



Fair Work
OMBUDSMAN

Pay Guide - Sugar Industry Award

[MA000087]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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

Adult

Full-time & part-time - Field work

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday or Sunday - day workers | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Overtime - Monday to Friday - first 3 hours - day workers |
|--|-----------------|-----------------|----------------------------------|--|-----------------|-------------|---|
| Cultivation/cane production inductee/trainee | \$820.00 | \$21.58 | \$32.37 | \$43.16 | \$24.28 | \$24.82 | \$32.37 |
| Cultivation/cane production level 1 | \$878.50 | \$23.12 | \$34.68 | \$46.24 | \$26.01 | \$26.59 | \$34.68 |
| Cultivation/cane production level 2 | \$907.50 | \$23.88 | \$35.82 | \$47.76 | \$26.87 | \$27.46 | \$35.82 |
| Cane haulage inductee/trainee | \$858.70 | \$22.60 | \$33.90 | \$45.20 | \$25.43 | \$25.99 | \$33.90 |
| Cane haulage 1 | \$878.50 | \$23.12 | \$34.68 | \$46.24 | \$26.01 | \$26.59 | \$34.68 |
| Cane haulage 2 | \$907.50 | \$23.88 | \$35.82 | \$47.76 | \$26.87 | \$27.46 | \$35.82 |
| Cane harvesting inductee/trainee | \$878.50 | \$23.12 | \$34.68 | \$46.24 | \$26.01 | \$26.59 | \$34.68 |
| Cane harvesting 1 | \$907.50 | \$23.88 | \$35.82 | \$47.76 | \$26.87 | \$27.46 | \$35.82 |
| Cane harvesting 2 | \$940.90 | \$24.76 | \$37.14 | \$49.52 | \$27.86 | \$28.47 | \$37.14 |
| Cane testing 1 | \$814.60 | \$21.44 | \$32.16 | \$42.88 | \$24.12 | \$24.66 | \$32.16 |
| Cane testing 2 | \$862.30 | \$22.69 | \$34.04 | \$45.38 | \$25.53 | \$26.09 | \$34.04 |
| Cane testing 3 | \$907.50 | \$23.88 | \$35.82 | \$47.76 | \$26.87 | \$27.46 | \$35.82 |
| Cane testing 4 | \$963.60 | \$25.36 | \$38.04 | \$50.72 | \$28.53 | \$29.16 | \$38.04 |

Table 2 of 2

| Classification | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|--|---|--|--|---------------------------------|----------------------------------|----------------|
| Cultivation/cane production inductee/trainee | \$43.16 | \$32.37 | \$43.16 | \$43.16 | \$43.16 | \$53.95 |
| Cultivation/cane production level 1 | \$46.24 | \$34.68 | \$46.24 | \$46.24 | \$46.24 | \$57.80 |
| Cultivation/cane production level 2 | \$47.76 | \$35.82 | \$47.76 | \$47.76 | \$47.76 | \$59.70 |
| Cane haulage inductee/trainee | \$45.20 | \$33.90 | \$45.20 | \$45.20 | \$45.20 | \$56.50 |
| Cane haulage 1 | \$46.24 | \$34.68 | \$46.24 | \$46.24 | \$46.24 | \$57.80 |

| Classification | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|----------------------------------|--|---|---|--|---|-----------------------|
| Cane haulage 2 | \$47.76 | \$35.82 | \$47.76 | \$47.76 | \$47.76 | \$59.70 |
| Cane harvesting inductee/trainee | \$46.24 | \$34.68 | \$46.24 | \$46.24 | \$46.24 | \$57.80 |
| Cane harvesting 1 | \$47.76 | \$35.82 | \$47.76 | \$47.76 | \$47.76 | \$59.70 |
| Cane harvesting 2 | \$49.52 | \$37.14 | \$49.52 | \$49.52 | \$49.52 | \$61.90 |
| Cane testing 1 | \$42.88 | \$32.16 | \$42.88 | \$42.88 | \$42.88 | \$53.60 |
| Cane testing 2 | \$45.38 | \$34.04 | \$45.38 | \$45.38 | \$45.38 | \$56.73 |
| Cane testing 3 | \$47.76 | \$35.82 | \$47.76 | \$47.76 | \$47.76 | \$59.70 |
| Cane testing 4 | \$50.72 | \$38.04 | \$50.72 | \$50.72 | \$50.72 | \$63.40 |

Full-time & part-time - Field work - Single contract hourly rate

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Delayed meal break - day workers | Public holiday |
|--|------------------------|------------------------|---|------------------------|--------------------|---|-----------------------|
| Cultivation/cane production inductee/trainee | \$943.16 | \$24.82 | \$46.40 | \$27.51 | \$28.05 | \$46.40 | \$57.19 |
| Cultivation/cane production level 1 | \$1,010.42 | \$26.59 | \$49.71 | \$29.48 | \$30.06 | \$49.71 | \$61.27 |
| Cultivation/cane production level 2 | \$1,043.48 | \$27.46 | \$51.34 | \$30.45 | \$31.04 | \$51.34 | \$63.28 |
| Cane haulage inductee/trainee | \$987.62 | \$25.99 | \$48.59 | \$28.82 | \$29.38 | \$48.59 | \$59.89 |
| Cane haulage 1 | \$1,010.42 | \$26.59 | \$49.71 | \$29.48 | \$30.06 | \$49.71 | \$61.27 |
| Cane haulage 2 | \$1,043.48 | \$27.46 | \$51.34 | \$30.45 | \$31.04 | \$51.34 | \$63.28 |
| Cane harvesting inductee/trainee | \$1,010.42 | \$26.59 | \$49.71 | \$29.48 | \$30.06 | \$49.71 | \$61.27 |
| Cane harvesting 1 | \$1,043.48 | \$27.46 | \$51.34 | \$30.45 | \$31.04 | \$51.34 | \$63.28 |
| Cane harvesting 2 | \$1,081.86 | \$28.47 | \$53.23 | \$31.57 | \$32.19 | \$53.23 | \$65.61 |
| Cane testing 1 | \$937.08 | \$24.66 | \$46.10 | \$27.34 | \$27.87 | \$46.10 | \$56.82 |
| Cane testing 2 | \$991.42 | \$26.09 | \$48.78 | \$28.93 | \$29.50 | \$48.78 | \$60.13 |
| Cane testing 3 | \$1,043.48 | \$27.46 | \$51.34 | \$30.45 | \$31.04 | \$51.34 | \$63.28 |
| Cane testing 4 | \$1,108.08 | \$29.16 | \$54.52 | \$32.33 | \$32.97 | \$54.52 | \$67.20 |

Full-time & part-time - Milling, Distillery, Refinery and Maintenance

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

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| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--|-----------------|-----------------|---|---|--|--|
| Milling general operator - level 2 | \$812.60 | \$20.32 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Production, transport and service operator - level 3 | \$834.80 | \$20.87 | \$31.31 | \$41.74 | \$31.31 | \$41.74 |
| Production, transport and service operator - level 4 | \$865.20 | \$21.63 | \$32.45 | \$43.26 | \$32.45 | \$43.26 |
| Production, transport and service operator - level 5 | \$893.60 | \$22.34 | \$33.51 | \$44.68 | \$33.51 | \$44.68 |
| Production, transport and service operator - level 6 | \$940.90 | \$23.52 | \$35.28 | \$47.04 | \$35.28 | \$47.04 |
| Production, transport and service operator - level 7 | \$970.40 | \$24.26 | \$36.39 | \$48.52 | \$36.39 | \$48.52 |
| Production, transport and service operator - level 8 | \$999.90 | \$25.00 | \$37.50 | \$50.00 | \$37.50 | \$50.00 |
| Production, transport and service operator - level 9 | \$1,026.60 | \$25.67 | \$38.51 | \$51.34 | \$38.51 | \$51.34 |
| Distilling and services operator - level 2 | \$812.60 | \$20.32 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Distilling and services operator - level 3 | \$834.80 | \$20.87 | \$31.31 | \$41.74 | \$31.31 | \$41.74 |
| Distilling and services operator - level 4 | \$865.20 | \$21.63 | \$32.45 | \$43.26 | \$32.45 | \$43.26 |
| Distilling and services operator - level 5 | \$893.60 | \$22.34 | \$33.51 | \$44.68 | \$33.51 | \$44.68 |
| Distilling and services operator - level 6 | \$940.90 | \$23.52 | \$35.28 | \$47.04 | \$35.28 | \$47.04 |
| Distilling and services operator - level 7 | \$970.40 | \$24.26 | \$36.39 | \$48.52 | \$36.39 | \$48.52 |
| Distilling and services operator - level 8 | \$999.90 | \$25.00 | \$37.50 | \$50.00 | \$37.50 | \$50.00 |
| Distilling and services operator - level 9 | \$1,026.60 | \$25.67 | \$38.51 | \$51.34 | \$38.51 | \$51.34 |
| Refinery operator - level 2 | \$812.60 | \$20.32 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Refinery operator - level 3 | \$834.80 | \$20.87 | \$31.31 | \$41.74 | \$31.31 | \$41.74 |
| Refinery operator - level 4 | \$865.20 | \$21.63 | \$32.45 | \$43.26 | \$32.45 | \$43.26 |
| Refinery operator - level 5 | \$893.60 | \$22.34 | \$33.51 | \$44.68 | \$33.51 | \$44.68 |
| Refinery operator - level 6 | \$940.90 | \$23.52 | \$35.28 | \$47.04 | \$35.28 | \$47.04 |
| Refinery operator - level 7 | \$970.40 | \$24.26 | \$36.39 | \$48.52 | \$36.39 | \$48.52 |
| Refinery operator - level 8 | \$999.90 | \$25.00 | \$37.50 | \$50.00 | \$37.50 | \$50.00 |
| Engineering/production employee level I | \$812.60 | \$20.32 | \$30.48 | \$40.64 | \$30.48 | \$40.64 |
| Engineering/production employee level II | \$834.80 | \$20.87 | \$31.31 | \$41.74 | \$31.31 | \$41.74 |
| Engineering/production employee level III | \$865.20 | \$21.63 | \$32.45 | \$43.26 | \$32.45 | \$43.26 |

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|---|------------------------|------------------------|--|--|---|---|
| Engineering/production employee level IV | \$893.60 | \$22.34 | \$33.51 | \$44.68 | \$33.51 | \$44.68 |
| Engineering tradesperson level I | \$940.90 | \$23.52 | \$35.28 | \$47.04 | \$35.28 | \$47.04 |
| Production systems employee | \$940.90 | \$23.52 | \$35.28 | \$47.04 | \$35.28 | \$47.04 |
| Engineering tradesperson level II | \$970.40 | \$24.26 | \$36.39 | \$48.52 | \$36.39 | \$48.52 |
| Engineering technician level I | \$970.40 | \$24.26 | \$36.39 | \$48.52 | \$36.39 | \$48.52 |
| Engineering tradesperson special class level I | \$999.90 | \$25.00 | \$37.50 | \$50.00 | \$37.50 | \$50.00 |
| Engineering technician level II | \$999.90 | \$25.00 | \$37.50 | \$50.00 | \$37.50 | \$50.00 |
| Engineering tradesperson special class level II | \$1,026.60 | \$25.67 | \$38.51 | \$51.34 | \$38.51 | \$51.34 |
| Engineering technician level III | \$1,026.60 | \$25.67 | \$38.51 | \$51.34 | \$38.51 | \$51.34 |
| Advanced engineering tradesperson level I | \$1,078.70 | \$26.97 | \$40.46 | \$53.94 | \$40.46 | \$53.94 |
| Engineering technician level IV | \$1,078.70 | \$26.97 | \$40.46 | \$53.94 | \$40.46 | \$53.94 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--|--|---|-----------------------|--|--|
| Milling general operator - level 2 | \$40.64 | \$40.64 | \$50.80 | \$30.48 | \$40.64 |
| Production, transport and service operator - level 3 | \$41.74 | \$41.74 | \$52.18 | \$31.31 | \$41.74 |
| Production, transport and service operator - level 4 | \$43.26 | \$43.26 | \$54.08 | \$32.45 | \$43.26 |
| Production, transport and service operator - level 5 | \$44.68 | \$44.68 | \$55.85 | \$33.51 | \$44.68 |
| Production, transport and service operator - level 6 | \$47.04 | \$47.04 | \$58.80 | \$35.28 | \$47.04 |
| Production, transport and service operator - level 7 | \$48.52 | \$48.52 | \$60.65 | \$36.39 | \$48.52 |
| Production, transport and service operator - level 8 | \$50.00 | \$50.00 | \$62.50 | \$37.50 | \$50.00 |
| Production, transport and service operator - level 9 | \$51.34 | \$51.34 | \$64.18 | \$38.51 | \$51.34 |
| Distilling and services operator - level 2 | \$40.64 | \$40.64 | \$50.80 | \$30.48 | \$40.64 |
| Distilling and services operator - level 3 | \$41.74 | \$41.74 | \$52.18 | \$31.31 | \$41.74 |
| Distilling and services operator - level 4 | \$43.26 | \$43.26 | \$54.08 | \$32.45 | \$43.26 |
| Distilling and services operator - level 5 | \$44.68 | \$44.68 | \$55.85 | \$33.51 | \$44.68 |
| Distilling and services operator - level 6 | \$47.04 | \$47.04 | \$58.80 | \$35.28 | \$47.04 |
| Distilling and services operator - level 7 | \$48.52 | \$48.52 | \$60.65 | \$36.39 | \$48.52 |
| Distilling and services operator - level 8 | \$50.00 | \$50.00 | \$62.50 | \$37.50 | \$50.00 |
| Distilling and services operator - level 9 | \$51.34 | \$51.34 | \$64.18 | \$38.51 | \$51.34 |

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|---|--|---|-----------------------|--|--|
| Refinery operator - level 2 | \$40.64 | \$40.64 | \$50.80 | \$30.48 | \$40.64 |
| Refinery operator - level 3 | \$41.74 | \$41.74 | \$52.18 | \$31.31 | \$41.74 |
| Refinery operator - level 4 | \$43.26 | \$43.26 | \$54.08 | \$32.45 | \$43.26 |
| Refinery operator - level 5 | \$44.68 | \$44.68 | \$55.85 | \$33.51 | \$44.68 |
| Refinery operator - level 6 | \$47.04 | \$47.04 | \$58.80 | \$35.28 | \$47.04 |
| Refinery operator - level 7 | \$48.52 | \$48.52 | \$60.65 | \$36.39 | \$48.52 |
| Refinery operator - level 8 | \$50.00 | \$50.00 | \$62.50 | \$37.50 | \$50.00 |
| Engineering/production employee level I | \$40.64 | \$40.64 | \$50.80 | \$30.48 | \$40.64 |
| Engineering/production employee level II | \$41.74 | \$41.74 | \$52.18 | \$31.31 | \$41.74 |
| Engineering/production employee level III | \$43.26 | \$43.26 | \$54.08 | \$32.45 | \$43.26 |
| Engineering/production employee level IV | \$44.68 | \$44.68 | \$55.85 | \$33.51 | \$44.68 |
| Engineering tradesperson level I | \$47.04 | \$47.04 | \$58.80 | \$35.28 | \$47.04 |
| Production systems employee | \$47.04 | \$47.04 | \$58.80 | \$35.28 | \$47.04 |
| Engineering tradesperson level II | \$48.52 | \$48.52 | \$60.65 | \$36.39 | \$48.52 |
| Engineering technician level I | \$48.52 | \$48.52 | \$60.65 | \$36.39 | \$48.52 |
| Engineering tradesperson special class level I | \$50.00 | \$50.00 | \$62.50 | \$37.50 | \$50.00 |
| Engineering technician level II | \$50.00 | \$50.00 | \$62.50 | \$37.50 | \$50.00 |
| Engineering tradesperson special class level II | \$51.34 | \$51.34 | \$64.18 | \$38.51 | \$51.34 |
| Engineering technician level III | \$51.34 | \$51.34 | \$64.18 | \$38.51 | \$51.34 |
| Advanced engineering tradesperson level I | \$53.94 | \$53.94 | \$67.43 | \$40.46 | \$53.94 |
| Engineering technician level IV | \$53.94 | \$53.94 | \$67.43 | \$40.46 | \$53.94 |

Table 3 of 5

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--|------------------------|--------------------|---|---|--|
| Milling general operator - level 2 | \$23.37 | \$23.37 | \$26.42 | \$40.64 | \$33.53 |
| Production, transport and service operator - level 3 | \$24.00 | \$24.00 | \$27.13 | \$41.74 | \$34.44 |
| Production, transport and service operator - level 4 | \$24.87 | \$24.87 | \$28.12 | \$43.26 | \$35.69 |
| Production, transport and service operator - level 5 | \$25.69 | \$25.69 | \$29.04 | \$44.68 | \$36.86 |

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--|------------------------|--------------------|---|---|--|
| Production, transport and service operator - level 6 | \$27.05 | \$27.05 | \$30.58 | \$47.04 | \$38.81 |
| Production, transport and service operator - level 7 | \$27.90 | \$27.90 | \$31.54 | \$48.52 | \$40.03 |
| Production, transport and service operator - level 8 | \$28.75 | \$28.75 | \$32.50 | \$50.00 | \$41.25 |
| Production, transport and service operator - level 9 | \$29.52 | \$29.52 | \$33.37 | \$51.34 | \$42.36 |
| Distilling and services operator - level 2 | \$23.37 | \$23.37 | \$26.42 | \$40.64 | \$33.53 |
| Distilling and services operator - level 3 | \$24.00 | \$24.00 | \$27.13 | \$41.74 | \$34.44 |
| Distilling and services operator - level 4 | \$24.87 | \$24.87 | \$28.12 | \$43.26 | \$35.69 |
| Distilling and services operator - level 5 | \$25.69 | \$25.69 | \$29.04 | \$44.68 | \$36.86 |
| Distilling and services operator - level 6 | \$27.05 | \$27.05 | \$30.58 | \$47.04 | \$38.81 |
| Distilling and services operator - level 7 | \$27.90 | \$27.90 | \$31.54 | \$48.52 | \$40.03 |
| Distilling and services operator - level 8 | \$28.75 | \$28.75 | \$32.50 | \$50.00 | \$41.25 |
| Distilling and services operator - level 9 | \$29.52 | \$29.52 | \$33.37 | \$51.34 | \$42.36 |
| Refinery operator - level 2 | \$23.37 | \$23.37 | \$26.42 | \$40.64 | \$33.53 |
| Refinery operator - level 3 | \$24.00 | \$24.00 | \$27.13 | \$41.74 | \$34.44 |
| Refinery operator - level 4 | \$24.87 | \$24.87 | \$28.12 | \$43.26 | \$35.69 |
| Refinery operator - level 5 | \$25.69 | \$25.69 | \$29.04 | \$44.68 | \$36.86 |
| Refinery operator - level 6 | \$27.05 | \$27.05 | \$30.58 | \$47.04 | \$38.81 |
| Refinery operator - level 7 | \$27.90 | \$27.90 | \$31.54 | \$48.52 | \$40.03 |
| Refinery operator - level 8 | \$28.75 | \$28.75 | \$32.50 | \$50.00 | \$41.25 |
| Engineering/production employee level I | \$23.37 | \$23.37 | \$26.42 | \$40.64 | \$33.53 |
| Engineering/production employee level II | \$24.00 | \$24.00 | \$27.13 | \$41.74 | \$34.44 |
| Engineering/production employee level III | \$24.87 | \$24.87 | \$28.12 | \$43.26 | \$35.69 |
| Engineering/production employee level IV | \$25.69 | \$25.69 | \$29.04 | \$44.68 | \$36.86 |
| Engineering tradesperson level I | \$27.05 | \$27.05 | \$30.58 | \$47.04 | \$38.81 |
| Production systems employee | \$27.05 | \$27.05 | \$30.58 | \$47.04 | \$38.81 |
| Engineering tradesperson level II | \$27.90 | \$27.90 | \$31.54 | \$48.52 | \$40.03 |
| Engineering technician level I | \$27.90 | \$27.90 | \$31.54 | \$48.52 | \$40.03 |
| Engineering tradesperson special class level I | \$28.75 | \$28.75 | \$32.50 | \$50.00 | \$41.25 |
| Engineering technician level II | \$28.75 | \$28.75 | \$32.50 | \$50.00 | \$41.25 |

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|---|------------------------|--------------------|---|---|--|
| Engineering tradesperson special class level II | \$29.52 | \$29.52 | \$33.37 | \$51.34 | \$42.36 |
| Engineering technician level III | \$29.52 | \$29.52 | \$33.37 | \$51.34 | \$42.36 |
| Advanced engineering tradesperson level I | \$31.02 | \$31.02 | \$35.06 | \$53.94 | \$44.50 |
| Engineering technician level IV | \$31.02 | \$31.02 | \$35.06 | \$53.94 | \$44.50 |

Table 4 of 5

| Classification | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees |
|--|--|---|---|---|--|
| Milling general operator - level 2 | \$36.58 | \$30.48 | \$33.53 | \$33.53 | \$36.58 |
| Production, transport and service operator - level 3 | \$37.57 | \$31.31 | \$34.44 | \$34.44 | \$37.57 |
| Production, transport and service operator - level 4 | \$38.93 | \$32.45 | \$35.69 | \$35.69 | \$38.93 |
| Production, transport and service operator - level 5 | \$40.21 | \$33.51 | \$36.86 | \$36.86 | \$40.21 |
| Production, transport and service operator - level 6 | \$42.34 | \$35.28 | \$38.81 | \$38.81 | \$42.34 |
| Production, transport and service operator - level 7 | \$43.67 | \$36.39 | \$40.03 | \$40.03 | \$43.67 |
| Production, transport and service operator - level 8 | \$45.00 | \$37.50 | \$41.25 | \$41.25 | \$45.00 |
| Production, transport and service operator - level 9 | \$46.21 | \$38.51 | \$42.36 | \$42.36 | \$46.21 |
| Distilling and services operator - level 2 | \$36.58 | \$30.48 | \$33.53 | \$33.53 | \$36.58 |
| Distilling and services operator - level 3 | \$37.57 | \$31.31 | \$34.44 | \$34.44 | \$37.57 |
| Distilling and services operator - level 4 | \$38.93 | \$32.45 | \$35.69 | \$35.69 | \$38.93 |
| Distilling and services operator - level 5 | \$40.21 | \$33.51 | \$36.86 | \$36.86 | \$40.21 |
| Distilling and services operator - level 6 | \$42.34 | \$35.28 | \$38.81 | \$38.81 | \$42.34 |
| Distilling and services operator - level 7 | \$43.67 | \$36.39 | \$40.03 | \$40.03 | \$43.67 |
| Distilling and services operator - level 8 | \$45.00 | \$37.50 | \$41.25 | \$41.25 | \$45.00 |

| Classification | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees |
|---|--|---|---|---|--|
| Distilling and services operator - level 9 | \$46.21 | \$38.51 | \$42.36 | \$42.36 | \$46.21 |
| Refinery operator - level 2 | \$36.58 | \$30.48 | \$33.53 | \$33.53 | \$36.58 |
| Refinery operator - level 3 | \$37.57 | \$31.31 | \$34.44 | \$34.44 | \$37.57 |
| Refinery operator - level 4 | \$38.93 | \$32.45 | \$35.69 | \$35.69 | \$38.93 |
| Refinery operator - level 5 | \$40.21 | \$33.51 | \$36.86 | \$36.86 | \$40.21 |
| Refinery operator - level 6 | \$42.34 | \$35.28 | \$38.81 | \$38.81 | \$42.34 |
| Refinery operator - level 7 | \$43.67 | \$36.39 | \$40.03 | \$40.03 | \$43.67 |
| Refinery operator - level 8 | \$45.00 | \$37.50 | \$41.25 | \$41.25 | \$45.00 |
| Engineering/production employee level I | \$36.58 | \$30.48 | \$33.53 | \$33.53 | \$36.58 |
| Engineering/production employee level II | \$37.57 | \$31.31 | \$34.44 | \$34.44 | \$37.57 |
| Engineering/production employee level III | \$38.93 | \$32.45 | \$35.69 | \$35.69 | \$38.93 |
| Engineering/production employee level IV | \$40.21 | \$33.51 | \$36.86 | \$36.86 | \$40.21 |
| Engineering tradesperson level I | \$42.34 | \$35.28 | \$38.81 | \$38.81 | \$42.34 |
| Production systems employee | \$42.34 | \$35.28 | \$38.81 | \$38.81 | \$42.34 |
| Engineering tradesperson level II | \$43.67 | \$36.39 | \$40.03 | \$40.03 | \$43.67 |
| Engineering technician level I | \$43.67 | \$36.39 | \$40.03 | \$40.03 | \$43.67 |
| Engineering tradesperson special class level I | \$45.00 | \$37.50 | \$41.25 | \$41.25 | \$45.00 |
| Engineering technician level II | \$45.00 | \$37.50 | \$41.25 | \$41.25 | \$45.00 |
| Engineering tradesperson special class level II | \$46.21 | \$38.51 | \$42.36 | \$42.36 | \$46.21 |
| Engineering technician level III | \$46.21 | \$38.51 | \$42.36 | \$42.36 | \$46.21 |
| Advanced engineering tradesperson level I | \$48.55 | \$40.46 | \$44.50 | \$44.50 | \$48.55 |
| Engineering technician level IV | \$48.55 | \$40.46 | \$44.50 | \$44.50 | \$48.55 |

Table 5 of 5

| Classification | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|--|--|---|---|---|--|
| Milling general operator - level 2 | \$50.80 | \$40.64 | \$40.64 | \$40.64 | \$40.64 |
| Production, transport and service operator - level 3 | \$52.18 | \$41.74 | \$41.74 | \$41.74 | \$41.74 |
| Production, transport and service operator - level 4 | \$54.08 | \$43.26 | \$43.26 | \$43.26 | \$43.26 |
| Production, transport and service operator - level 5 | \$55.85 | \$44.68 | \$44.68 | \$44.68 | \$44.68 |
| Production, transport and service operator - level 6 | \$58.80 | \$47.04 | \$47.04 | \$47.04 | \$47.04 |
| Production, transport and service operator - level 7 | \$60.65 | \$48.52 | \$48.52 | \$48.52 | \$48.52 |
| Production, transport and service operator - level 8 | \$62.50 | \$50.00 | \$50.00 | \$50.00 | \$50.00 |
| Production, transport and service operator - level 9 | \$64.18 | \$51.34 | \$51.34 | \$51.34 | \$51.34 |
| Distilling and services operator - level 2 | \$50.80 | \$40.64 | \$40.64 | \$40.64 | \$40.64 |
| Distilling and services operator - level 3 | \$52.18 | \$41.74 | \$41.74 | \$41.74 | \$41.74 |
| Distilling and services operator - level 4 | \$54.08 | \$43.26 | \$43.26 | \$43.26 | \$43.26 |
| Distilling and services operator - level 5 | \$55.85 | \$44.68 | \$44.68 | \$44.68 | \$44.68 |
| Distilling and services operator - level 6 | \$58.80 | \$47.04 | \$47.04 | \$47.04 | \$47.04 |
| Distilling and services operator - level 7 | \$60.65 | \$48.52 | \$48.52 | \$48.52 | \$48.52 |
| Distilling and services operator - level 8 | \$62.50 | \$50.00 | \$50.00 | \$50.00 | \$50.00 |
| Distilling and services operator - level 9 | \$64.18 | \$51.34 | \$51.34 | \$51.34 | \$51.34 |
| Refinery operator - level 2 | \$50.80 | \$40.64 | \$40.64 | \$40.64 | \$40.64 |
| Refinery operator - level 3 | \$52.18 | \$41.74 | \$41.74 | \$41.74 | \$41.74 |
| Refinery operator - level 4 | \$54.08 | \$43.26 | \$43.26 | \$43.26 | \$43.26 |
| Refinery operator - level 5 | \$55.85 | \$44.68 | \$44.68 | \$44.68 | \$44.68 |
| Refinery operator - level 6 | \$58.80 | \$47.04 | \$47.04 | \$47.04 | \$47.04 |
| Refinery operator - level 7 | \$60.65 | \$48.52 | \$48.52 | \$48.52 | \$48.52 |
| Refinery operator - level 8 | \$62.50 | \$50.00 | \$50.00 | \$50.00 | \$50.00 |
| Engineering/production employee level I | \$50.80 | \$40.64 | \$40.64 | \$40.64 | \$40.64 |
| Engineering/production employee level II | \$52.18 | \$41.74 | \$41.74 | \$41.74 | \$41.74 |
| Engineering/production employee level III | \$54.08 | \$43.26 | \$43.26 | \$43.26 | \$43.26 |

| Classification | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|---|---|--|--|--|---|
| Engineering/production employee level IV | \$55.85 | \$44.68 | \$44.68 | \$44.68 | \$44.68 |
| Engineering tradesperson level I | \$58.80 | \$47.04 | \$47.04 | \$47.04 | \$47.04 |
| Production systems employee | \$58.80 | \$47.04 | \$47.04 | \$47.04 | \$47.04 |
| Engineering tradesperson level II | \$60.65 | \$48.52 | \$48.52 | \$48.52 | \$48.52 |
| Engineering technician level I | \$60.65 | \$48.52 | \$48.52 | \$48.52 | \$48.52 |
| Engineering tradesperson special class level I | \$62.50 | \$50.00 | \$50.00 | \$50.00 | \$50.00 |
| Engineering technician level II | \$62.50 | \$50.00 | \$50.00 | \$50.00 | \$50.00 |
| Engineering tradesperson special class level II | \$64.18 | \$51.34 | \$51.34 | \$51.34 | \$51.34 |
| Engineering technician level III | \$64.18 | \$51.34 | \$51.34 | \$51.34 | \$51.34 |
| Advanced engineering tradesperson level I | \$67.43 | \$53.94 | \$53.94 | \$53.94 | \$53.94 |
| Engineering technician level IV | \$67.43 | \$53.94 | \$53.94 | \$53.94 | \$53.94 |

Full-time & part-time - Milling, Distillery, Refinery and Maintenance - Supervisors

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [PACT](#).

| Classification | Hourly pay rate |
|--|--|
| Supervisor/Trainer/Coordinator - Level I | The hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or \$25.82 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Level II | The hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or \$28.00 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Technical | Not less than 107% of the minimum hourly wage applicable to the employee's technical classification (providing that this does not result in double-counting supervisor, trainer or coordinator competencies that were part of the basis for the employee's technical classification) |

Full-time & part-time - Bulk sugar terminal operations

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|---------------------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Bulk terminals employee level 1 | \$812.60 | \$21.38 | \$42.76 | \$53.45 | \$32.07 | \$42.76 |
| Bulk terminals employee level 2 | \$840.80 | \$22.13 | \$44.26 | \$55.33 | \$33.20 | \$44.26 |
| Bulk terminals employee level 3 | \$883.40 | \$23.25 | \$46.50 | \$58.13 | \$34.88 | \$46.50 |
| Bulk terminals employee level 4 | \$934.10 | \$24.58 | \$49.16 | \$61.45 | \$36.87 | \$49.16 |
| Bulk terminals employee level 5 | \$953.60 | \$25.09 | \$50.18 | \$62.73 | \$37.64 | \$50.18 |
| Bulk terminals employee level 6 | \$1,016.90 | \$26.76 | \$53.52 | \$66.90 | \$40.14 | \$53.52 |
| Bulk terminals employee level 7 | \$1,159.70 | \$30.52 | \$61.04 | \$76.30 | \$45.78 | \$61.04 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|---------------------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Bulk terminals employee level 1 | \$24.59 | \$24.59 | \$27.79 | \$42.76 | \$32.07 | \$42.76 |
| Bulk terminals employee level 2 | \$25.45 | \$25.45 | \$28.77 | \$44.26 | \$33.20 | \$44.26 |
| Bulk terminals employee level 3 | \$26.74 | \$26.74 | \$30.23 | \$46.50 | \$34.88 | \$46.50 |
| Bulk terminals employee level 4 | \$28.27 | \$28.27 | \$31.95 | \$49.16 | \$36.87 | \$49.16 |
| Bulk terminals employee level 5 | \$28.85 | \$28.85 | \$32.62 | \$50.18 | \$37.64 | \$50.18 |
| Bulk terminals employee level 6 | \$30.77 | \$30.77 | \$34.79 | \$53.52 | \$40.14 | \$53.52 |
| Bulk terminals employee level 7 | \$35.10 | \$35.10 | \$39.68 | \$61.04 | \$45.78 | \$61.04 |

Casual - Field work

Table 1 of 2

| Classification | Hourly pay rate | Saturday or Sunday - day workers | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Overtime - Monday to Friday - first 3 hours - day workers |
|--|-----------------|----------------------------------|--|-----------------|-------------|---|
| Cultivation/cane production inductee/trainee | \$26.98 | \$37.77 | \$53.95 | \$29.67 | \$30.21 | \$40.46 |
| Cultivation/cane production level 1 | \$28.90 | \$40.46 | \$57.80 | \$31.79 | \$32.37 | \$43.35 |
| Cultivation/cane production level 2 | \$29.85 | \$41.79 | \$59.70 | \$32.84 | \$33.43 | \$44.78 |
| Cane haulage inductee/trainee | \$28.25 | \$39.55 | \$56.50 | \$31.08 | \$31.64 | \$42.38 |
| Cane haulage 1 | \$28.90 | \$40.46 | \$57.80 | \$31.79 | \$32.37 | \$43.35 |
| Cane haulage 2 | \$29.85 | \$41.79 | \$59.70 | \$32.84 | \$33.43 | \$44.78 |
| Cane harvesting inductee/trainee | \$28.90 | \$40.46 | \$57.80 | \$31.79 | \$32.37 | \$43.35 |
| Cane harvesting 1 | \$29.85 | \$41.79 | \$59.70 | \$32.84 | \$33.43 | \$44.78 |
| Cane harvesting 2 | \$30.95 | \$43.33 | \$61.90 | \$34.05 | \$34.66 | \$46.43 |
| Cane testing 1 | \$26.80 | \$37.52 | \$53.60 | \$29.48 | \$30.02 | \$40.20 |
| Cane testing 2 | \$28.36 | \$39.71 | \$56.73 | \$31.20 | \$31.77 | \$42.54 |
| Cane testing 3 | \$29.85 | \$41.79 | \$59.70 | \$32.84 | \$33.43 | \$44.78 |
| Cane testing 4 | \$31.70 | \$44.38 | \$63.40 | \$34.87 | \$35.50 | \$47.55 |

Table 2 of 2

| Classification | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|--|---|--|--|---------------------------------|----------------------------------|----------------|
| Cultivation/cane production inductee/trainee | \$53.95 | \$40.46 | \$53.95 | \$53.95 | \$48.56 | \$59.35 |
| Cultivation/cane production level 1 | \$57.80 | \$43.35 | \$57.80 | \$57.80 | \$52.02 | \$63.58 |
| Cultivation/cane production level 2 | \$59.70 | \$44.78 | \$59.70 | \$59.70 | \$53.73 | \$65.67 |
| Cane haulage inductee/trainee | \$56.50 | \$42.38 | \$56.50 | \$56.50 | \$50.85 | \$62.15 |
| Cane haulage 1 | \$57.80 | \$43.35 | \$57.80 | \$57.80 | \$52.02 | \$63.58 |
| Cane haulage 2 | \$59.70 | \$44.78 | \$59.70 | \$59.70 | \$53.73 | \$65.67 |
| Cane harvesting inductee/trainee | \$57.80 | \$43.35 | \$57.80 | \$57.80 | \$52.02 | \$63.58 |
| Cane harvesting 1 | \$59.70 | \$44.78 | \$59.70 | \$59.70 | \$53.73 | \$65.67 |
| Cane harvesting 2 | \$61.90 | \$46.43 | \$61.90 | \$61.90 | \$55.71 | \$68.09 |

| Classification | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|-----------------------|--|---|---|--|---|-----------------------|
| Cane testing 1 | \$53.60 | \$40.20 | \$53.60 | \$53.60 | \$48.24 | \$58.96 |
| Cane testing 2 | \$56.73 | \$42.54 | \$56.73 | \$56.73 | \$51.05 | \$62.40 |
| Cane testing 3 | \$59.70 | \$44.78 | \$59.70 | \$59.70 | \$53.73 | \$65.67 |
| Cane testing 4 | \$63.40 | \$47.55 | \$63.40 | \$63.40 | \$57.06 | \$69.74 |

Casual - Field work - Single contract hourly rate

| Classification | Hourly pay rate | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Delayed meal break - day workers | Public holiday |
|--|------------------------|---|------------------------|--------------------|---|-----------------------|
| Cultivation/cane production inductee/trainee | \$30.21 | \$53.95 | \$32.91 | \$33.45 | \$51.79 | \$62.58 |
| Cultivation/cane production level 1 | \$32.37 | \$57.80 | \$35.26 | \$35.84 | \$55.49 | \$67.05 |
| Cultivation/cane production level 2 | \$33.43 | \$59.70 | \$36.42 | \$37.01 | \$57.31 | \$69.25 |
| Cane haulage inductee/trainee | \$31.64 | \$56.50 | \$34.47 | \$35.03 | \$54.24 | \$65.54 |
| Cane haulage 1 | \$32.37 | \$57.80 | \$35.26 | \$35.84 | \$55.49 | \$67.05 |
| Cane haulage 2 | \$33.43 | \$59.70 | \$36.42 | \$37.01 | \$57.31 | \$69.25 |
| Cane harvesting inductee/trainee | \$32.37 | \$57.80 | \$35.26 | \$35.84 | \$55.49 | \$67.05 |
| Cane harvesting 1 | \$33.43 | \$59.70 | \$36.42 | \$37.01 | \$57.31 | \$69.25 |
| Cane harvesting 2 | \$34.66 | \$61.90 | \$37.76 | \$38.38 | \$59.42 | \$71.80 |
| Cane testing 1 | \$30.02 | \$53.60 | \$32.70 | \$33.23 | \$51.46 | \$62.18 |
| Cane testing 2 | \$31.77 | \$56.73 | \$34.60 | \$35.17 | \$54.46 | \$65.80 |
| Cane testing 3 | \$33.43 | \$59.70 | \$36.42 | \$37.01 | \$57.31 | \$69.25 |
| Cane testing 4 | \$35.50 | \$63.40 | \$38.67 | \$39.31 | \$60.86 | \$73.54 |

Casual - Milling, Distillery, Refinery and Maintenance

Table 1 of 5

| Classification | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--|-----------------|---|---|--|--|
| Milling general operator - level 2 | \$26.73 | \$40.09 | \$53.45 | \$40.09 | \$53.45 |
| Production, transport and service operator - level 3 | \$27.46 | \$41.19 | \$54.93 | \$41.19 | \$54.93 |
| Production, transport and service operator - level 4 | \$28.46 | \$42.69 | \$56.93 | \$42.69 | \$56.93 |
| Production, transport and service operator - level 5 | \$29.40 | \$44.10 | \$58.80 | \$44.10 | \$58.80 |
| Production, transport and service operator - level 6 | \$30.95 | \$46.43 | \$61.90 | \$46.43 | \$61.90 |
| Production, transport and service operator - level 7 | \$31.93 | \$47.89 | \$63.85 | \$47.89 | \$63.85 |
| Production, transport and service operator - level 8 | \$32.89 | \$49.33 | \$65.78 | \$49.33 | \$65.78 |
| Production, transport and service operator - level 9 | \$33.78 | \$50.66 | \$67.55 | \$50.66 | \$67.55 |
| Distilling and services operator - level 2 | \$26.73 | \$40.09 | \$53.45 | \$40.09 | \$53.45 |
| Distilling and services operator - level 3 | \$27.46 | \$41.19 | \$54.93 | \$41.19 | \$54.93 |
| Distilling and services operator - level 4 | \$28.46 | \$42.69 | \$56.93 | \$42.69 | \$56.93 |
| Distilling and services operator - level 5 | \$29.40 | \$44.10 | \$58.80 | \$44.10 | \$58.80 |
| Distilling and services operator - level 6 | \$30.95 | \$46.43 | \$61.90 | \$46.43 | \$61.90 |
| Distilling and services operator - level 7 | \$31.93 | \$47.89 | \$63.85 | \$47.89 | \$63.85 |
| Distilling and services operator - level 8 | \$32.89 | \$49.33 | \$65.78 | \$49.33 | \$65.78 |
| Distilling and services operator - level 9 | \$33.78 | \$50.66 | \$67.55 | \$50.66 | \$67.55 |
| Refinery operator - level 2 | \$26.73 | \$40.09 | \$53.45 | \$40.09 | \$53.45 |
| Refinery operator - level 3 | \$27.46 | \$41.19 | \$54.93 | \$41.19 | \$54.93 |
| Refinery operator - level 4 | \$28.46 | \$42.69 | \$56.93 | \$42.69 | \$56.93 |
| Refinery operator - level 5 | \$29.40 | \$44.10 | \$58.80 | \$44.10 | \$58.80 |
| Refinery operator - level 6 | \$30.95 | \$46.43 | \$61.90 | \$46.43 | \$61.90 |
| Refinery operator - level 7 | \$31.93 | \$47.89 | \$63.85 | \$47.89 | \$63.85 |
| Refinery operator - level 8 | \$32.89 | \$49.33 | \$65.78 | \$49.33 | \$65.78 |
| Engineering/production employee level I | \$26.73 | \$40.09 | \$53.45 | \$40.09 | \$53.45 |
| Engineering/production employee level II | \$27.46 | \$41.19 | \$54.93 | \$41.19 | \$54.93 |
| Engineering/production employee level III | \$28.46 | \$42.69 | \$56.93 | \$42.69 | \$56.93 |
| Engineering/production employee level IV | \$29.40 | \$44.10 | \$58.80 | \$44.10 | \$58.80 |
| Engineering tradesperson level I | \$30.95 | \$46.43 | \$61.90 | \$46.43 | \$61.90 |

| Classification | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|---|------------------------|--|--|---|---|
| Production systems employee | \$30.95 | \$46.43 | \$61.90 | \$46.43 | \$61.90 |
| Engineering tradesperson level II | \$31.93 | \$47.89 | \$63.85 | \$47.89 | \$63.85 |
| Engineering technician level I | \$31.93 | \$47.89 | \$63.85 | \$47.89 | \$63.85 |
| Engineering tradesperson special class level I | \$32.89 | \$49.33 | \$65.78 | \$49.33 | \$65.78 |
| Engineering technician level II | \$32.89 | \$49.33 | \$65.78 | \$49.33 | \$65.78 |
| Engineering tradesperson special class level II | \$33.78 | \$50.66 | \$67.55 | \$50.66 | \$67.55 |
| Engineering technician level III | \$33.78 | \$50.66 | \$67.55 | \$50.66 | \$67.55 |
| Advanced engineering tradesperson level I | \$35.49 | \$53.23 | \$70.98 | \$53.23 | \$70.98 |
| Engineering technician level IV | \$35.49 | \$53.23 | \$70.98 | \$53.23 | \$70.98 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--|--|---|-----------------------|--|--|
| Milling general operator - level 2 | \$53.45 | \$48.11 | \$58.80 | \$37.42 | \$48.11 |
| Production, transport and service operator - level 3 | \$54.93 | \$49.43 | \$60.42 | \$38.45 | \$49.43 |
| Production, transport and service operator - level 4 | \$56.93 | \$51.23 | \$62.62 | \$39.85 | \$51.23 |
| Production, transport and service operator - level 5 | \$58.80 | \$52.92 | \$64.68 | \$41.16 | \$52.92 |
| Production, transport and service operator - level 6 | \$61.90 | \$55.71 | \$68.09 | \$43.33 | \$55.71 |
| Production, transport and service operator - level 7 | \$63.85 | \$57.47 | \$70.24 | \$44.70 | \$57.47 |
| Production, transport and service operator - level 8 | \$65.78 | \$59.20 | \$72.35 | \$46.04 | \$59.20 |
| Production, transport and service operator - level 9 | \$67.55 | \$60.80 | \$74.31 | \$47.29 | \$60.80 |
| Distilling and services operator - level 2 | \$53.45 | \$48.11 | \$58.80 | \$37.42 | \$48.11 |
| Distilling and services operator - level 3 | \$54.93 | \$49.43 | \$60.42 | \$38.45 | \$49.43 |
| Distilling and services operator - level 4 | \$56.93 | \$51.23 | \$62.62 | \$39.85 | \$51.23 |
| Distilling and services operator - level 5 | \$58.80 | \$52.92 | \$64.68 | \$41.16 | \$52.92 |
| Distilling and services operator - level 6 | \$61.90 | \$55.71 | \$68.09 | \$43.33 | \$55.71 |
| Distilling and services operator - level 7 | \$63.85 | \$57.47 | \$70.24 | \$44.70 | \$57.47 |
| Distilling and services operator - level 8 | \$65.78 | \$59.20 | \$72.35 | \$46.04 | \$59.20 |
| Distilling and services operator - level 9 | \$67.55 | \$60.80 | \$74.31 | \$47.29 | \$60.80 |
| Refinery operator - level 2 | \$53.45 | \$48.11 | \$58.80 | \$37.42 | \$48.11 |
| Refinery operator - level 3 | \$54.93 | \$49.43 | \$60.42 | \$38.45 | \$49.43 |

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|---|--|---|-----------------------|--|--|
| Refinery operator - level 4 | \$56.93 | \$51.23 | \$62.62 | \$39.85 | \$51.23 |
| Refinery operator - level 5 | \$58.80 | \$52.92 | \$64.68 | \$41.16 | \$52.92 |
| Refinery operator - level 6 | \$61.90 | \$55.71 | \$68.09 | \$43.33 | \$55.71 |
| Refinery operator - level 7 | \$63.85 | \$57.47 | \$70.24 | \$44.70 | \$57.47 |
| Refinery operator - level 8 | \$65.78 | \$59.20 | \$72.35 | \$46.04 | \$59.20 |
| Engineering/production employee level I | \$53.45 | \$48.11 | \$58.80 | \$37.42 | \$48.11 |
| Engineering/production employee level II | \$54.93 | \$49.43 | \$60.42 | \$38.45 | \$49.43 |
| Engineering/production employee level III | \$56.93 | \$51.23 | \$62.62 | \$39.85 | \$51.23 |
| Engineering/production employee level IV | \$58.80 | \$52.92 | \$64.68 | \$41.16 | \$52.92 |
| Engineering tradesperson level I | \$61.90 | \$55.71 | \$68.09 | \$43.33 | \$55.71 |
| Production systems employee | \$61.90 | \$55.71 | \$68.09 | \$43.33 | \$55.71 |
| Engineering tradesperson level II | \$63.85 | \$57.47 | \$70.24 | \$44.70 | \$57.47 |
| Engineering technician level I | \$63.85 | \$57.47 | \$70.24 | \$44.70 | \$57.47 |
| Engineering tradesperson special class level I | \$65.78 | \$59.20 | \$72.35 | \$46.04 | \$59.20 |
| Engineering technician level II | \$65.78 | \$59.20 | \$72.35 | \$46.04 | \$59.20 |
| Engineering tradesperson special class level II | \$67.55 | \$60.80 | \$74.31 | \$47.29 | \$60.80 |
| Engineering technician level III | \$67.55 | \$60.80 | \$74.31 | \$47.29 | \$60.80 |
| Advanced engineering tradesperson level I | \$70.98 | \$63.88 | \$78.07 | \$49.68 | \$63.88 |
| Engineering technician level IV | \$70.98 | \$63.88 | \$78.07 | \$49.68 | \$63.88 |

Table 3 of 5

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--|------------------------|--------------------|---|--|--|
| Milling general operator - level 2 | \$29.93 | \$29.93 | \$33.14 | \$40.62 | \$43.83 |
| Production, transport and service operator - level 3 | \$30.76 | \$30.76 | \$34.05 | \$41.74 | \$45.04 |
| Production, transport and service operator - level 4 | \$31.88 | \$31.88 | \$35.29 | \$43.26 | \$46.68 |
| Production, transport and service operator - level 5 | \$32.93 | \$32.93 | \$36.46 | \$44.69 | \$48.22 |
| Production, transport and service operator - level 6 | \$34.66 | \$34.66 | \$38.38 | \$47.04 | \$50.76 |

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--|------------------------|--------------------|---|--|--|
| Production, transport and service operator - level 7 | \$35.76 | \$35.76 | \$39.59 | \$48.53 | \$52.36 |
| Production, transport and service operator - level 8 | \$36.83 | \$36.83 | \$40.78 | \$49.99 | \$53.94 |
| Production, transport and service operator - level 9 | \$37.83 | \$37.83 | \$41.88 | \$51.34 | \$55.39 |
| Distilling and services operator - level 2 | \$29.93 | \$29.93 | \$33.14 | \$40.62 | \$43.83 |
| Distilling and services operator - level 3 | \$30.76 | \$30.76 | \$34.05 | \$41.74 | \$45.04 |
| Distilling and services operator - level 4 | \$31.88 | \$31.88 | \$35.29 | \$43.26 | \$46.68 |
| Distilling and services operator - level 5 | \$32.93 | \$32.93 | \$36.46 | \$44.69 | \$48.22 |
| Distilling and services operator - level 6 | \$34.66 | \$34.66 | \$38.38 | \$47.04 | \$50.76 |
| Distilling and services operator - level 7 | \$35.76 | \$35.76 | \$39.59 | \$48.53 | \$52.36 |
| Distilling and services operator - level 8 | \$36.83 | \$36.83 | \$40.78 | \$49.99 | \$53.94 |
| Distilling and services operator - level 9 | \$37.83 | \$37.83 | \$41.88 | \$51.34 | \$55.39 |
| Refinery operator - level 2 | \$29.93 | \$29.93 | \$33.14 | \$40.62 | \$43.83 |
| Refinery operator - level 3 | \$30.76 | \$30.76 | \$34.05 | \$41.74 | \$45.04 |
| Refinery operator - level 4 | \$31.88 | \$31.88 | \$35.29 | \$43.26 | \$46.68 |
| Refinery operator - level 5 | \$32.93 | \$32.93 | \$36.46 | \$44.69 | \$48.22 |
| Refinery operator - level 6 | \$34.66 | \$34.66 | \$38.38 | \$47.04 | \$50.76 |
| Refinery operator - level 7 | \$35.76 | \$35.76 | \$39.59 | \$48.53 | \$52.36 |
| Refinery operator - level 8 | \$36.83 | \$36.83 | \$40.78 | \$49.99 | \$53.94 |
| Engineering/production employee level I | \$29.93 | \$29.93 | \$33.14 | \$40.62 | \$43.83 |
| Engineering/production employee level II | \$30.76 | \$30.76 | \$34.05 | \$41.74 | \$45.04 |
| Engineering/production employee level III | \$31.88 | \$31.88 | \$35.29 | \$43.26 | \$46.68 |
| Engineering/production employee level IV | \$32.93 | \$32.93 | \$36.46 | \$44.69 | \$48.22 |
| Engineering tradesperson level I | \$34.66 | \$34.66 | \$38.38 | \$47.04 | \$50.76 |
| Production systems employee | \$34.66 | \$34.66 | \$38.38 | \$47.04 | \$50.76 |
| Engineering tradesperson level II | \$35.76 | \$35.76 | \$39.59 | \$48.53 | \$52.36 |
| Engineering technician level I | \$35.76 | \$35.76 | \$39.59 | \$48.53 | \$52.36 |
| Engineering tradesperson special class level I | \$36.83 | \$36.83 | \$40.78 | \$49.99 | \$53.94 |
| Engineering technician level II | \$36.83 | \$36.83 | \$40.78 | \$49.99 | \$53.94 |

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|---|------------------------|--------------------|---|--|--|
| Engineering tradesperson special class level II | \$37.83 | \$37.83 | \$41.88 | \$51.34 | \$55.39 |
| Engineering technician level III | \$37.83 | \$37.83 | \$41.88 | \$51.34 | \$55.39 |
| Advanced engineering tradesperson level I | \$39.75 | \$39.75 | \$44.00 | \$53.94 | \$58.20 |
| Engineering technician level IV | \$39.75 | \$39.75 | \$44.00 | \$53.94 | \$58.20 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|--|---|---|---|--|--|
| Milling general operator - level 2 | \$37.42 | \$40.62 | \$40.62 | \$43.83 | \$66.81 |
| Production, transport and service operator - level 3 | \$38.45 | \$41.74 | \$41.74 | \$45.04 | \$68.66 |
| Production, transport and service operator - level 4 | \$39.85 | \$43.26 | \$43.26 | \$46.68 | \$71.16 |
| Production, transport and service operator - level 5 | \$41.16 | \$44.69 | \$44.69 | \$48.22 | \$73.50 |
| Production, transport and service operator - level 6 | \$43.33 | \$47.04 | \$47.04 | \$50.76 | \$77.38 |
| Production, transport and service operator - level 7 | \$44.70 | \$48.53 | \$48.53 | \$52.36 | \$79.81 |
| Production, transport and service operator - level 8 | \$46.04 | \$49.99 | \$49.99 | \$53.94 | \$82.22 |
| Production, transport and service operator - level 9 | \$47.29 | \$51.34 | \$51.34 | \$55.39 | \$84.44 |
| Distilling and services operator - level 2 | \$37.42 | \$40.62 | \$40.62 | \$43.83 | \$66.81 |
| Distilling and services operator - level 3 | \$38.45 | \$41.74 | \$41.74 | \$45.04 | \$68.66 |
| Distilling and services operator - level 4 | \$39.85 | \$43.26 | \$43.26 | \$46.68 | \$71.16 |
| Distilling and services operator - level 5 | \$41.16 | \$44.69 | \$44.69 | \$48.22 | \$73.50 |
| Distilling and services operator - level 6 | \$43.33 | \$47.04 | \$47.04 | \$50.76 | \$77.38 |
| Distilling and services operator - level 7 | \$44.70 | \$48.53 | \$48.53 | \$52.36 | \$79.81 |

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|---|---|---|---|--|--|
| Distilling and services operator - level 8 | \$46.04 | \$49.99 | \$49.99 | \$53.94 | \$82.22 |
| Distilling and services operator - level 9 | \$47.29 | \$51.34 | \$51.34 | \$55.39 | \$84.44 |
| Refinery operator - level 2 | \$37.42 | \$40.62 | \$40.62 | \$43.83 | \$66.81 |
| Refinery operator - level 3 | \$38.45 | \$41.74 | \$41.74 | \$45.04 | \$68.66 |
| Refinery operator - level 4 | \$39.85 | \$43.26 | \$43.26 | \$46.68 | \$71.16 |
| Refinery operator - level 5 | \$41.16 | \$44.69 | \$44.69 | \$48.22 | \$73.50 |
| Refinery operator - level 6 | \$43.33 | \$47.04 | \$47.04 | \$50.76 | \$77.38 |
| Refinery operator - level 7 | \$44.70 | \$48.53 | \$48.53 | \$52.36 | \$79.81 |
| Refinery operator - level 8 | \$46.04 | \$49.99 | \$49.99 | \$53.94 | \$82.22 |
| Engineering/production employee level I | \$37.42 | \$40.62 | \$40.62 | \$43.83 | \$66.81 |
| Engineering/production employee level II | \$38.45 | \$41.74 | \$41.74 | \$45.04 | \$68.66 |
| Engineering/production employee level III | \$39.85 | \$43.26 | \$43.26 | \$46.68 | \$71.16 |
| Engineering/production employee level IV | \$41.16 | \$44.69 | \$44.69 | \$48.22 | \$73.50 |
| Engineering tradesperson level I | \$43.33 | \$47.04 | \$47.04 | \$50.76 | \$77.38 |
| Production systems employee | \$43.33 | \$47.04 | \$47.04 | \$50.76 | \$77.38 |
| Engineering tradesperson level II | \$44.70 | \$48.53 | \$48.53 | \$52.36 | \$79.81 |
| Engineering technician level I | \$44.70 | \$48.53 | \$48.53 | \$52.36 | \$79.81 |
| Engineering tradesperson special class level I | \$46.04 | \$49.99 | \$49.99 | \$53.94 | \$82.22 |
| Engineering technician level II | \$46.04 | \$49.99 | \$49.99 | \$53.94 | \$82.22 |
| Engineering tradesperson special class level II | \$47.29 | \$51.34 | \$51.34 | \$55.39 | \$84.44 |
| Engineering technician level III | \$47.29 | \$51.34 | \$51.34 | \$55.39 | \$84.44 |
| Advanced engineering tradesperson level I | \$49.68 | \$53.94 | \$53.94 | \$58.20 | \$88.72 |
| Engineering technician level IV | \$49.68 | \$53.94 | \$53.94 | \$58.20 | \$88.72 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees | Less than 10 hour break between shifts - sugar milling employees |
|--|---|---|---|--|---|
| Milling general operator - level 2 | \$53.45 | \$53.45 | \$53.45 | \$53.45 | \$53.45 |
| Production, transport and service operator - level 3 | \$54.93 | \$54.93 | \$54.93 | \$54.93 | \$54.93 |
| Production, transport and service operator - level 4 | \$56.93 | \$56.93 | \$56.93 | \$56.93 | \$56.93 |
| Production, transport and service operator - level 5 | \$58.80 | \$58.80 | \$58.80 | \$58.80 | \$58.80 |
| Production, transport and service operator - level 6 | \$61.90 | \$61.90 | \$61.90 | \$61.90 | \$61.90 |
| Production, transport and service operator - level 7 | \$63.85 | \$63.85 | \$63.85 | \$63.85 | \$63.85 |
| Production, transport and service operator - level 8 | \$65.78 | \$65.78 | \$65.78 | \$65.78 | \$65.78 |
| Production, transport and service operator - level 9 | \$67.55 | \$67.55 | \$67.55 | \$67.55 | \$67.55 |
| Distilling and services operator - level 2 | \$53.45 | \$53.45 | \$53.45 | \$53.45 | \$53.45 |
| Distilling and services operator - level 3 | \$54.93 | \$54.93 | \$54.93 | \$54.93 | \$54.93 |
| Distilling and services operator - level 4 | \$56.93 | \$56.93 | \$56.93 | \$56.93 | \$56.93 |
| Distilling and services operator - level 5 | \$58.80 | \$58.80 | \$58.80 | \$58.80 | \$58.80 |
| Distilling and services operator - level 6 | \$61.90 | \$61.90 | \$61.90 | \$61.90 | \$61.90 |
| Distilling and services operator - level 7 | \$63.85 | \$63.85 | \$63.85 | \$63.85 | \$63.85 |
| Distilling and services operator - level 8 | \$65.78 | \$65.78 | \$65.78 | \$65.78 | \$65.78 |
| Distilling and services operator - level 9 | \$67.55 | \$67.55 | \$67.55 | \$67.55 | \$67.55 |
| Refinery operator - level 2 | \$53.45 | \$53.45 | \$53.45 | \$53.45 | \$53.45 |
| Refinery operator - level 3 | \$54.93 | \$54.93 | \$54.93 | \$54.93 | \$54.93 |
| Refinery operator - level 4 | \$56.93 | \$56.93 | \$56.93 | \$56.93 | \$56.93 |
| Refinery operator - level 5 | \$58.80 | \$58.80 | \$58.80 | \$58.80 | \$58.80 |
| Refinery operator - level 6 | \$61.90 | \$61.90 | \$61.90 | \$61.90 | \$61.90 |
| Refinery operator - level 7 | \$63.85 | \$63.85 | \$63.85 | \$63.85 | \$63.85 |
| Refinery operator - level 8 | \$65.78 | \$65.78 | \$65.78 | \$65.78 | \$65.78 |
| Engineering/production employee level I | \$53.45 | \$53.45 | \$53.45 | \$53.45 | \$53.45 |
| Engineering/production employee level II | \$54.93 | \$54.93 | \$54.93 | \$54.93 | \$54.93 |
| Engineering/production employee level III | \$56.93 | \$56.93 | \$56.93 | \$56.93 | \$56.93 |

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees | Less than 10 hour break between shifts - sugar milling employees |
|---|---|---|---|--|---|
| Engineering/production employee level IV | \$58.80 | \$58.80 | \$58.80 | \$58.80 | \$58.80 |
| Engineering tradesperson level I | \$61.90 | \$61.90 | \$61.90 | \$61.90 | \$61.90 |
| Production systems employee | \$61.90 | \$61.90 | \$61.90 | \$61.90 | \$61.90 |
| Engineering tradesperson level II | \$63.85 | \$63.85 | \$63.85 | \$63.85 | \$63.85 |
| Engineering technician level I | \$63.85 | \$63.85 | \$63.85 | \$63.85 | \$63.85 |
| Engineering tradesperson special class level I | \$65.78 | \$65.78 | \$65.78 | \$65.78 | \$65.78 |
| Engineering technician level II | \$65.78 | \$65.78 | \$65.78 | \$65.78 | \$65.78 |
| Engineering tradesperson special class level II | \$67.55 | \$67.55 | \$67.55 | \$67.55 | \$67.55 |
| Engineering technician level III | \$67.55 | \$67.55 | \$67.55 | \$67.55 | \$67.55 |
| Advanced engineering tradesperson level I | \$70.98 | \$70.98 | \$70.98 | \$70.98 | \$70.98 |
| Engineering technician level IV | \$70.98 | \$70.98 | \$70.98 | \$70.98 | \$70.98 |

Casual - Milling, Distillery, Refinery and Maintenance - Supervisors

| Classification | Hourly pay rate |
|--|---|
| Supervisor/Trainer/Coordinator - Level I | The casual hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or \$32.28 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Level II | The casual hourly rate for their classification level (determined by the competencies they hold and use as required on the job) or \$35.00 per hour if the employee is not classified based on competencies |
| Supervisor/Trainer/Coordinator - Technical | Not less than 107% of the minimum hourly wage applicable to the employee's technical classification, plus 25% casual loading (providing that this does not result in double-counting supervisor, trainer or coordinator competencies that were part of the basis for the employee's technical classification) |

Casual - Bulk sugar terminal operations

Table 1 of 2

| Classification | Hourly pay rate | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift | Night shift |
|---------------------------------|-----------------|----------------|---|---|-----------------|-------------|
| Bulk terminals employee level 1 | \$26.73 | \$58.80 | \$37.42 | \$48.11 | \$29.93 | \$29.93 |
| Bulk terminals employee level 2 | \$27.66 | \$60.86 | \$38.73 | \$49.79 | \$30.98 | \$30.98 |
| Bulk terminals employee level 3 | \$29.06 | \$63.94 | \$40.69 | \$52.31 | \$32.55 | \$32.55 |
| Bulk terminals employee level 4 | \$30.73 | \$67.60 | \$43.02 | \$55.31 | \$34.41 | \$34.41 |
| Bulk terminals employee level 5 | \$31.36 | \$69.00 | \$43.91 | \$56.45 | \$35.13 | \$35.13 |
| Bulk terminals employee level 6 | \$33.45 | \$73.59 | \$46.83 | \$60.21 | \$37.46 | \$37.46 |
| Bulk terminals employee level 7 | \$38.15 | \$83.93 | \$53.41 | \$68.67 | \$42.73 | \$42.73 |

Table 2 of 2

| Classification | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Delayed meal break - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|---------------------------------|------------------------------------|---|----------------------------------|-------------------------|-----------------------|
| Bulk terminals employee level 1 | \$33.14 | \$53.45 | \$48.11 | \$37.42 | \$48.11 |
| Bulk terminals employee level 2 | \$34.30 | \$55.33 | \$49.79 | \$38.73 | \$49.79 |
| Bulk terminals employee level 3 | \$36.04 | \$58.13 | \$52.31 | \$40.69 | \$52.31 |
| Bulk terminals employee level 4 | \$38.10 | \$61.45 | \$55.31 | \$43.02 | \$55.31 |
| Bulk terminals employee level 5 | \$38.89 | \$62.73 | \$56.45 | \$43.91 | \$56.45 |
| Bulk terminals employee level 6 | \$41.48 | \$66.90 | \$60.21 | \$46.83 | \$60.21 |
| Bulk terminals employee level 7 | \$47.31 | \$76.30 | \$68.67 | \$53.41 | \$68.67 |

Junior - Full-time & part-time - Milling, Distillery, Refinery and Maintenance

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Junior employees who are appointed to level C13/L3 or above must be paid the adult wage rate appropriate to that level.

Table 1 of 4

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|---------------------------------|
| 14 years and under | \$406.30 | \$10.69 | \$16.04 | \$21.38 | \$16.04 | \$21.38 | \$21.38 |
| 15 years | \$528.19 | \$13.90 | \$20.85 | \$27.80 | \$20.85 | \$27.80 | \$27.80 |
| 16 years | \$609.45 | \$16.04 | \$24.06 | \$32.08 | \$24.06 | \$32.08 | \$32.08 |
| 17 years | \$731.34 | \$19.25 | \$28.88 | \$38.50 | \$28.88 | \$38.50 | \$38.50 |

Table 2 of 4

| Classification | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift | Night shift | Permanent night or afternoon shift |
|--------------------|----------------------------------|----------------|---|---|-----------------|-------------|------------------------------------|
| 14 years and under | \$21.38 | \$26.73 | \$16.04 | \$21.38 | \$12.29 | \$12.29 | \$13.90 |
| 15 years | \$27.80 | \$34.75 | \$20.85 | \$27.80 | \$15.99 | \$15.99 | \$18.07 |
| 16 years | \$32.08 | \$40.10 | \$24.06 | \$32.08 | \$18.45 | \$18.45 | \$20.85 |
| 17 years | \$38.50 | \$48.13 | \$28.88 | \$38.50 | \$22.14 | \$22.14 | \$25.03 |

Table 3 of 4

| Classification | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees |
|-----------------------|---|--|--|---|---|---|
| 14 years and under | \$21.38 | \$17.64 | \$19.24 | \$16.04 | \$17.64 | \$17.64 |
| 15 years | \$27.80 | \$22.94 | \$25.02 | \$20.85 | \$22.94 | \$22.94 |
| 16 years | \$32.08 | \$26.47 | \$28.87 | \$24.06 | \$26.47 | \$26.47 |
| 17 years | \$38.50 | \$31.76 | \$34.65 | \$28.88 | \$31.76 | \$31.76 |

Table 4 of 4

| Classification | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|--|--|---|---|---|--|
| 14 years and under | \$19.24 | \$26.73 | \$21.38 | \$21.38 | \$21.38 | \$21.38 |
| 15 years | \$25.02 | \$34.75 | \$27.80 | \$27.80 | \$27.80 | \$27.80 |
| 16 years | \$28.87 | \$40.10 | \$32.08 | \$32.08 | \$32.08 | \$32.08 |
| 17 years | \$34.65 | \$48.13 | \$38.50 | \$38.50 | \$38.50 | \$38.50 |

Junior - Full-time & part-time - Field work

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Saturday or Sunday - day workers | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Overtime - Monday to Friday - first 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|--|-----------------|-------------|---|
| 17 years and under | \$508.20 | \$13.37 | \$20.06 | \$26.74 | \$16.36 | \$16.95 | \$20.06 |
| 18 - 19 years | \$635.25 | \$16.72 | \$25.08 | \$33.44 | \$19.71 | \$20.30 | \$25.08 |

Table 2 of 2

| Classification | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|--------------------|---|--|--|---------------------------------|----------------------------------|----------------|
| 17 years and under | \$26.74 | \$20.06 | \$26.74 | \$26.74 | \$26.74 | \$33.43 |
| 18 - 19 years | \$33.44 | \$25.08 | \$33.44 | \$33.44 | \$33.44 | \$41.80 |

Junior - Full-time & part-time - Field work - Single contract hourly rate

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Delayed meal break - day workers | Public holiday |
|--------------------|-----------------|-----------------|--|-----------------|-------------|----------------------------------|----------------|
| 17 years and under | \$584.44 | \$15.38 | \$28.75 | \$18.37 | \$18.96 | \$28.75 | \$35.43 |
| 18 - 19 years | \$730.74 | \$19.23 | \$35.95 | \$22.22 | \$22.81 | \$35.95 | \$44.31 |

Junior - Casual - Milling, Distillery, Refinery and Maintenance

Junior employees who are appointed to level C13/L3 or above must be paid the adult wage rate appropriate to that level.

Table 1 of 4

| Classification | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers |
|--------------------|-----------------|---|---|--|--|---------------------------------|
| 14 years and under | \$13.36 | \$20.04 | \$26.73 | \$20.04 | \$26.73 | \$26.73 |
| 15 years | \$17.38 | \$26.06 | \$34.75 | \$26.06 | \$34.75 | \$34.75 |
| 16 years | \$20.05 | \$30.08 | \$40.10 | \$30.08 | \$40.10 | \$40.10 |
| 17 years | \$24.06 | \$36.09 | \$48.13 | \$36.09 | \$48.13 | \$48.13 |

Table 2 of 4

| Classification | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift | Night shift |
|--------------------|----------------------------------|----------------|---|---|-----------------|-------------|
| 14 years and under | \$24.05 | \$29.40 | \$18.71 | \$24.05 | \$14.97 | \$14.97 |
| 15 years | \$31.28 | \$38.23 | \$24.33 | \$31.28 | \$19.46 | \$19.46 |
| 16 years | \$36.09 | \$44.11 | \$28.07 | \$36.09 | \$22.46 | \$22.46 |
| 17 years | \$43.31 | \$52.94 | \$33.69 | \$43.31 | \$26.95 | \$26.95 |

Table 3 of 4

| Classification | Permanent night or afternoon shift | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees |
|-----------------------|---|--|--|---|---|---|--|
| 14 years and under | \$16.57 | \$20.31 | \$21.91 | \$18.71 | \$20.31 | \$20.31 | \$21.91 |
| 15 years | \$21.55 | \$26.41 | \$28.50 | \$24.33 | \$26.41 | \$26.41 | \$28.50 |
| 16 years | \$24.86 | \$30.48 | \$32.88 | \$28.07 | \$30.48 | \$30.48 | \$32.88 |
| 17 years | \$29.84 | \$36.58 | \$39.46 | \$33.69 | \$36.58 | \$36.58 | \$39.46 |

Table 4 of 4

| Classification | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees | Less than 10 hour break between shifts - sugar milling employees |
|-----------------------|--|---|---|---|--|---|
| 14 years and under | \$33.41 | \$26.73 | \$26.73 | \$26.73 | \$26.73 | \$26.73 |
| 15 years | \$43.44 | \$34.75 | \$34.75 | \$34.75 | \$34.75 | \$34.75 |
| 16 years | \$50.13 | \$40.10 | \$40.10 | \$40.10 | \$40.10 | \$40.10 |
| 17 years | \$60.16 | \$48.13 | \$48.13 | \$48.13 | \$48.13 | \$48.13 |

Junior - Casual - Field work

Table 1 of 2

| Classification | Hourly pay rate | Saturday or Sunday - day workers | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers |
|--------------------|-----------------|----------------------------------|--|-----------------|-------------|---|---|
| 17 years and under | \$16.71 | \$23.40 | \$33.43 | \$19.70 | \$20.29 | \$25.07 | \$33.43 |
| 18 - 19 years | \$20.90 | \$29.26 | \$41.80 | \$23.89 | \$24.48 | \$31.35 | \$41.80 |

Table 2 of 2

| Classification | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday |
|--------------------|--|--|---------------------------------|----------------------------------|----------------|
| 17 years and under | \$25.07 | \$33.43 | \$33.43 | \$30.08 | \$36.77 |
| 18 - 19 years | \$31.35 | \$41.80 | \$41.80 | \$37.62 | \$45.98 |

Junior - Casual - Field work - Single contract hourly rate

| Classification | Hourly pay rate | Overtime - Monday to Sunday - shiftworkers | Afternoon shift | Night shift | Delayed meal break - day workers | Public holiday |
|--------------------|-----------------|--|-----------------|-------------|----------------------------------|----------------|
| 17 years and under | \$18.72 | \$33.43 | \$21.71 | \$22.30 | \$32.09 | \$38.77 |
| 18 - 19 years | \$23.41 | \$41.80 | \$26.40 | \$26.99 | \$40.13 | \$48.49 |

Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed Year 10 or less

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$395.18 | \$10.40 | \$15.60 | \$20.80 | \$15.60 | \$20.80 |
| Apprentice stage 2 | \$517.50 | \$13.62 | \$20.43 | \$27.24 | \$20.43 | \$27.24 |
| Apprentice stage 3 | \$705.68 | \$18.57 | \$27.86 | \$37.14 | \$27.86 | \$37.14 |
| Apprentice stage 4 | \$827.99 | \$21.79 | \$32.69 | \$43.58 | \$32.69 | \$43.58 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$20.80 | \$20.80 | \$26.00 | \$15.60 | \$20.80 | \$11.96 |
| Apprentice stage 2 | \$27.24 | \$27.24 | \$34.05 | \$20.43 | \$27.24 | \$15.66 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$46.43 | \$27.86 | \$37.14 | \$21.36 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$54.48 | \$32.69 | \$43.58 | \$25.06 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$11.96 | \$13.52 | \$20.80 | \$17.16 | \$18.72 |
| Apprentice stage 2 | \$15.66 | \$17.71 | \$27.24 | \$22.47 | \$24.52 |
| Apprentice stage 3 | \$21.36 | \$24.14 | \$37.14 | \$30.64 | \$33.43 |
| Apprentice stage 4 | \$25.06 | \$28.33 | \$43.58 | \$35.95 | \$39.22 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$15.60 | \$17.16 | \$17.16 | \$18.72 | \$26.00 |
| Apprentice stage 2 | \$20.43 | \$22.47 | \$22.47 | \$24.52 | \$34.05 |
| Apprentice stage 3 | \$27.86 | \$30.64 | \$30.64 | \$33.43 | \$46.43 |
| Apprentice stage 4 | \$32.69 | \$35.95 | \$35.95 | \$39.22 | \$54.48 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$20.80 | \$20.80 | \$20.80 | \$20.80 |
| Apprentice stage 2 | \$27.24 | \$27.24 | \$27.24 | \$27.24 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$43.58 | \$43.58 |

Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed Year 11

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$456.13 | \$12.00 | \$18.00 | \$24.00 | \$18.00 | \$24.00 |
| Apprentice stage 2 | \$517.50 | \$13.62 | \$20.43 | \$27.24 | \$20.43 | \$27.24 |
| Apprentice stage 3 | \$705.68 | \$18.57 | \$27.86 | \$37.14 | \$27.86 | \$37.14 |
| Apprentice stage 4 | \$827.99 | \$21.79 | \$32.69 | \$43.58 | \$32.69 | \$43.58 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$24.00 | \$24.00 | \$30.00 | \$18.00 | \$24.00 | \$13.80 |
| Apprentice stage 2 | \$27.24 | \$27.24 | \$34.05 | \$20.43 | \$27.24 | \$15.66 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$46.43 | \$27.86 | \$37.14 | \$21.36 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$54.48 | \$32.69 | \$43.58 | \$25.06 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$13.80 | \$15.60 | \$24.00 | \$19.80 | \$21.60 |
| Apprentice stage 2 | \$15.66 | \$17.71 | \$27.24 | \$22.47 | \$24.52 |
| Apprentice stage 3 | \$21.36 | \$24.14 | \$37.14 | \$30.64 | \$33.43 |
| Apprentice stage 4 | \$25.06 | \$28.33 | \$43.58 | \$35.95 | \$39.22 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$18.00 | \$19.80 | \$19.80 | \$21.60 | \$30.00 |
| Apprentice stage 2 | \$20.43 | \$22.47 | \$22.47 | \$24.52 | \$34.05 |
| Apprentice stage 3 | \$27.86 | \$30.64 | \$30.64 | \$33.43 | \$46.43 |
| Apprentice stage 4 | \$32.69 | \$35.95 | \$35.95 | \$39.22 | \$54.48 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$24.00 | \$24.00 | \$24.00 | \$24.00 |
| Apprentice stage 2 | \$27.24 | \$27.24 | \$27.24 | \$27.24 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$43.58 | \$43.58 |

Apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014 - Completed year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$475.90 | \$12.52 | \$18.78 | \$25.04 | \$18.78 | \$25.04 |
| Apprentice stage 2 | \$553.90 | \$14.58 | \$21.87 | \$29.16 | \$21.87 | \$29.16 |
| Apprentice stage 3 | \$705.68 | \$18.57 | \$27.86 | \$37.14 | \$27.86 | \$37.14 |
| Apprentice stage 4 | \$865.20 | \$22.77 | \$34.16 | \$45.54 | \$34.16 | \$45.54 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$25.04 | \$25.04 | \$31.30 | \$18.78 | \$25.04 | \$14.40 |
| Apprentice stage 2 | \$29.16 | \$29.16 | \$36.45 | \$21.87 | \$29.16 | \$16.77 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$46.43 | \$27.86 | \$37.14 | \$21.36 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$56.93 | \$34.16 | \$45.54 | \$26.19 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$14.40 | \$16.28 | \$25.04 | \$20.66 | \$22.54 |
| Apprentice stage 2 | \$16.77 | \$18.95 | \$29.16 | \$24.06 | \$26.24 |
| Apprentice stage 3 | \$21.36 | \$24.14 | \$37.14 | \$30.64 | \$33.43 |
| Apprentice stage 4 | \$26.19 | \$29.60 | \$45.54 | \$37.57 | \$40.99 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$18.78 | \$20.66 | \$20.66 | \$22.54 | \$31.30 |
| Apprentice stage 2 | \$21.87 | \$24.06 | \$24.06 | \$26.24 | \$36.45 |
| Apprentice stage 3 | \$27.86 | \$30.64 | \$30.64 | \$33.43 | \$46.43 |
| Apprentice stage 4 | \$34.16 | \$37.57 | \$37.57 | \$40.99 | \$56.93 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$25.04 | \$25.04 | \$25.04 | \$25.04 |
| Apprentice stage 2 | \$29.16 | \$29.16 | \$29.16 | \$29.16 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$45.54 | \$45.54 |

Adult apprentice - Milling, Distillery, Refinery and Maintenance - Started before 1 Jan 2014

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$713.70 | \$18.78 | \$28.17 | \$37.56 | \$28.17 | \$37.56 |
| Apprentice stage 2 | \$812.60 | \$21.38 | \$32.07 | \$42.76 | \$32.07 | \$42.76 |
| Apprentice stage 3 | \$834.80 | \$21.97 | \$32.96 | \$43.94 | \$32.96 | \$43.94 |
| Apprentice stage 4 | \$865.20 | \$22.77 | \$34.16 | \$45.54 | \$34.16 | \$45.54 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$37.56 | \$37.56 | \$46.95 | \$28.17 | \$37.56 | \$21.60 |
| Apprentice stage 2 | \$42.76 | \$42.76 | \$53.45 | \$32.07 | \$42.76 | \$24.59 |
| Apprentice stage 3 | \$43.94 | \$43.94 | \$54.93 | \$32.96 | \$43.94 | \$25.27 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$56.93 | \$34.16 | \$45.54 | \$26.19 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$21.60 | \$24.41 | \$37.56 | \$30.99 | \$33.80 |
| Apprentice stage 2 | \$24.59 | \$27.79 | \$42.76 | \$35.28 | \$38.48 |
| Apprentice stage 3 | \$25.27 | \$28.56 | \$43.94 | \$36.25 | \$39.55 |
| Apprentice stage 4 | \$26.19 | \$29.60 | \$45.54 | \$37.57 | \$40.99 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$28.17 | \$30.99 | \$30.99 | \$33.80 | \$46.95 |
| Apprentice stage 2 | \$32.07 | \$35.28 | \$35.28 | \$38.48 | \$53.45 |
| Apprentice stage 3 | \$32.96 | \$36.25 | \$36.25 | \$39.55 | \$54.93 |
| Apprentice stage 4 | \$34.16 | \$37.57 | \$37.57 | \$40.99 | \$56.93 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$37.56 | \$37.56 | \$37.56 | \$37.56 |
| Apprentice stage 2 | \$42.76 | \$42.76 | \$42.76 | \$42.76 |
| Apprentice stage 3 | \$43.94 | \$43.94 | \$43.94 | \$43.94 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$45.54 | \$45.54 |

Apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014 - Did not complete year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$470.45 | \$12.38 | \$18.57 | \$24.76 | \$18.57 | \$24.76 |
| Apprentice stage 2 | \$564.54 | \$14.86 | \$22.29 | \$29.72 | \$22.29 | \$29.72 |
| Apprentice stage 3 | \$705.68 | \$18.57 | \$27.86 | \$37.14 | \$27.86 | \$37.14 |
| Apprentice stage 4 | \$827.99 | \$21.79 | \$32.69 | \$43.58 | \$32.69 | \$43.58 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$24.76 | \$24.76 | \$30.95 | \$18.57 | \$24.76 | \$14.24 |
| Apprentice stage 2 | \$29.72 | \$29.72 | \$37.15 | \$22.29 | \$29.72 | \$17.09 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$46.43 | \$27.86 | \$37.14 | \$21.36 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$54.48 | \$32.69 | \$43.58 | \$25.06 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$14.24 | \$16.09 | \$24.76 | \$20.43 | \$22.28 |
| Apprentice stage 2 | \$17.09 | \$19.32 | \$29.72 | \$24.52 | \$26.75 |
| Apprentice stage 3 | \$21.36 | \$24.14 | \$37.14 | \$30.64 | \$33.43 |
| Apprentice stage 4 | \$25.06 | \$28.33 | \$43.58 | \$35.95 | \$39.22 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$18.57 | \$20.43 | \$20.43 | \$22.28 | \$30.95 |
| Apprentice stage 2 | \$22.29 | \$24.52 | \$24.52 | \$26.75 | \$37.15 |
| Apprentice stage 3 | \$27.86 | \$30.64 | \$30.64 | \$33.43 | \$46.43 |
| Apprentice stage 4 | \$32.69 | \$35.95 | \$35.95 | \$39.22 | \$54.48 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$24.76 | \$24.76 | \$24.76 | \$24.76 |
| Apprentice stage 2 | \$29.72 | \$29.72 | \$29.72 | \$29.72 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice stage 4 | \$43.58 | \$43.58 | \$43.58 | \$43.58 |

Apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014 - Completed year 12

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$517.50 | \$13.62 | \$20.43 | \$27.24 | \$20.43 | \$27.24 |
| Apprentice stage 2 | \$611.59 | \$16.09 | \$24.14 | \$32.18 | \$24.14 | \$32.18 |
| Apprentice stage 3 | \$705.68 | \$18.57 | \$27.86 | \$37.14 | \$27.86 | \$37.14 |
| Apprentice stage 4 | \$865.20 | \$22.77 | \$34.16 | \$45.54 | \$34.16 | \$45.54 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$27.24 | \$27.24 | \$34.05 | \$20.43 | \$27.24 | \$15.66 |
| Apprentice stage 2 | \$32.18 | \$32.18 | \$40.23 | \$24.14 | \$32.18 | \$18.50 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$46.43 | \$27.86 | \$37.14 | \$21.36 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$56.93 | \$34.16 | \$45.54 | \$26.19 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$15.66 | \$17.71 | \$27.24 | \$22.47 | \$24.52 |
| Apprentice stage 2 | \$18.50 | \$20.92 | \$32.18 | \$26.55 | \$28.96 |
| Apprentice stage 3 | \$21.36 | \$24.14 | \$37.14 | \$30.64 | \$33.43 |
| Apprentice stage 4 | \$26.19 | \$29.60 | \$45.54 | \$37.57 | \$40.99 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$20.43 | \$22.47 | \$22.47 | \$24.52 | \$34.05 |
| Apprentice stage 2 | \$24.14 | \$26.55 | \$26.55 | \$28.96 | \$40.23 |
| Apprentice stage 3 | \$27.86 | \$30.64 | \$30.64 | \$33.43 | \$46.43 |
| Apprentice stage 4 | \$34.16 | \$37.57 | \$37.57 | \$40.99 | \$56.93 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$27.24 | \$27.24 | \$27.24 | \$27.24 |
| Apprentice stage 2 | \$32.18 | \$32.18 | \$32.18 | \$32.18 |
| Apprentice stage 3 | \$37.14 | \$37.14 | \$37.14 | \$37.14 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$45.54 | \$45.54 |

Adult apprentice - Milling, Distillery, Refinery and Maintenance - Started after 1 Jan 2014

These rates are based on a 38 hour week. Rates for employees in sugar mills during the nominal crushing season and non-seasonal workers during the nominal slack season can be found in the [FACT](#).

Table 1 of 5

| Classification | Weekly pay rate | Hourly pay rate | Overtime - Monday to Friday - first 3 hours - day workers | Overtime - Monday to Friday - after 3 hours - day workers | Overtime - Saturday or RDO - first 3 hours - day workers | Overtime - Saturday or RDO - after 3 hours - day workers |
|--------------------|-----------------|-----------------|---|---|--|--|
| Apprentice stage 1 | \$752.72 | \$19.81 | \$29.72 | \$39.62 | \$29.72 | \$39.62 |
| Apprentice stage 2 | \$812.60 | \$21.38 | \$32.07 | \$42.76 | \$32.07 | \$42.76 |
| Apprentice stage 3 | \$834.80 | \$21.97 | \$32.96 | \$43.94 | \$32.96 | \$43.94 |
| Apprentice stage 4 | \$865.20 | \$22.77 | \$34.16 | \$45.54 | \$34.16 | \$45.54 |

Table 2 of 5

| Classification | Overtime - Sunday - day workers | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers | Afternoon shift |
|--------------------|---------------------------------|----------------------------------|----------------|---|---|-----------------|
| Apprentice stage 1 | \$39.62 | \$39.62 | \$49.53 | \$29.72 | \$39.62 | \$22.78 |
| Apprentice stage 2 | \$42.76 | \$42.76 | \$53.45 | \$32.07 | \$42.76 | \$24.59 |
| Apprentice stage 3 | \$43.94 | \$43.94 | \$54.93 | \$32.96 | \$43.94 | \$25.27 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$56.93 | \$34.16 | \$45.54 | \$26.19 |

Table 3 of 5

| Classification | Night shift | Permanent night or afternoon shift | Less than 10 hour break between shifts - sugar milling employees | Shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees | Permanent shiftwork - 5 day roster (ordinary time falls between midnight Friday and 8am Saturday) - sugar milling employees |
|--------------------|-------------|------------------------------------|--|---|---|
| Apprentice stage 1 | \$22.78 | \$25.75 | \$39.62 | \$32.69 | \$35.66 |
| Apprentice stage 2 | \$24.59 | \$27.79 | \$42.76 | \$35.28 | \$38.48 |
| Apprentice stage 3 | \$25.27 | \$28.56 | \$43.94 | \$36.25 | \$39.55 |
| Apprentice stage 4 | \$26.19 | \$29.60 | \$45.54 | \$37.57 | \$40.99 |

Table 4 of 5

| Classification | Day shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Night shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Permanent night and/or afternoon shift - Saturday or Sunday - continuous shiftworkers - sugar milling employees | Overtime - recognised final shift between midnight Friday and 8.00 am Saturday - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|--|
| Apprentice stage 1 | \$29.72 | \$32.69 | \$32.69 | \$35.66 | \$49.53 |
| Apprentice stage 2 | \$32.07 | \$35.28 | \$35.28 | \$38.48 | \$53.45 |
| Apprentice stage 3 | \$32.96 | \$36.25 | \$36.25 | \$39.55 | \$54.93 |
| Apprentice stage 4 | \$34.16 | \$37.57 | \$37.57 | \$40.99 | \$56.93 |

Table 5 of 5

| Classification | Overtime (more than one shift in one day is worked) - shiftworkers - sugar milling employees | Overtime - recall - shiftworkers - sugar milling employees | Less than 8 hour break between shifts - shift changes - shiftworkers - sugar milling employees | Less than 8 hour break before commencing ordinary working week - shiftworkers - sugar milling employees |
|-----------------------|---|---|---|--|
| Apprentice stage 1 | \$39.62 | \$39.62 | \$39.62 | \$39.62 |
| Apprentice stage 2 | \$42.76 | \$42.76 | \$42.76 | \$42.76 |
| Apprentice stage 3 | \$43.94 | \$43.94 | \$43.94 | \$43.94 |
| Apprentice stage 4 | \$45.54 | \$45.54 | \$45.54 | \$45.54 |

Apprentice - Bulk sugar terminal operations - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Apprentice stage 1 | \$427.10 | \$11.24 | \$22.48 | \$28.10 | \$16.86 | \$22.48 |
| Apprentice stage 2 | \$559.30 | \$14.72 | \$29.44 | \$36.80 | \$22.08 | \$29.44 |
| Apprentice stage 3 | \$762.68 | \$20.07 | \$40.14 | \$50.18 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$894.87 | \$23.55 | \$47.10 | \$58.88 | \$35.33 | \$47.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|--------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Apprentice stage 1 | \$12.93 | \$12.93 | \$14.61 | \$22.48 | \$16.86 | \$22.48 |
| Apprentice stage 2 | \$16.93 | \$16.93 | \$19.14 | \$29.44 | \$22.08 | \$29.44 |
| Apprentice stage 3 | \$23.08 | \$23.08 | \$26.09 | \$40.14 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$27.08 | \$27.08 | \$30.62 | \$47.10 | \$35.33 | \$47.10 |

Adult apprentice - Bulk sugar terminal operations - Started before 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Apprentice stage 1 | \$427.10 | \$11.24 | \$22.48 | \$28.10 | \$16.86 | \$22.48 |
| Apprentice stage 2 | \$559.30 | \$14.72 | \$29.44 | \$36.80 | \$22.08 | \$29.44 |
| Apprentice stage 3 | \$762.68 | \$20.07 | \$40.14 | \$50.18 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$894.87 | \$23.55 | \$47.10 | \$58.88 | \$35.33 | \$47.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|--------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Apprentice stage 1 | \$12.93 | \$12.93 | \$14.61 | \$22.48 | \$16.86 | \$22.48 |
| Apprentice stage 2 | \$16.93 | \$16.93 | \$19.14 | \$29.44 | \$22.08 | \$29.44 |
| Apprentice stage 3 | \$23.08 | \$23.08 | \$26.09 | \$40.14 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$27.08 | \$27.08 | \$30.62 | \$47.10 | \$35.33 | \$47.10 |

Apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014 - Did not complete year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Apprentice stage 1 | \$508.45 | \$13.38 | \$26.76 | \$33.45 | \$20.07 | \$26.76 |
| Apprentice stage 2 | \$610.14 | \$16.06 | \$32.12 | \$40.15 | \$24.09 | \$32.12 |
| Apprentice stage 3 | \$762.68 | \$20.07 | \$40.14 | \$50.18 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$894.87 | \$23.55 | \$47.10 | \$58.88 | \$35.33 | \$47.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|--------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Apprentice stage 1 | \$15.39 | \$15.39 | \$17.39 | \$26.76 | \$20.07 | \$26.76 |
| Apprentice stage 2 | \$18.47 | \$18.47 | \$20.88 | \$32.12 | \$24.09 | \$32.12 |
| Apprentice stage 3 | \$23.08 | \$23.08 | \$26.09 | \$40.14 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$27.08 | \$27.08 | \$30.62 | \$47.10 | \$35.33 | \$47.10 |

Apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014 - Completed year 12

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Apprentice stage 1 | \$559.30 | \$14.72 | \$29.44 | \$36.80 | \$22.08 | \$29.44 |
| Apprentice stage 2 | \$660.99 | \$17.39 | \$34.78 | \$43.48 | \$26.09 | \$34.78 |
| Apprentice stage 3 | \$762.68 | \$20.07 | \$40.14 | \$50.18 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$894.87 | \$23.55 | \$47.10 | \$58.88 | \$35.33 | \$47.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|--------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Apprentice stage 1 | \$16.93 | \$16.93 | \$19.14 | \$29.44 | \$22.08 | \$29.44 |
| Apprentice stage 2 | \$20.00 | \$20.00 | \$22.61 | \$34.78 | \$26.09 | \$34.78 |
| Apprentice stage 3 | \$23.08 | \$23.08 | \$26.09 | \$40.14 | \$30.11 | \$40.14 |
| Apprentice stage 4 | \$27.08 | \$27.08 | \$30.62 | \$47.10 | \$35.33 | \$47.10 |

Adult apprentice - Bulk sugar terminal operations - Started after 1 Jan 2014

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Delayed meal break - day workers | Public holiday | Between 6pm - 6am - first 3 hours - day workers | Between 6pm - 6am - after 3 hours - day workers |
|--------------------|-----------------|-----------------|----------------------------------|----------------|---|---|
| Apprentice stage 1 | \$813.52 | \$21.41 | \$42.82 | \$53.53 | \$32.12 | \$42.82 |
| Apprentice stage 2 | \$813.52 | \$21.41 | \$42.82 | \$53.53 | \$32.12 | \$42.82 |
| Apprentice stage 3 | \$840.80 | \$22.13 | \$44.26 | \$55.33 | \$33.20 | \$44.26 |
| Apprentice stage 4 | \$894.87 | \$23.55 | \$47.10 | \$58.88 | \$35.33 | \$47.10 |

Table 2 of 2

| Classification | Afternoon shift | Night shift | Permanent night or afternoon shift | Overtime Monday to Sunday - day workers | Saturday - shiftworkers | Sunday - shiftworkers |
|--------------------|-----------------|-------------|------------------------------------|---|-------------------------|-----------------------|
| Apprentice stage 1 | \$24.62 | \$24.62 | \$27.83 | \$42.82 | \$32.12 | \$42.82 |
| Apprentice stage 2 | \$24.62 | \$24.62 | \$27.83 | \$42.82 | \$32.12 | \$42.82 |
| Apprentice stage 3 | \$25.45 | \$25.45 | \$28.77 | \$44.26 | \$33.20 | \$44.26 |
| Apprentice stage 4 | \$27.08 | \$27.08 | \$30.62 | \$47.10 | \$35.33 | \$47.10 |

Allowances

| Allowances | Rate |
|---|--|
| All employees | |
| 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 |
| Unrelieved meal break | 30 minutes pay at ordinary rates |
| Vehicle allowance | \$0.91 per km |
| Field work employees only | |
| Work in water and cleaning drains allowance | \$1.11 per hour for each hour spent cleaning drains |
| Milling, distillery, refinery and maintenance employees only | |
| Applying obnoxious substances allowance | \$0.86 per hour |
| Asbestos allowance | \$0.82 per hour while using materials containing asbestos or while working in close proximity to the use of materials containing asbestos |
| Boiler cleaning allowance - engine drivers | \$2.03 per hour for each hour cleaning boilers |
| Brick cutting allowance | \$0.63 per hour while cutting bricks |
| Carting and/or handling cement allowance | \$3.85 per day for each day cement is carted or handled |
| Chimney stacks allowance | \$5.14 for the first 4 hours or any portion thereof plus \$1.05 per hour for each extra hour cleaning and tarring or painting chimney stacks |
| Chipping rollers allowance | \$0.93 per hour with a minimum additional payment of \$4.74 per day |
| Cleaner, greaser or oiler allowance | \$36.64 per week |
| Cleaning dirty machinery allowance | \$0.63 per hour while handling dirty machinery |
| Cleaning juice superheaters allowance | \$0.84 per hour while cleaning juice superheaters |
| Cleaning molasses tanks allowance | \$0.63 per hour while cleaning out molasses tanks |
| Cleaning under carrier allowance | \$0.63 per hour while cleaning under the carrier |
| Confined spaces allowance | \$0.86 per hour while working in confined spaces |
| First aid allowance | \$0.39 per hour up to a maximum of \$14.75 per week |
| Grinding shredder hammer allowance | \$0.56 per hour with a minimum payment of 4 hours |
| Handling building blocks allowance - over 5.5 kg and up to 9 kg | \$0.71 per hour |
| Handling building blocks allowance - over 9 kg and up to 18 kg | \$1.22 per hour |

| Allowances | Rate |
|---|--|
| Handling building blocks allowance - over 18 kg | \$1.77 per hour |
| Handling lime allowance - general mill workers | \$0.69 per hour while handling lime |
| Handling molasses allowance | \$0.69 per hour while handling spilt molasses |
| Height allowance - 15.24 to 22.86 metres | \$0.41 per hour while working at a height |
| Height allowance - height of more than 22.86 metres | \$0.63 per hour while working at a height |
| High pressure cleaning machines allowance | \$0.63 per hour while operating high pressure cleaning or degreasing machines |
| Hot work allowance | \$20.32 per hour while engaged in hot work |
| Insulation atmosphere allowance | \$0.86 per hour while working in a dusty or cold environment |
| Insulation handling allowance | \$0.81 per hour while handling loose insulation material |
| Lagging steam pipes | \$0.63 per hour while applying lagging |
| Meal allowance - overtime | \$15.59 for the first meal and \$15.59 for an extra meal after every additional 4 hours |
| Operating jackhammers etc. allowance | \$0.63 per hour with a minimum payment of \$3.25 per day |
| Overtime - transport of employees - shiftworkers | reimbursement of an amount equal to the cost of transport home |
| Pressure welding allowance | \$31.43 per week to be paid on a daily basis for any day pressure welding work is undertaken |
| Re-bagging lime allowance - general mill workers | \$0.69 per hour while re-bagging lime with a minimum payment of 1 hour |
| Repairing old work allowance - tradespersons | \$0.87 per hour while repairing old work |
| Shot blast or sand blast allowance | \$0.63 per hour while working the shot blast or sand blast |
| Spot welding mill rollers allowance - in operation while crushing in progress | \$4.92 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - during crushing season while crushing not in progress | \$2.47 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - automatic spot welding during the crushing season while crushing operations are in progress | \$2.51 per hour while spot welding mill rollers |
| Spot welding mill rollers allowance - automatic spot welding during the crushing season while crushing operations are not in progress | \$1.26 per hour while spot welding mill rollers |
| Tool allowance - tradespersons | \$24.49 per week |

| Allowances | Rate |
|--|---|
| Tool allowance - apprentices - Engineering tradesperson (electrical, electronic or mechanical), Systems electrician, Assembly and servicing tradesperson - electrical, Instrumentation tradesperson, Refrigeration and air conditioning tradesperson, Systems and instrumentation tradesperson and Electricity supply tradesperson | \$1973 for tools (can be paid in instalments, see the award for details) |
| Tool allowance - apprentices - Engineering tradesperson (fabrication) and Other tradespersons | \$1480 for tools (can be paid in instalments, see the award for details) |
| Tool allowance - apprentices - Higher engineering tradesperson | \$2466 for tools (can be paid in instalments, see the award for details) |
| Tool reimbursement | reimbursement for the total retail value of the tools, upon proof of purchase |
| Using hot bitumen or fixing insulation with hot bitumen allowance | \$0.86 per hour while using hot bitumen or fixing insulation with hot bitumen |
| Work in bagasse bins allowance | \$20.32 per hour for the time working in the bagasse bin |
| Work in rain allowance | \$20.32 per hour until able to change into dry clothing or work finishes for the day |
| Work in water and cleaning drains allowance | \$0.55 per hour |
| Bulk sugar terminal operations employees only | |
| First aid allowance | \$0.65 per hour up to a maximum of \$24.54 per week |
| Meal allowance - overtime | \$19.53 for the first meal and \$19.53 for an extra meal after every additional 4 hours |
| Tool allowance - tradespersons | \$27.15 per week |
| Workplace co-ordinators allowance | \$0.41 per hour while so engaged for a maximum of 4 hours |

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