

Restaurant Industry Award
Effective from 1 July 2024



CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol
	Full-time		Full-time		Full-time	Casual	Casual	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	Intro-Level 2	Levels 3-6	First 2 Hours	First 2 Hours	After First 2 Hrs Excess	2 Hours	2 Hours	Mon-Sat Sun, RDO	Time		
	Hourly	Casual 1.25	1.25	Casual 1.5	1.5	1.5	1.75	Mon-Fri 1.5	Sat 1.75	Sun, RDO 2	Mon-Fri Casual* 1.5	Sat Casual* 1.75	2	2.25	2.5	
INTRODUCTORY LEVEL																
For maximum of 3 months	23.46	29.33	29.33	35.19	35.19	35.19		35.19	41.06	46.92	35.19	41.06	46.92	52.79	58.65	
LEVEL ONE																
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	24.10	30.13	30.13	36.15	36.15	36.15		36.15	42.18	48.20	36.15	42.18	48.20	54.23	60.25	
LEVEL TWO																
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	24.98	31.23	31.23	37.47	37.47	37.47		37.47	43.72	49.96	37.47	43.72	49.96	56.21	62.45	
LEVEL THREE																
Food & Bev Attend Gr 3, Cook Grade 2; Clerical Grade 2; Kitchen Attend Grade 3; Timekeeper/Storeperson Grade 2 Security Officer Grade 2; Handyperson	25.80	32.25	32.25	38.70	38.70		45.15	38.70	45.15	51.60	38.70	45.15	51.60	58.05	64.50	
LEVEL FOUR																
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3, Clerical Grade 3;	27.17	33.96	33.96	40.76	40.76		47.55	40.76	47.55	54.34	40.76	47.55	54.34	61.13	67.93	
LEVEL FIVE																
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	28.87	36.09	36.09	43.31	43.31		50.52	43.31	50.52	57.74	43.31	50.52	57.74	64.96	72.18	
LEVEL SIX																
Cook (Tradesperson) Grade 5	29.64	37.05	37.05	44.46	44.46		51.87	44.46	51.87	59.28	44.46	51.87	59.28	66.69	74.10	

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am*
Per Hour or part thereof	\$2.72	\$4.08

Split Shift	FT&PT Only
Per Shift	\$5.16

PLEASE NOTE:

*The rates in this table are subject to change by the Fair Work Commission, future determinations and correction. You are advised to seek further legal advice.

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JUNIOR RATES

CLASSIFICATION	Mon-Fri Full-time	Mon-Fri Part-time	Saturday Full-time	Saturday Part-time	Sunday Full-time	Sunday Casual	Sunday Casual	Overtime First	Overtime First	Overtime Excess	Overtime Casual	Overtime Casual	Overtime Casual	Public Hol Full & Part	Public Hol
	Hourly	Casual	1.25	Casual	1.5	1.5	1.75	Mon-Fri 1.5	Sat 1.75	Sun, RDO 2	Mon-Fri 1.5	Sat 1.75	Sun, RDO 2	2.25	Casual 2.5
INTRODUCTORY LEVEL															
16 years old or under	11.73	14.66	14.66	17.60	17.60	17.60		17.60	20.53	23.46	17.60	20.53	23.46	26.39	29.33
17 years old	14.08	17.60	17.60	21.12	21.12	21.12		21.12	24.64	28.16	21.12	24.64	28.16	31.68	35.20
18 years old	16.42	20.53	20.53	24.63	24.63	24.63		24.63	28.74	32.84	24.63	28.74	32.84	36.95	41.05
19 years old	19.94	24.93	24.93	29.91	29.91	29.91		29.91	34.90	39.88	29.91	34.90	39.88	44.87	49.85
LEVEL ONE															
16 years old or under	12.05	15.06	15.06	18.08	18.08	18.08		18.08	21.09	24.10	18.08	21.09	24.10	27.11	30.13
17 years old	14.46	18.08	18.08	21.69	21.69	21.69		21.69	25.31	28.92	21.69	25.31	28.92	32.54	36.15
18 years old	16.87	21.09	21.09	25.31	25.31	25.31		25.31	29.52	33.74	25.31	29.52	33.74	37.96	42.18
19 years old	20.49	25.61	25.61	30.74	30.74	30.74		30.74	35.86	40.98	30.74	35.86	40.98	46.10	51.23
LEVEL TWO															
16 years old or under	12.49	15.61	15.61	18.74	18.74	18.74		18.74	21.86	24.98	18.74	21.86	24.98	28.10	31.23
17 years old	14.99	18.74	18.74	22.49	22.49	22.49		22.49	26.23	29.98	22.49	26.23	29.98	33.73	37.48
18 years old	17.48	21.85	21.85	26.22	26.22	26.22		26.22	30.59	34.96	26.22	30.59	34.96	39.33	43.70
19 years old	21.23	26.54	26.54	31.85	31.85	31.85		31.85	37.15	42.46	31.85	37.15	42.46	47.77	53.08
LEVEL THREE															
18 years old or under	18.06	22.58	22.58	27.09	27.09		31.61	27.09	31.61	36.12	27.09	31.61	36.12	40.64	45.15
19 years old	21.93	27.41	27.41	32.90	32.90		38.38	32.90	38.38	43.86	32.90	38.38	43.86	49.34	54.83
LEVEL FOUR															
18 years old or under	19.02	23.78	23.78	28.53	28.53		33.29	28.53	33.29	38.04	28.53	33.29	38.04	42.80	47.55
19 years old	23.09	28.86	28.86	34.64	34.64		40.41	34.64	40.41	46.18	34.64	40.41	46.18	51.95	57.73
LEVEL FIVE															
18 years old or under	20.21	25.26	25.26	30.32	30.32		35.37	30.32	35.37	40.42	30.32	35.37	40.42	45.47	50.53
19 years old	24.54	30.68	30.68	36.81	36.81		42.95	36.81	42.95	49.08	36.81	42.95	49.08	55.22	61.35

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am	Split Shift	FT&PT Only
	All levels Per Hour or part thereof	\$2.72	\$4.08	Per Shift \$5.16

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 (see clause 13.5). 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 rate.

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

*Please note, Schedule B of the Restaurant Industry Award - 'Summary of Hourly Rates of Pay' does not include a '16 years old or under', or '17 years old' rate for levels 3, 4 or 5, and as such, we have duplicated this approach here.

*The rates in this table are subject to change by the Fair Work Commission, future determinations and correction. You are advised to seek further legal advice.

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APPRENTICE RATES

Apprentices (Cooking)	Mon-Fri	Saturday	Sunday	Overtime First 2 Hours Mon-Fri	Overtime First 2 Hours Saturday	Overtime After First 2 Hrs Excess Mon-Sat, Sun, RDO	Public Holiday
		1.25	1.5	1.5	1.75	2	2.25
Level							
1st Year	\$14.94	\$18.68	\$22.41	\$22.41	\$26.15	\$29.88	\$33.62
2nd Year	\$17.66	\$22.08	\$26.49	\$26.49	\$30.91	\$35.32	\$39.74
3rd Year	\$21.73	\$27.16	\$32.60	\$32.60	\$38.03	\$43.46	\$48.89
4th Year*	\$25.81	\$32.26	\$38.72	\$38.72	\$45.17	\$51.62	\$58.07
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 Hours Excess Mon-Sat, Sun, RDO	Public Holiday
		1.25	1.5	1.5	1.75	2	2.25
Level							
1st year	\$21.73	\$27.16	\$32.60	\$32.60	\$38.03	\$43.46	\$48.89
2nd year	\$23.46	\$29.33	\$35.19	\$35.19	\$41.06	\$46.92	\$52.79
3rd year	\$23.46	\$29.33	\$35.19	\$35.19	\$41.06	\$46.92	\$52.79
4th year*	\$25.81	\$32.26	\$38.72	\$38.72	\$45.17	\$51.62	\$58.07

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am	Split Shift	
All levels Per Hour or part thereof	\$2.72	\$4.08	Per Shift	\$5.16

PLEASE NOTE:

*Additional payments must be made to 4th year apprentices who have "attained standard of proficiency" - see clause 18.4

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Restaurant
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Annualised Salaries

Annualised salary arrangements are an allowable method of payment under the Restaurant Industry Award 2020 - Clause 20 and are set at a rate of 25% above the minimum weekly wages x 52. Please note the 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	\$59,534
LEVEL TWO	\$61,698
LEVEL THREE	\$63,726
LEVEL FOUR	\$67,100
LEVEL FIVE	\$71,312
LEVEL SIX	\$73,210

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Restaurant & Catering