

FAST FOOD INDUSTRY AWARD

Fast Food Industry Award rates - effective from 1 July 2025



	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol	Public Hol	Public Hol
CLASSIFICATION	Full-time		Full-time		Full-time	Full-time	Casual	Casual	Full-time Part-	Full-time Part-	Full-time Part-	First	After First 2 Hrs	Excess	Full & Part		Full & Part	
	Part-time		Part-time		Part-time	Part-time						2 Hours	Mon-Sat		Time		Overtime	Overtime
		Casual		Casual	Level 1	Level 2 Level 3	Level 1	Level 2 Level 3	First 2 Hours	After First 2 Hrs Excess Mon-Sat	Sunday	Casual	Sun, RDO Casual	Sunday Casual		Casual		Casual
	Hourly	1.25	1.25	1.5	1.25	1.5	1.5	1.75	1.5	2	2	1.75	2.25	2.25	2.25	2.5	2.5	2.75
LEVEL ONE																		
Employee engaged in preparation, receipt of orders, cooking, sale, serving or delivery of meals etc.	26.55	33.19	33.19	39.83	33.19		39.83		39.83	53.10	53.10	46.46	59.74	59.74	59.74	66.38	66.38	73.01
LEVEL TWO																		
Employee who has the major responsibility on a day to day basis for supervising L1 and/or training new employees	28.12	35.15	35.15	42.18		42.18		49.21	42.18	56.24	56.24	49.21	63.27	63.27	63.27	70.30	70.30	77.33
LEVEL THREE																		
An employee appointed by the employer to be in charge of a shop etc. In charge of 1 or no persons.	28.55	35.69	35.69	42.83		42.83		49.96	42.83	57.10	57.10	49.96	64.24	64.24	64.24	71.38	71.38	78.51
LEVEL THREE																		
An employee appointed by the employer to be in charge of a shop etc. In charge of 2 or more persons.	28.90	36.13	36.13	43.35		43.35		50.58	43.35	57.80	57.80	50.58	65.03	65.03	65.03	72.25	72.25	79.48

Penalties	10 pm - Midnight	Midnight - 6 am
Mon-Fri		
Additional per hour	10%	15%
FT/PT & Casual		

Please Note:

*The wage rates listed above reflect the recent Fair Work Commission Decision which will take effect 1 July, 2025

The rates in this table are subject to change by the Fair Work Commission and future determinations.
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Junior Rates

CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Ho	Public Ho	Public Ho	Public Ho
	Full-time		Full-time		Full-time	Full-time	Casual	Casual	Full-time	Full-time	Full-time	First	After	Excess	Full & Part			
	Part-time		Part-time		Part-time	Part-time			Part-time	Part-time	Part-time	2 Hours	Mon-Sat		Time		Overtime	Overtime
	Hourly	Casual		Casual	Level 1	Level 2	Level 1	Level 2	First	After	Sunday	Casual	Sun, RDO	Sunday	Casual	Casual		Casual
UNDER 16 YEARS OLD																		
Level 1	10.62	13.28	13.28	15.93	13.28		15.93		15.93	21.24	21.24	18.59	23.90	23.90	23.90	26.55	26.55	29.21
Level 2	11.25	14.06	14.06	16.88		16.88		19.69	16.88	22.50	22.50	19.69	25.31	25.31	25.31	28.13	28.13	46.41
Level 3 (in charge of 1 or no persons)	11.42	14.28	14.28	17.13		17.13		19.99	17.13	22.84	22.84	19.99	25.70	25.70	25.70	28.55	28.55	47.11
Level 3 (in charge of 2 or more persons)	11.56	14.45	14.45	17.34		17.34		20.23	17.34	23.12	23.12	20.23	26.01	26.01	26.01	28.90	28.90	47.69
16 YEARS OLD																		
Level 1	13.28	16.60	16.60	19.92	16.60		19.92		19.92	26.56	26.56	23.24	29.88	29.88	29.88	33.20	33.20	36.52
Level 2	14.06	17.58	17.58	21.09		21.09		24.61	21.09	28.12	28.12	24.61	31.64	31.64	31.64	35.15	35.15	38.67
Level 3 (in charge of 1 or no persons)	14.28	17.85	17.85	21.42		21.42		24.99	21.42	28.56	28.56	24.99	32.13	32.13	32.13	35.70	35.70	39.27
Level 3 (in charge of 2 or more persons)	14.45	18.06	18.06	21.68		21.68		25.29	21.68	28.90	28.90	25.29	32.51	32.51	32.51	36.13	36.13	39.74
17 YEARS OLD																		
Level 1	15.93	19.91	19.91	23.90	19.91		23.90		23.90	31.86	31.86	27.88	35.84	35.84	35.84	39.83	39.83	43.81
Level 2	16.87	21.09	21.09	25.31		25.31		29.52	25.31	33.74	33.74	29.52	37.96	37.96	37.96	42.18	42.18	46.39
Level 3 (in charge of 1 or no persons)	17.13	21.41	21.41	25.70		25.70		29.98	25.70	34.26	34.26	29.98	38.54	38.54	38.54	42.83	42.83	47.11
Level 3 (in charge of 2 or more persons)	17.34	21.68	21.68	26.01		26.01		30.35	26.01	34.68	34.68	30.35	39.02	39.02	39.02	43.35	43.35	47.69
18 YEARS OLD																		
Level 1	18.59	23.24	23.24	27.89	23.24		27.89		27.89	37.18	37.18	32.53	41.83	41.83	41.83	46.48	46.48	51.12
Level 2	19.68	24.60	24.60	29.52		29.52		34.44	29.52	39.36	39.36	34.44	44.28	44.28	44.28	49.20	49.20	54.12
Level 3 (in charge of 1 or no persons)	19.99	24.99	24.99	29.99		29.99		34.98	29.99	39.98	39.98	34.98	44.98	44.98	44.98	49.98	49.98	54.97
Level 3 (in charge of 2 or more persons)	20.23	25.29	25.29	30.35		30.35		35.40	30.35	40.46	40.46	35.40	45.52	45.52	45.52	50.58	50.58	55.63
19 YEARS OLD																		
Level 1	21.24	26.55	26.55	31.86	26.55		31.86		31.86	42.48	42.48	37.17	47.79	47.79	47.79	53.10	53.10	58.41
Level 2	22.49	28.11	28.11	33.74		33.74		39.36	33.74	44.98	44.98	39.36	50.60	50.60	50.60	56.23	56.23	61.85
Level 3 (in charge of 1 or no persons)	22.84	28.55	28.55	34.26		34.26		39.97	34.26	45.68	45.68	39.97	51.39	51.39	51.39	57.10	57.10	62.81
Level 3 (in charge of 2 or more persons)	23.12	28.90	28.90	34.68		34.68		40.46	34.68	46.24	46.24	40.46	52.02	52.02	52.02	57.80	57.80	63.58
20 YEARS OLD																		
Level 1	23.90	29.88	29.88	35.85	29.88		35.85		35.85	47.80	47.80	41.83	53.78	53.78	53.78	59.75	59.75	65.73
Level 2	25.30	31.63	31.63	37.95		37.95		44.28	37.95	50.60	50.60	44.28	56.93	56.93	56.93	63.25	63.25	69.58
Level 3 (in charge of 1 or no persons)	25.70	32.13	32.13	38.55		38.55		44.98	38.55	51.40	51.40	44.98	57.83	57.83	57.83	64.25	64.25	70.68
Level 3 (in charge of 2 or more persons)	26.01	32.51	32.51	39.02		39.02		45.52	39.02	52.02	52.02	45.52	58.52	58.52	58.52	65.03	65.03	71.53

Penalties	10 pm -	Midnight -
Mon-Fri	Midnight	6 am
Additional		
per hour	10%	15%
FT/PT &		
Casual		

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