level 1	$26.10	$22.59	$26.10	$30.12	$40.16	$45.18
Retail employee level 2	$26.73	$23.13	$26.73	$30.84	$41.12	$46.26
Retail employee level 3	$27.14	$23.49	$27.14	$31.32	$41.76	$46.98
Retail employee level 4	$27.68	$23.95	$27.68	$31.94	$42.58	$47.90
Retail employee level 5	$28.82	$24.94	$28.82	$33.26	$44.34	$49.88
Retail employee level 6	$29.24	$25.30	$29.24	$33.74	$44.98	$50.60
Retail employee level 7	$30.71	$26.57	$30.71	$35.43	$47.24	$53.15
Retail employee level 8	$31.94	$27.64	$31.94	$36.86	$49.14	$55.28

Table 3 of 3

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

Junior - Casual - Under 16 years

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

Junior - Casual - 16 years

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

Junior - Casual - 17 years

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

Junior - Casual - 18 years

Table 1 of 2

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

Table 2 of 3

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

Table 3 of 3

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

Junior - Casual - 19 years

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

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

Table 2 of 3

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

Table 3 of 3

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

Apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 4th year	$19.16	$23.95	$23.95	$37.36	$43.11	$24.91

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 4th year	$19.16	$23.95	$23.95	$37.36	$43.11	$24.91

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$11.71	$14.64	$14.64	$22.83	$26.35	$15.22
Apprentice - 2nd year	$13.84	$17.30	$17.30	$26.99	$31.14	$17.99
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 4th year	$19.16	$23.95	$23.95	$37.36	$43.11	$24.91

Table 2 of 3

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

Table 3 of 3

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

Apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$11.71	$14.64	$14.64	$22.83	$26.35	$15.22
Apprentice - 2nd year	$13.84	$17.30	$17.30	$26.99	$31.14	$17.99
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14

Table 2 of 3

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

Table 3 of 3

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

Adult apprentice - 4 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 4th year	$19.16	$23.95	$23.95	$37.36	$43.11	$24.91

Table 2 of 3

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

Table 3 of 3

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

Adult apprentice - 4 year apprenticeship - Started after 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 2nd year	$20.08	$25.10	$25.10	$39.16	$45.18	$26.10
Apprentice - 3rd year	$20.08	$25.10	$25.10	$39.16	$45.18	$26.10
Apprentice - 4th year	$20.08	$25.10	$25.10	$39.16	$45.18	$26.10

Table 2 of 3

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

Table 3 of 3

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

Adult apprentice - 3 year apprenticeship - Started before 1 Jan 2014

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$10.65	$13.31	$13.31	$20.77	$23.96	$13.85
Apprentice - 2nd year	$12.77	$15.96	$15.96	$24.90	$28.73	$16.60
Apprentice - 3rd year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14

Table 2 of 3

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

Table 3 of 3

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

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

Table 1 of 3

Classification	Hourly pay rate	Evening - Monday to Friday after 6pm	Saturday - not shiftworkers	Sunday - not shiftworkers	Public holiday - not shiftworkers	Shiftwork - Monday to Friday - non-baking production employees
Apprentice - 1st year	$17.03	$21.29	$21.29	$33.21	$38.32	$22.14
Apprentice - 2nd year	$20.08	$25.10	$25.10	$39.16	$45.18	$26.10
Apprentice - 3rd year	$20.08	$25.10	$25.10	$39.16	$45.18	$26.10

Table 2 of 3

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

Table 3 of 3

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

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Cold work allowance - 0°C and above	$0.28 per hour while so employed
Cold work allowance - below 0°C	$0.71 per hour while so employed
District allowance - Broken Hill	$0.91 per hour
First aid allowance	$0.28 per hour up to a maximum of $10.52 per week
Laundry allowance - full-time employees	$6.25 per week
Laundry allowance - part-time & casual employees	$1.25 per shift
Liquor licence allowance	$0.66 per hour up to a maximum of $25.08 per week
Meal allowance	$17.92 for the first meal and $16.23 for an extra meal after 4 hours
Protective or special clothing reimbursement	reimbursement for the cost of purchasing protective or special clothing such as a uniform, dress or other clothing and the cost of replacement items, when replacement is due to normal wear and tear
Recall allowance	the appropriate rate for all hours worked with a minimum of 3 hours on each occasion
Transport reimbursement - starting or finishing after 10pm or before 7am - normal means of transport unavailable	reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence
Vehicle allowance	$0.78 per km
Working away from usual workplace - travelling time reimbursement - Monday to Saturday	payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
Working away from usual workplace - travelling time reimbursement - Sunday and public holidays	payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
Working away from usual workplace - excess fares reimbursement	reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment
Working away from usual workplace - excess travelling costs reimbursement	reimbursement of all additional transport costs

Disclaimer

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

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