

# Hospitality Industry (General) Award

## Hospitality Industry (General) Award 2020 Wage Rates - (From 1 July 2025)



	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol
CLASSIFICATION	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-time	
	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	24.28	30.35	30.35	36.42	36.42	42.49	36.42	48.56	48.56	36.42	48.56	48.56	54.63	60.70
<b>LEVEL ONE</b>														
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1; Guest Service Grade 1	24.95	31.19	31.19	37.43	37.43	43.66	37.43	49.90	49.90	37.43	49.90	49.90	56.14	62.38
<b>LEVEL TWO</b>														
Food & Bev Attendant 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	25.85	32.31	32.31	38.78	38.78	45.24	38.78	51.70	51.70	38.78	51.70	51.70	58.16	64.63
<b>LEVEL THREE</b>														
Food & Bev Attendant Gr 3; Cook Grade 2; Clerical Grade 2; Kitchen Attendant 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	26.70	33.38	33.38	40.05	40.05	46.73	40.05	53.40	53.40	40.05	53.40	53.40	60.08	66.75
<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)	28.12	35.15	35.15	42.18	42.18	49.21	42.18	56.24	56.24	42.18	56.24	56.24	63.27	70.30
<b>LEVEL FIVE</b>														
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor; Front Office Supervisor; Gardener Grade 3 (Trade); Guest Service Supervisor	29.88	37.35	37.35	44.82	44.82	52.29	44.82	59.76	59.76	44.82	59.76	59.76	67.23	74.70
<b>LEVEL SIX</b>														
Cook (Tradeperson) Grade 5	30.68	38.35	38.35	46.02	46.02	53.69	46.02	61.36	61.36	46.02	61.36	61.36	69.03	76.70

Penalties	Mon-Fri	Mon-Fri
Mon-Fri	7pm-12am	12am-7am
All levels per hour / Part Hour	\$2.81	\$4.22

FT & PT ONLY		
Broken periods of work	First 2 Hours	3+ Hours
Per Shift	\$3.53	\$5.34

Please Note:  
HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2025)

\* 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.

\* These rates do not apply to casino gaming employees.

For the information of financial members only. All rights reserved Restaurant & Catering Australia 2025.

The table MUST be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.

# Hospitality Industry (General) Award

## Hospitality Industry (General) Award 2020 Wage Rates - (From 1 July 2025)

### 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
<b>LEVEL ONE</b>	\$ 61,620
<b>LEVEL TWO</b>	\$ 63,856
<b>LEVEL THREE</b>	\$ 65,956
<b>LEVEL FOUR</b>	\$ 69,446
<b>LEVEL FIVE</b>	\$ 73,808
<b>LEVEL SIX</b>	\$ 75,771

### 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
<b>LEVEL SEVEN</b>	\$ 75,915

Please Note:

\*\*The figures listed above reflect the recent Fair Work Commission Decision which took effect on 1 July 2025

\*These rates do not apply to casino gaming employees.

\*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.

\*For the information of financial members only. All rights reserved Restaurant & Catering Australia 2025.

The table **MUST** be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.

# Hospitality Industry (General) Award

## Hospitality Industry (General) Award 2020 Wage Rates - (From 1 July 2025)

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	\$15.46	\$19.33	\$23.19	\$23.19	\$30.92	\$30.92	\$34.79
2nd Year	\$18.28	\$22.85	\$27.42	\$27.42	\$36.56	\$36.56	\$41.13
3rd Year	\$22.49	\$28.11	\$33.74	\$33.74	\$44.98	\$44.98	\$50.60
4th Year*	\$26.71	\$33.39	\$40.07	\$40.07	\$53.42	\$53.42	\$60.10
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	\$ 22.49	\$ 28.11	\$ 33.74	\$ 33.74	\$ 44.98	\$ 44.98	\$ 50.60
2nd year	\$ 24.28	\$ 30.35	\$ 36.42	\$ 36.42	\$ 48.56	\$ 48.56	\$ 54.63
3rd year	\$ 24.28	\$ 30.35	\$ 36.42	\$ 36.42	\$ 48.56	\$ 48.56	\$ 54.63
4th year*	\$ 26.71	\$ 33.39	\$ 40.07	\$ 40.07	\$ 53.42	\$ 53.42	\$ 60.10

Penalties Mon-Fri	Mon-Fri 7pm-12am	Mon-Fri 12am-7am
All levels per hour	\$2.81	\$4.22

Split Shift	First 2 hours	3 hours+
Per Shift	\$3.53	\$5.34

Please Note:

\*HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 JULY 2025)

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

\*\*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.

\*For the information of financial members only. All rights reserved Restaurant & Catering Australia 2025.

The table MUST be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.

## Hospitality Industry (General) Award

### Hospitality Industry (General) Award 2020 Wage Rates - (From 1 July 2025)

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-time	
	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		
	Hourly	Casual		Casual		Casual	Mon-Fri	Sat	Sun, RDO	Mon-Fri	Sat	Sun, RDO		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	12.14	15.18	15.18	18.21	18.21	21.25	18.21	24.28	24.28	18.21	24.28	24.28	27.32	30.35
17 years old	14.57	18.21	18.21	21.86	21.86	25.50	21.86	29.14	29.14	21.86	29.14	29.14	32.78	36.43
18 years old	17.00	21.25	21.25	25.50	25.50	29.75	25.50	34.00	34.00	25.50	34.00	34.00	38.25	42.50
19 years old	20.64	25.80	25.80	30.96	30.96	36.12	30.96	41.28	41.28	30.96	41.28	41.28	46.44	51.60
<b>LEVEL ONE</b>														
16 years old or under	12.48	15.60	15.60	18.72	18.72	21.84	18.72	24.96	24.96	18.72	24.96	24.96	28.08	31.20
17 years old	14.97	18.71	18.71	22.46	22.46	26.20	22.46	29.94	29.94	22.46	29.94	29.94	33.68	37.43
18 years old	17.47	21.84	21.84	26.21	26.21	30.57	26.21	34.94	34.94	26.21	34.94	34.94	39.31	43.68
19 years old	21.21	26.51	26.51	31.82	31.82	37.12	31.82	42.42	42.42	31.82	42.42	42.42	47.72	53.03
<b>LEVEL TWO</b>														
16 years old or under	12.93	16.16	16.16	19.40	19.40	22.63	19.40	25.86	25.86	19.40	25.86	25.86	29.09	32.33
17 years old	15.51	19.39	19.39	23.27	23.27	27.14	23.27	31.02	31.02	23.27	31.02	31.02	34.90	38.78
18 years old	18.10	22.63	22.63	27.15	27.15	31.68	27.15	36.20	36.20	27.15	36.20	36.20	40.73	45.25
19 years old	21.97	27.46	27.46	32.96	32.96	38.45	32.96	43.94	43.94	32.96	43.94	43.94	49.43	54.93
<b>LEVEL THREE</b>														
16 years old or under	13.35	16.69	16.69	20.03	20.03	23.36	20.03	26.70	26.70	20.03	26.70	26.70	30.04	33.38
17 years old	16.02	20.03	20.03	24.03	24.03	28.04	24.03	32.04	32.04	24.03	32.04	32.04	36.05	40.05
18 years old	18.69	23.36	23.36	28.04	28.04	32.71	28.04	37.38	37.38	28.04	37.38	37.38	42.05	46.73
19 years old	22.70	28.38	28.38	34.05	34.05	39.73	34.05	45.40	45.40	34.05	45.40	45.40	51.08	56.75
<b>LEVEL FOUR</b>														
16 years old or under	14.06	17.58	17.58	21.09	21.09	24.61	21.09	28.12	28.12	21.09	28.12	28.12	31.64	35.15
17 years old	16.87	21.09	21.09	25.31	25.31	29.52	25.31	33.74	33.74	25.31	33.74	33.74	37.96	42.18
18 years old	19.68	24.60	24.60	29.52	29.52	34.44	29.52	39.36	39.36	29.52	39.36	39.36	44.28	49.20
19 years old	23.90	29.88	29.88	35.85	35.85	41.83	35.85	47.80	47.80	35.85	47.80	47.80	53.78	59.75
<b>LEVEL FIVE</b>														
16 years old or under	14.94	18.68	18.68	22.41	22.41	26.15	22.41	29.88	29.88	22.41	29.88	29.88	33.62	37.35
17 years old	17.93	22.41	22.41	26.90	26.90	31.38	26.90	35.86	35.86	26.90	35.86	35.86	40.34	44.83
18 years old	20.92	26.15	26.15	31.38	31.38	36.61	31.38	41.84	41.84	31.38	41.84	41.84	47.07	52.30
19 years old	25.40	31.75	31.75	38.10	38.10	44.45	38.10	50.80	50.80	38.10	50.80	50.80	57.15	63.50

Penalties  
Mon-Fri

Mon-Fri  
7pm-12am

Mon-Fri  
12am-7am

All levels  
per hour

\$2.81

\$4.22

Split Shift

FT&PT Only  
First 2  
hours

FT&PT Only  
3 hours+

Per Shift

\$3.53

\$5.34

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 rate.

\*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.

\*These rates do not apply to casino gaming employees or office employees.

For the information of financial members only. All rights reserved Restaurant & Catering Australia 2025.

The table MUST be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.



## Hospitality Industry (General) Award

### Hospitality Industry (General) Award 2020 Wage Rates - (From 1 July 2025)

### 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	110.20	110.30	120.00	116.95	123.40	126.85	131.05
Range of days	Mon-Fri	Mon-Fri	Mon-Fri	Mon-Sat	Mon-Sat	Mon-Sun	Mon-Sun
Loaded rate maximum weekly hours	40	40	45	40	45	40	45
LEVEL THREE	N/A	\$29.45	\$32.04	\$31.23	\$32.95	\$33.87	\$34.99
LEVEL FOUR	\$30.99	N/A	\$33.74	\$32.89	\$34.70	\$35.67	\$36.85
LEVEL FIVE	\$32.93	N/A	\$35.86	\$34.94	\$36.87	\$37.90	\$39.16
LEVEL SIX	\$33.81	N/A	\$36.82	\$35.88	\$37.86	\$38.92	\$40.21

Please Note:

\*The figures listed above reflect the recent Fair Work Commission Decision which take effect on 1 July 2025.

\*These rates do not apply to casino gaming employees.

\*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.

\*For the information of financial members only. All rights reserved Restaurant & Catering Australia 2025.

The table MUST be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.