

**Restaurant Industry Award**  
Effective from 1 July 2023



| 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 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 Mon-Fri | First 2 Hours Sat   | After First 2 Hrs Excess Sun, RDO | 2 Hours Mon-Fri Casual* | 2 Hours Sat Casual* | Mon-Sat Sun, RDO Casual* | Time        |            |
|  | Hourly    | Casual 1.25 | 1.25      | Casual 1.5 | 1.5       | 1.5           | 1.75       | 1.5                   | 1.75                | 2                                 | 1.5                     | 1.75                | 2                        | 2.25        | Casual 2.5 |
| <b>INTRODUCTORY LEVEL</b>  |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| For maximum of 3 months  | 22.61     | 28.26       | 28.26     | 33.92      | 33.92     | 33.92         |            | 33.92                 | 39.57               | 45.22                             | 33.92                   | 39.57               | 45.22                    | 50.87       | 56.53      |
| <b>LEVEL ONE</b>   |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1  | 23.23     | 29.04       | 29.04     | 34.85      | 34.85     | 34.85         |            | 34.85                 | 40.65               | 46.46                             | 34.85                   | 40.65               | 46.46                    | 52.27       | 58.08      |
| <b>LEVEL TWO</b>   |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;                              | 24.08     | 30.10       | 30.10     | 36.12      | 36.12     | 36.12         |            | 36.12                 | 42.14               | 48.16                             | 36.12                   | 42.14               | 48.16                    | 54.18       | 60.20      |
| <b>LEVEL THREE</b>   |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Food & Bev Attend Gr 3, Cook Grade 2; Clerical Grade 2; Kitchen Attend Grade 3; Timekeeper/Storeperson Grade 2 Security Officer Grade 2; Handyperson | 24.87     | 31.09       | 31.09     | 37.31      | 37.31     |               | 43.52      | 37.31                 | 43.52               | 49.74                             | 37.31                   | 43.52               | 49.74                    | 55.96       | 62.18      |
| <b>LEVEL FOUR</b>  |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3, Clerical Grade 3;  | 26.18     | 32.73       | 32.73     | 39.27      | 39.27     |               | 45.82      | 39.27                 | 45.82               | 52.36                             | 39.27                   | 45.82               | 52.36                    | 58.91       | 65.45      |
| <b>LEVEL FIVE</b>  |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor   | 27.83     | 34.79       | 34.79     | 41.75      | 41.75     |               | 48.70      | 41.75                 | 48.70               | 55.66                             | 41.75                   | 48.70               | 55.66                    | 62.62       | 69.58      |
| <b>LEVEL SIX</b>   |           |             |           |            |           |               |            |                       |                     |                                   |                         |                     |                          |             |            |
| Cook (Tradesperson) Grade 5  | 28.57     | 35.71       | 35.71     | 42.86      | 42.86     |               | 50.00      | 42.86                 | 50.00               | 57.14                             | 42.86                   | 50.00               | 57.14                    | 64.28       | 71.43      |

| Penalties                | Mon-Fri 10pm-12am | Mon-Fri 12am-6am* |
|--------------------------|-------------------|-------------------|
| Per Hour or part thereof | \$2.62            | \$3.93            |

| Split Shift | FT&PT Only |
|-------------|------------|
| Per Shift   | \$4.98     |

**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.

**The table MUST be read and interpreted in conjunction with the Restaurant Industry Award 2020.**

# Restaurant Industry Award



## JUNIOR RATES

| CLASSIFICATION            | Mon-Fri<br>Full-time | Mon-Fri<br>Part-time | Saturday<br>Full-time | Saturday<br>Part-time | Sunday<br>Full-time | Sunday<br>Casual | Sunday<br>Casual | Overtime<br>First | Overtime<br>First | Overtime<br>Excess | Overtime<br>Casual | Overtime<br>Casual | Overtime<br>Casual | Public Hol<br>Full & Part | Public Hol |
|---------------------------|----------------------|----------------------|-----------------------|-----------------------|---------------------|------------------|------------------|-------------------|-------------------|--------------------|--------------------|--------------------|--------------------|---------------------------|------------|
|                           |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
|                           |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
|                           | Hourly               | Casual<br>1.25       | 1.25                  | Casual<br>1.5         | 1.5                 | 1.5              | 1.75             | 1.5               | 1.75              | 2                  | 1.5                | 1.75               | 2                  | 2.25                      | 2.5        |
| <b>INTRODUCTORY LEVEL</b> |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 16 years old or under     | 11.31                | 14.14                | 14.14                 | 16.97                 | 16.97               | 16.97            |                  | 16.97             | 19.79             | 22.62              | 16.97              | 19.79              | 22.62              | 25.45                     | 28.28      |
| 17 years old              | 13.57                | 16.96                | 16.96                 | 20.36                 | 20.36               | 20.36            |                  | 20.36             | 23.75             | 27.14              | 20.36              | 23.75              | 27.14              | 30.53                     | 33.93      |
| 18 years old              | 15.83                | 19.79                | 19.79                 | 23.75                 | 23.75               | 23.75            |                  | 23.75             | 27.70             | 31.66              | 23.75              | 27.70              | 31.66              | 35.62                     | 39.58      |
| 19 years old              | 19.22                | 24.03                | 24.03                 | 28.83                 | 28.83               | 28.83            |                  | 28.83             | 33.64             | 38.44              | 28.83              | 33.64              | 38.44              | 43.25                     | 48.05      |
| <b>LEVEL ONE</b>          |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 16 years old or under     | 11.62                | 14.53                | 14.53                 | 17.43                 | 17.43               | 17.43            |                  | 17.43             | 20.34             | 23.24              | 17.43              | 20.34              | 23.24              | 26.15                     | 29.05      |
| 17 years old              | 13.94                | 17.43                | 17.43                 | 20.91                 | 20.91               | 20.91            |                  | 20.91             | 24.40             | 27.88              | 20.91              | 24.40              | 27.88              | 31.37                     | 34.85      |
| 18 years old              | 16.26                | 20.33                | 20.33                 | 24.39                 | 24.39               | 24.39            |                  | 24.39             | 28.46             | 32.52              | 24.39              | 28.46              | 32.52              | 36.59                     | 40.65      |
| 19 years old              | 19.75                | 24.69                | 24.69                 | 29.63                 | 29.63               | 29.63            |                  | 29.63             | 34.56             | 39.50              | 29.63              | 34.56              | 39.50              | 44.44                     | 49.38      |
| <b>LEVEL TWO</b>          |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 16 years old or under     | 12.04                | 15.05                | 15.05                 | 18.06                 | 18.06               | 18.06            |                  | 18.06             | 21.07             | 24.08              | 18.06              | 21.07              | 24.08              | 27.09                     | 30.10      |
| 17 years old              | 14.44                | 18.05                | 18.05                 | 21.66                 | 21.66               | 21.66            |                  | 21.66             | 25.27             | 28.88              | 21.66              | 25.27              | 28.88              | 32.49                     | 36.10      |
| 18 years old              | 16.85                | 21.06                | 21.06                 | 25.28                 | 25.28               | 25.28            |                  | 25.28             | 29.49             | 33.70              | 25.28              | 29.49              | 33.70              | 37.91                     | 42.13      |
| 19 years old              | 20.47                | 25.59                | 25.59                 | 30.71                 | 30.71               | 30.71            |                  | 30.71             | 35.82             | 40.94              | 30.71              | 35.82              | 40.94              | 46.06                     | 51.18      |
| <b>LEVEL THREE</b>        |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 18 years old or under     | 17.41                | 21.76                | 21.76                 | 26.12                 | 26.12               |                  | 30.47            | 26.12             | 30.47             | 34.82              | 26.12              | 30.47              | 34.82              | 39.17                     | 43.53      |
| 19 years old              | 21.14                | 26.43                | 26.43                 | 31.71                 | 31.71               |                  | 37.00            | 31.71             | 37.00             | 42.28              | 31.71              | 37.00              | 42.28              | 47.57                     | 52.85      |
| <b>LEVEL FOUR</b>         |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 18 years old or under     | 18.33                | 22.91                | 22.91                 | 27.50                 | 27.50               |                  | 32.08            | 27.50             | 32.08             | 36.66              | 27.50              | 32.08              | 36.66              | 41.24                     | 45.83      |
| 19 years old              | 22.26                | 27.83                | 27.83                 | 33.39                 | 33.39               |                  | 38.96            | 33.39             | 38.96             | 44.52              | 33.39              | 38.96              | 44.52              | 50.09                     | 55.65      |
| <b>LEVEL FIVE</b>         |                      |                      |                       |                       |                     |                  |                  |                   |                   |                    |                    |                    |                    |                           |            |
| 18 years old or under     | 19.48                | 24.35                | 24.35                 | 29.22                 | 29.22               |                  | 34.09            | 29.22             | 34.09             | 38.96              | 29.22              | 34.09              | 38.96              | 43.83                     | 48.70      |
| 19 years old              | 23.65                | 29.56                | 29.56                 | 35.48                 | 35.48               |                  | 41.39            | 35.48             | 41.39             | 47.30              | 35.48              | 41.39              | 47.30              | 53.21                     | 59.13      |

| Penalties                           | Mon-Fri<br>10pm-12am | Mon-Fri<br>12am-6am |
|-------------------------------------|----------------------|---------------------|
| All levels Per Hour or part thereof | \$2.62               | \$3.93              |

| Split Shift | FT&PT Only |
|-------------|------------|
| Per Shift   | \$4.98     |

### 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.

**The table MUST be read and interpreted in conjunction with the Restaurant Industry Award 2020.**

# Restaurant Industry Award



## 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  | \$14.40 | \$18.00  | \$21.60 | \$21.60                        | \$25.20                         | \$28.80   | \$32.40        |
| 2nd Year  | \$17.02 | \$21.28  | \$25.53 | \$25.53                        | \$29.79                         | \$34.04   | \$38.30        |
| 3rd Year  | \$20.95 | \$26.19  | \$31.43 | \$31.43                        | \$36.66                         | \$41.90   | \$47.14        |
| 4th Year*   | \$24.88 | \$31.10  | \$37.32 | \$37.32                        | \$43.54                         | \$49.76   | \$55.98        |
| 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  | \$20.95 | \$26.19  | \$31.43 | \$31.43                        | \$36.66                         | \$41.90   | \$47.14        |
| 2nd year  | \$22.61 | \$28.26  | \$33.92 | \$33.92                        | \$39.57                         | \$45.22   | \$50.87        |
| 3rd year  | \$22.61 | \$28.26  | \$33.92 | \$33.92                        | \$39.57                         | \$45.22   | \$50.87        |
| 4th year*   | \$24.88 | \$31.10  | \$37.32 | \$37.32                        | \$43.54                         | \$49.76   | \$55.98        |

### 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  | \$ 57,382             |
| LEVEL TWO  | \$ 59,469             |
| LEVEL THREE  | \$ 61,425             |
| LEVEL FOUR   | \$ 64,675             |
| LEVEL FIVE   | \$ 68,731             |
| LEVEL SIX  | \$ 70,564             |

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