

Restaurant Industry Award
Effective from 1 October 2022



CLASSIFICATION	Mon-Fri Full-time Part-time Hourly	Mon-Fri Casual 1.25	Saturday Full-time Part-time 1.25	Saturday Casual 1.5	Sunday Full-time Part-time 1.5	Sunday Casual Intro-Level 2 1.5	Sunday Casual Levels 3-6 1.75	Overtime Full-time Part-time First 2 Hours Mon-Fri 1.5	Overtime Full-time Part-time First 2 Hours Sat 1.75	Overtime Full-time Part-time After First 2 Hrs Excess Sun, RDO 2	Overtime First 2 Hours Mon-Fri Casual* 1.5	Overtime First 2 Hours Sat Casual* 1.75	Overtime After First 2 Hrs Excess Mon-Sat Sun, RDO Casual* 2	Public Hol Full & Part Time 2.25	Public Hol Casual 2.5
INTRODUCTORY LEVEL															
For maximum of 3 months	21.38	26.73	26.73	32.07	32.07	32.07		32.07	37.42	42.76	32.07	37.42	42.76	48.11	53.45
LEVEL ONE															
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	21.97	27.46	27.46	32.96	32.96	32.96		32.96	38.45	43.94	32.96	38.45	43.94	49.43	54.93
LEVEL TWO															
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	22.77	28.46	28.46	34.16	34.16	34.16		34.16	39.85	45.54	34.16	39.85	45.54	51.23	56.93
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	23.52	29.40	29.40	35.28	35.28		41.16	35.28	41.16	47.04	35.28	41.16	47.04	52.92	58.80
LEVEL FOUR															
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3, Clerical Grade 3;	24.76	30.95	30.95	37.14	37.14		43.33	37.14	43.33	49.52	37.14	43.33	49.52	55.71	61.90
LEVEL FIVE															
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	26.31	32.89	32.89	39.47	39.47		46.04	39.47	46.04	52.62	39.47	46.04	52.62	59.20	65.78
LEVEL SIX															
Cook (Tradesperson) Grade 5	27.02	33.78	33.78	40.53	40.53		47.29	40.53	47.29	54.04	40.53	47.29	54.04	60.80	67.55

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am*
Per Hour or part thereof	\$2.48	\$3.71

Split Shift	FT&PT Only
Per Shift	\$4.70

PLEASE NOTE:
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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 After First 2 Hrs Mon-Sat Sun, RDO 2	Overtime Casual	Overtime Casual	Overtime Casual After First 2 Hrs Excess Mon-Sat Sun, RDO 2	Public Hol Full & Part	Public Hol
	Hourly	Casual 1.25	1.25	Casual 1.5	1.5	1.5	1.75	2 Hours Mon-Fri 1.5	2 Hours Sat 1.75		First 2 Hours Mon-Fri 1.5	First 2 Hours Sat 1.75		Time 2.25	Casual 2.5
INTRODUCTORY LEVEL															
16 years old or under	10.69	13.36	13.36	16.04	16.04	16.04		16.04	18.71	21.38	16.04	18.71	21.38	24.05	26.73
17 years old	12.83	16.04	16.04	19.25	19.25	19.25		19.25	22.45	25.66	19.25	22.45	25.66	28.87	32.08
18 years old	14.97	18.71	18.71	22.46	22.46	22.46		22.46	26.20	29.94	22.46	26.20	29.94	33.68	37.43
19 years old	18.18	22.73	22.73	27.27	27.27	27.27		27.27	31.82	36.36	27.27	31.82	36.36	40.91	45.45
LEVEL ONE															
16 years old or under	10.98	13.73	13.73	16.47	16.47	16.47		16.47	19.22	21.96	16.47	19.22	21.96	24.71	27.45
17 years old	13.18	16.48	16.48	19.77	19.77	19.77		19.77	23.07	26.36	19.77	23.07	26.36	29.66	32.95
18 years old	15.38	19.23	19.23	23.07	23.07	23.07		23.07	26.92	30.76	23.07	26.92	30.76	34.61	38.45
19 years old	18.67	23.34	23.34	28.01	28.01	28.01		28.01	32.67	37.34	28.01	32.67	37.34	42.01	46.68
LEVEL TWO															
16 years old or under	11.38	14.23	14.23	17.07	17.07	17.07		17.07	19.92	22.76	17.07	19.92	22.76	25.61	28.45
17 years old	13.66	17.08	17.08	20.49	20.49	20.49		20.49	23.91	27.32	20.49	23.91	27.32	30.74	34.15
18 years old	15.94	19.93	19.93	23.91	23.91	23.91		23.91	27.90	31.88	23.91	27.90	31.88	35.87	39.85
19 years old	19.35	24.19	24.19	29.03	29.03	29.03		29.03	33.86	38.70	29.03	33.86	38.70	43.54	48.38
LEVEL THREE															
18 years old or under	16.46	20.58	20.58	24.69	24.69		28.81	24.69	28.81	32.92	24.69	28.81	32.92	37.04	41.15
19 years old	19.99	24.99	24.99	29.99	29.99		34.98	29.99	34.98	39.98	29.99	34.98	39.98	44.98	49.98
LEVEL FOUR															
18 years old or under	17.33	21.66	21.66	26.00	26.00		30.33	26.00	30.33	34.66	26.00	30.33	34.66	38.99	43.33
19 years old	21.05	26.31	26.31	31.58	31.58		36.84	31.58	36.84	42.10	31.58	36.84	42.10	47.36	52.63
LEVEL FIVE															
18 years old or under	18.42	23.03	23.03	27.63	27.63		32.24	27.63	32.24	36.84	27.63	32.24	36.84	41.45	46.05
19 years old	22.37	27.96	27.96	33.56	33.56		39.15	33.56	39.15	44.74	33.56	39.15	44.74	50.33	55.93

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am
All levels Per Hour or part thereof	\$2.48	\$3.71

Split Shift	FT&PT Only
Per Shift	\$4.70

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.

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*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	\$13.62	\$17.03	\$20.43	\$20.43	\$23.84	\$27.24	\$30.65
2nd Year	\$16.09	\$20.11	\$24.14	\$24.14	\$28.16	\$32.18	\$36.20
3rd Year	\$19.81	\$24.76	\$29.72	\$29.72	\$34.67	\$39.62	\$44.57
4th Year*	\$23.52	\$29.40	\$35.28	\$35.28	\$41.16	\$47.04	\$52.92
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	\$19.81	\$24.76	\$29.72	\$29.72	\$34.67	\$39.62	\$44.57
2nd year	\$21.38	\$26.73	\$32.07	\$32.07	\$37.42	\$42.76	\$48.11
3rd year	\$21.38	\$26.73	\$32.07	\$32.07	\$37.42	\$42.76	\$48.11
4th year*	\$23.52	\$29.40	\$35.28	\$35.28	\$41.16	\$47.04	\$52.92

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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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	\$ 54,262
LEVEL TWO	\$ 56,238
LEVEL THREE	\$ 58,084
LEVEL FOUR	\$ 61,159
LEVEL FIVE	\$ 64,994
LEVEL SIX	\$ 66,729



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