

Restaurant Industry Award



CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Sunday	Overtime	Overtime	Overtime	Overtime	Overtime	Overtime	Public Hol	Public Hol
	Full-time		Full-time		Full-time	Casual	Casual	Full-time	Full-time	Full-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		Casual				Mon-Fri	Sat	Sun, RDO	Mon-Fri Casual*	Sat Casual*	Casual* 2		Casual
INTRODUCTORY LEVEL															
For maximum of 3 months	19.49	24.36	24.36	29.24	29.24	29.24		29.24	34.11	38.98	29.24	34.11	38.98	43.85	48.73
LEVEL ONE															
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	20.06	25.08	25.08	30.09	30.09	30.09		30.09	35.11	40.12	30.09	35.11	40.12	45.14	50.15
LEVEL TWO															
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	20.82	26.03	26.03	31.23	31.23	31.23		31.23	36.44	41.64	31.23	36.44	41.64	46.85	52.05
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	21.54	26.93	26.93	32.31	32.31		37.70	32.31	37.70	43.08	32.31	37.70	43.08	48.47	53.85
LEVEL FOUR															
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3; Clerical Grade 3;	22.70	28.38	28.38	34.05	34.05		39.73	34.05	39.73	45.40	34.05	39.73	45.40	51.08	56.75
LEVEL FIVE															
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	24.12	30.15	30.15	36.18	36.18		42.21	36.18	42.21	48.24	36.18	42.21	48.24	54.27	60.30
LEVEL SIX															
Cook (Tradeperson) Grade 5	24.77	30.96	30.96	37.16	37.16		43.35	37.16	43.35	49.54	37.16	43.35	49.54	55.73	61.93

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am*
Per Hour or part thereof	\$2.27	\$3.41

Split Shift	FT&PT Only
Per Shift	\$4.31

PLEASE NOTE:

*Refer to clauses 13.2 to 13.5 which outline casual employment and overtime rates.

* Refer to clause 34.2 of the Restaurant Industry Award 2010 (Early Morning/Late Night Penalty Rates).

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

The table MUST be read and interpreted in conjunction with the Restaurant Industry Award 2010.

Restaurant Industry Award



JUNIOR RATES

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	First	First	Excess	Casual*	Casual*	Casual*	Full & Part		
	Part-time		Part-time		Part-time	Intro-Level 2	Levels 3-6	2 Hours	2 Hours	After First 2 Hrs Mon-Sat	First 2 Hours	First 2 Hours	After First 2 Hrs Excess Mon-Sat	Time		
	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	9.75	12.18	12.18	14.62	14.62	14.62		14.62	17.05	19.49	14.62	17.05	19.49	21.93	24.36	
17 years old	11.69	14.62	14.62	17.54	17.54	17.54		17.54	20.46	23.39	17.54	20.46	23.39	26.31	29.24	
18 years old	13.64	17.05	17.05	20.46	20.46	20.46		20.46	23.88	27.29	20.46	23.88	27.29	30.70	34.11	
19 years old	16.57	20.71	20.71	24.85	24.85	24.85		24.85	28.99	33.13	24.85	28.99	33.13	37.27	41.42	
LEVEL ONE																
16 years old or under	10.03	12.54	12.54	15.05	15.05	15.05		15.05	17.55	20.06	15.05	17.55	20.06	22.57	25.08	
17 years old	12.04	15.05	15.05	18.05	18.05	18.05		18.05	21.06	24.07	18.05	21.06	24.07	27.08	30.09	
18 years old	14.04	17.55	17.55	21.06	21.06	21.06		21.06	24.57	28.08	21.06	24.57	28.08	31.59	35.11	
19 years old	17.05	21.31	21.31	25.58	25.58	25.58		25.58	29.84	34.10	25.58	29.84	34.10	38.36	42.63	
LEVEL TWO																
16 years old or under	10.41	13.01	13.01	15.62	15.62	15.62		15.62	18.22	20.82	15.62	18.22	20.82	23.42	26.03	
17 years old	12.49	15.62	15.62	18.74	18.74	18.74		18.74	21.86	24.98	18.74	21.86	24.98	28.11	31.23	
18 years old	14.57	18.22	18.22	21.86	21.86	21.86		21.86	25.50	29.15	21.86	25.50	29.15	32.79	36.44	
19 years old	17.70	22.12	22.12	26.55	26.55	26.55		26.55	30.97	35.39	26.55	30.97	35.39	39.82	44.24	
LEVEL THREE																
16 years old or under	10.77	13.46	13.46	16.16	16.16		18.85	16.16	18.85	21.54	16.16	18.85	21.54	24.23	26.93	
17 years old	12.92	16.16	16.16	19.39	19.39		22.62	19.39	22.62	25.85	19.39	22.62	25.85	29.08	32.31	
18 years old	15.08	18.85	18.85	22.62	22.62		26.39	22.62	26.39	30.16	22.62	26.39	30.16	33.93	37.70	
19 years old	18.31	22.89	22.89	27.46	27.46		32.04	27.46	32.04	36.62	27.46	32.04	36.62	41.20	45.77	
LEVEL FOUR																
16 years old or under	11.35	14.19	14.19	17.03	17.03		19.86	17.03	19.86	22.70	17.03	19.86	22.70	25.54	28.38	
17 years old	13.62	17.03	17.03	20.43	20.43		23.84	20.43	23.84	27.24	20.43	23.84	27.24	30.65	34.05	
18 years old	15.89	19.86	19.86	23.84	23.84		27.81	23.84	27.81	31.78	23.84	27.81	31.78	35.75	39.73	
19 years old	19.30	24.12	24.12	28.94	28.94		33.77	28.94	33.77	38.59	28.94	33.77	38.59	43.41	48.24	
Penalties																
All levels Per Hour or part thereof																
Mon-Fri 10pm-12am																
Mon-Fri 12am-6am*																
\$2.27																
\$3.41																
Split Shift																
FT&PT Only																
Per Shift																
\$4.31																

PLEASE NOTE:

*Refer to clause 15 of the Restaurant Industry Award 2010.
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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
Level		1.25	1.5	1.5	1.75	2	2.25
1st Year	12.48	15.60	18.72	18.72	21.84	24.96	28.08
2nd Year	14.75	18.44	22.13	22.13	25.81	29.50	33.19
3rd Year	18.16	22.70	27.24	27.24	31.78	36.32	40.86
4th Year	21.56	26.95	32.34	32.34	37.73	43.12	48.51
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
Level		1.25	1.5	1.5	1.75	2	2.25
1st year	\$ 18.16	\$ 22.70	\$ 27.24	\$ 27.24	\$ 31.78	\$ 36.32	\$ 40.86
2nd year	\$ 19.49	\$ 24.36	\$ 29.24	\$ 29.24	\$ 34.11	\$ 38.98	\$ 43.85
3rd year	\$ 19.49	\$ 24.36	\$ 29.24	\$ 29.24	\$ 34.11	\$ 38.98	\$ 43.85
4th year	\$ 21.56	\$ 26.95	\$ 32.34	\$ 32.34	\$ 37.73	\$ 43.12	\$ 48.51

Allowances

24.1 MEAL ALLOWANCE

a) A full-time or part-time employee required to work overtime for more than two hours without being notified on the previous day or earlier that the employee will be so required to work will be supplied with a meal by the employer or paid a meal allowance of \$13.38.

b) If an employee pursuant to notice has provided a meal and is not required to work overtime or is required to work less than the amount advised, he or she shall be paid as prescribed above for the meal which he or she has provided but which is surplus

24.3 CLOTHING, EQUIPMENT AND TOOLS

24.3 a): Where a Cook is required to use his or her own tools, the employer must pay an allowance of \$1.73 per day or part thereof up to a maximum of \$8.49 per week.

24.3 b): The employer and employee may agree upon an arrangement under which the employee will wash and iron the special clothing for an agreed sum of money. For purposes of this clause black and white attire (not being a dinner suit or evening dress), shoes, hose and or socks are not special clothing.

*Refer to clause 14 of the Restaurant Industry Award 2010.

PLEASE NOTE:

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Annualised Salaries

Annualised salary arrangements are an allowable method of payment under the Restaurant Industry Award 2010 - Clause 28	Minimum Annual Salary
LEVEL ONE	\$ 49,537
LEVEL TWO	\$ 51,435
LEVEL THREE	\$ 53,203
LEVEL FOUR	\$ 56,063
LEVEL FIVE	\$ 59,579
LEVEL SIX	\$ 61,172

These rates reflect the minimum salaries for full time employees. Part time salaries will differ depending on their agreed ordinary hours

PLEASE NOTE:

*Refer to clause 28 of the Restaurant Industry Award 2010.

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