

**Hospitality Industry (General) Award**  
**HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2023)**



CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol
	Full-time		Full-time		Full-time		Full-time Part-time	Full-time Part-time	Full-time Part-time	First	First	After First 2 Hrs Excess	Full & Part	
	Part-time		Part-time		Part-time		First 2 Hours	First 2 Hours	After First 2 Hrs Excess Mon-Sat	2 Hours	2 Hours	Mon-Sat	Time	
		Casual		Casual		Casual	Mon-Fri	Sat	Sun, RDO	Mon-Fri Casual	Sat Casual	Sun, RDO Casual		Casual
	Hourly	1.25	1.25	1.5	1.5	1.75	1.5	2	2	1.5	2	2	2.25	2.5
<b>INTRODUCTORY LEVEL</b>														
For maximum of 3 months	22.61	28.26	28.26	33.92	33.92	39.57	33.92	45.22	45.22	33.92	45.22	45.22	50.87	56.53
<b>LEVEL ONE</b>														
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1; Guest Service Grade 1	23.23	29.04	29.04	34.85	34.85	40.65	34.85	46.46	46.46	34.85	46.46	46.46	52.27	58.08
<b>LEVEL TWO</b>														
Food & Bev Attend Grade 2; Cook Grade 1; Leisure Attendant Grade 1; Gardener Grade 1; Kitchen Attendant Grade 2; Storeperson/Security Officer Grade 1; Clerical Grade 1; Front Office Grade 1; Guest Service Grade 2	24.08	30.10	30.10	36.12	36.12	42.14	36.12	48.16	48.16	36.12	48.16	48.16	54.18	60.20
<b>LEVEL THREE</b>														
Food & Bev Attend Gr 3; Cook Grade 2; Clerical Grade 2; Kitchen Attend Grade 3; Timekeeper/Storeperson Grade 2; Security Officer Grade 2; Handyperson; Fork-lift Driver; Guest Service Grade 3; Leisure Attendant Grade 2; Gardener Grade 2	24.87	31.09	31.09	37.31	37.31	43.52	37.31	49.74	49.74	37.31	49.74	49.74	55.96	62.18
<b>LEVEL FOUR</b>														
Food & Bev Grade 4; Cook (Trade) Grade 3  Storeperson Grade 3; Clerical Grade 3; Leisure Attendant Grade 3; Guest Services Grade 4; Gardener Grade 3 (Trade)	26.18	32.73	32.73	39.27	39.27	45.82	39.27	52.36	52.36	39.27	52.36	52.36	58.91	65.45
<b>LEVEL FIVE</b>														
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor; Front Office Supervisor; Gardener Grade 3 (Trade); Guest Service Supervisor	27.83	34.79	34.79	41.75	41.75	48.70	41.75	55.66	55.66	41.75	55.66	55.66	62.62	69.58
<b>LEVEL SIX</b>														
Cook (Tradesperson) Grade 5	28.57	35.71	35.71	42.86	42.86	50.00	42.86	57.14	57.14	42.86	57.14	57.14	64.28	71.43

Penalties	Mon-Fri 7pm-12am	Mon-Fri 12am-7am
All levels Per Hour / Part Hour	\$2.62	\$3.93

FT & PT ONLY		
Broken periods of work	First 2 Hours	3 hours +
Per Shift	\$3.28	\$4.98

**PLEASE NOTE:**

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**JUNIOR RATES**

CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol
	Full-time		Full-time		Full-time		First	First	Excess	Casual	Casual	Casual	Full & Part	
	Part-time		Part-time		Part-time		2 Hours	2 Hours	After First 2 Hrs Mon-Sat	First 2 Hours	First 2 Hours	After First 2 Hrs Excess Mon-Sat Sun, RDO	Time	
	Hourly	Casual		Casual		Casual	Mon-Fri	Sat	Sun, RDO	Mon-Fri	Sat			Casual
		1.25	1.25	1.5	1.5	1.75	1.5	2	2	1.5	2	2	2.25	2.5
<b>INTRODUCTORY LEVEL</b>														
16 years old or under	11.31	14.14	14.14	16.97	16.97	19.79	16.97	22.62	22.62	16.97	22.62	22.62	25.45	28.28
17 years old	13.57	16.96	16.96	20.36	20.36	23.75	20.36	27.14	27.14	20.36	27.14	27.14	30.53	33.93
18 years old	15.83	19.79	19.79	23.75	23.75	27.70	23.75	31.66	31.66	23.75	31.66	31.66	35.62	39.58
19 years old	19.22	24.03	24.03	28.83	28.83	33.64	28.83	38.44	38.44	28.83	38.44	38.44	43.25	48.05
<b>LEVEL ONE</b>														
16 years old or under	11.62	14.53	14.53	17.43	17.43	20.34	17.43	23.24	23.24	17.43	23.24	23.24	26.15	29.05
17 years old	13.94	17.43	17.43	20.91	20.91	24.40	20.91	27.88	27.88	20.91	27.88	27.88	31.37	34.85
18 years old	16.26	20.33	20.33	24.39	24.39	28.46	24.39	32.52	32.52	24.39	32.52	32.52	36.59	40.65
19 years old	19.75	24.69	24.69	29.63	29.63	34.56	29.63	39.50	39.50	29.63	39.50	39.50	44.44	49.38
<b>LEVEL TWO</b>														
16 years old or under	12.04	15.05	15.05	18.06	18.06	21.07	18.06	24.08	24.08	18.06	24.08	24.08	27.09	30.10
17 years old	14.45	18.06	18.06	21.68	21.68	25.29	21.68	28.90	28.90	21.68	28.90	28.90	32.51	36.13
18 years old	16.86	21.08	21.08	25.29	25.29	29.51	25.29	33.72	33.72	25.29	33.72	33.72	37.94	42.15
19 years old	20.47	25.59	25.59	30.71	30.71	35.82	30.71	40.94	40.94	30.71	40.94	40.94	46.06	51.18
<b>LEVEL THREE</b>														
16 years old or under	12.44	15.55	15.55	18.66	18.66	21.77	18.66	24.88	24.88	18.66	24.88	24.88	27.99	31.10
17 years old	14.92	18.65	18.65	22.38	22.38	26.11	22.38	29.84	29.84	22.38	29.84	29.84	33.57	37.30
18 years old	17.41	21.76	21.76	26.12	26.12	30.47	26.12	34.82	34.82	26.12	34.82	34.82	39.17	43.53
19 years old	21.14	26.43	26.43	31.71	31.71	37.00	31.71	42.28	42.28	31.71	42.28	42.28	47.57	52.85
<b>LEVEL FOUR</b>														
16 years old or under	13.09	16.36	16.36	19.64	19.64	22.91	19.64	26.18	26.18	19.64	26.18	26.18	29.45	32.73
17 years old	15.71	19.64	19.64	23.57	23.57	27.49	23.57	31.42	31.42	23.57	31.42	31.42	35.35	39.28
18 years old	18.33	22.91	22.91	27.50	27.50	32.08	27.50	36.66	36.66	27.50	36.66	36.66	41.24	45.83
19 years old	22.25	27.81	27.81	33.38	33.38	38.94	33.38	44.50	44.50	33.38	44.50	44.50	50.06	55.63
<b>LEVEL FIVE</b>														
16 years old or under	13.92	17.40	17.40	20.88	20.88	24.36	20.88	27.84	27.84	20.88	27.84	27.84	31.32	34.80
17 years old	16.70	20.88	20.88	25.05	25.05	29.23	25.05	33.40	33.40	25.05	33.40	33.40	37.58	41.75
18 years old	19.48	24.35	24.35	29.22	29.22	34.09	29.22	38.96	38.96	29.22	38.96	38.96	43.83	48.70
19 years old	23.66	29.58	29.58	35.49	35.49	41.41	35.49	47.32	47.32	35.49	47.32	47.32	53.24	59.15

Penalties	Mon-Fri 7pm-12am	Mon-Fri 12am-7am	Split Shift	FT&PT Only First 2 hours	FT&PT Only 3 hours+
All levels Per Hour	\$2.62	\$3.93	Per Shift	\$3.28	\$4.98

**PLEASE NOTE:**

\*Junior employees working as liquor service employees **must be paid at the adult rate of pay** for the classification for the work being performed. An employer may demand the production of a birth certificate, etc for the purpose of ascertaining the correct age of a junior employee.

\*Any person who has completed a full apprenticeship as a qualified tradesperson must be paid not less than the standard adult

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**HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2023)**



## APPRENTICE RATES

Apprentices (Cooking)	Mon-Fri	Saturday	Sunday	Overtime First 2 Hours Mon-Fri	Overtime First 2 Hours Saturday	Overtime After First 2 Hrs Mon-Sat, Sun, Excess	Public Holiday
		1.25	1.5	1.5	2	2	2.25
Level							
1st Year	\$14.40	\$18.00	\$21.60	\$21.60	\$28.80	\$28.80	\$32.40
2nd Year	\$17.02	\$21.28	\$25.53	\$25.53	\$34.04	\$34.04	\$38.30
3rd Year	\$20.95	\$26.19	\$31.43	\$31.43	\$41.90	\$41.90	\$47.14
4th Year*	\$24.88	\$31.10	\$37.32	\$37.32	\$49.76	\$49.76	\$55.98
Adult Apprentices (Cooking) 21 y.o or older at time of commencement	Mon-Fri	Saturday	Sunday	Overtime First 2 Hours Mon-Fri	Overtime First 2 Hours Saturday	Overtime After First 2 Hrs Mon-Sat, Sun, Excess	Public Holiday
		1.25	1.5	1.5	2	2	2.25
Level							
1st year	\$ 20.95	\$ 26.19	\$ 31.43	\$ 31.43	\$ 41.90	\$ 41.90	\$ 47.14
2nd year	\$ 22.61	\$ 28.26	\$ 33.92	\$ 33.92	\$ 45.22	\$ 45.22	\$ 50.87
3rd year	\$ 22.61	\$ 28.26	\$ 33.92	\$ 33.92	\$ 45.22	\$ 45.22	\$ 50.87
4th year*	\$ 24.88	\$ 31.10	\$ 37.32	\$ 37.32	\$ 49.76	\$ 49.76	\$ 55.98

**PLEASE NOTE:**

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2023)

\*Additional payments must be made to 4th year apprentices who have "attained standard of proficiency" - see clause 19.3

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## Annualised Salaries

Annualised salary arrangements are an allowable method of payment under the Hospitality Industry General Award 2020 - Clause 24 and are set at a rate of 25% above the minimum weekly wages x 52. Please note the full requirements under clause 24 when paying a salary, including record-keeping obligations re: hours of work, new obligations re: "outer limits" of hours worked and the obligation to perform a reconciliation and make good any shortfall should the salary not be sufficient to cover all entitlements		Minimum Annual Salary
LEVEL ONE	\$	57,382
LEVEL TWO	\$	59,469
LEVEL THREE	\$	61,425
LEVEL FOUR	\$	64,675
LEVEL FIVE	\$	68,731
LEVEL SIX	\$	70,564

## Salary Absorption (Managerial Staff (Hotels))

Employees classified as Managerial Staff (Hotels) can be paid an annual salary in accordance with Hospitality Industry General Award 2020 - Clause 25. Please see clause 25 for the relevant requirements for paying an annual salary under this clause		Minimum Annual Salary
LEVEL SEVEN	\$	70,696

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# Hospitality Industry (General) Award

## HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2023)



### Loaded rates

The HIGA provides for the payment of a percentage amount above an employee's ordinary hourly rate (or 'loaded rate') in satisfaction of the requirement to pay overtime, penalty rates (except public holiday penalty rates) and the split shift allowance. **Please see Schedule I** of the HIGA for more information regarding the circumstances under which a loaded rate can be paid.

% of ordinary hourly rate	<b>110.20</b>	<b>110.30</b>	<b>120.00</b>	<b>116.95</b>	<b>123.40</b>	<b>126.85</b>	<b>131.05</b>
Range of days	<b>Mon-Fri</b>	<b>Mon-Fri</b>	<b>Mon-Fri</b>	<b>Mon-Sat</b>	<b>Mon-Sat</b>	<b>Mon-Sun</b>	<b>Mon-Sun</b>
Loaded rate maximum weekly hours	<b>40</b>	<b>40</b>	<b>45</b>	<b>40</b>	<b>45</b>	<b>40</b>	<b>45</b>
<b>LEVEL THREE</b>	N/A	\$27.43	\$29.84	\$29.09	\$30.69	\$31.55	\$32.59
<b>LEVEL FOUR</b>	\$28.85	N/A	\$31.42	\$30.62	\$32.32	\$33.21	\$34.31
<b>LEVEL FIVE</b>	\$30.67	N/A	\$33.40	\$32.55	\$34.34	\$35.30	\$36.47
<b>LEVEL SIX</b>	\$31.48	N/A	\$34.28	\$33.41	\$35.26	\$36.24	\$37.44

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