

**Hospitality Industry (General) Award 2020**  
**HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)**



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		Full-time	Full-time	Full-time	Full-time	First	First	After First 2 Hrs Excess	Full & Part
	Part-time		Part-time		Part-time		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		Casual		Casual								Casual
<b>INTRODUCTORY LEVEL</b>														
For maximum of 3 months	19.84	24.80	24.80	29.76	29.76	34.72	29.76	39.68	39.68	29.76	39.68	39.68	44.64	49.60
<b>LEVEL ONE</b>														
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1; Guest Service Grade 1	20.41	25.51	25.51	30.62	30.62	35.72	30.62	40.82	40.82	30.62	40.82	40.82	45.92	51.03
<b>LEVEL TWO</b>														
Food & Bev Attend Gr 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	21.19	26.49	26.49	31.79	31.79	37.08	31.79	42.38	42.38	31.79	42.38	42.38	47.68	52.98
<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; Fork-lift Driver; Guest Service Grade 3; Leisure Attendant Grade 2; Gardener Grade 2	21.92	27.40	27.40	32.88	32.88	38.36	32.88	43.84	43.84	32.88	43.84	43.84	49.32	54.80
<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)	23.09	28.86	28.86	34.64	34.64	40.41	34.64	46.18	46.18	34.64	46.18	46.18	51.95	57.73
<b>LEVEL FIVE</b>														
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor; Front Office Supervisor; Gardener Grade 3 (Trade); Guest Service Supervisor	24.54	30.68	30.68	36.81	36.81	42.95	36.81	49.08	49.08	36.81	49.08	49.08	55.22	61.35
<b>LEVEL SIX</b>														
Cook (Tradesperson) Grade 5	25.20	31.50	31.50	37.80	37.80	44.10	37.80	50.40	50.40	37.80	50.40	50.40	56.70	63.00

Penalties	Mon-Fri 7pm-12am	Mon-Fri 12am-7am
All levels Per Hour / Part Hour	\$2.31	\$3.46

FT & PT ONLY		
Broken periods of work	First 2 Hours	3 hours +
Per Shift	\$2.90	\$4.39

**PLEASE NOTE:**  
HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)

The rates in this table are subject to change by the Fair Work Commission and future determinations.  
For the information of financial members only. All rights reserved Restaurant & Catering Australia 2021.  
**The table MUST be read and interpreted in conjunction with the Hospitality Industry (General) Award 2020.**

**Hospitality Industry (General) Award 2020**  
**HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)**



**JUNIOR RATES**

CLASSIFICATION	Mon-Fri Full-time	Mon-Fri	Saturday Full-time	Saturday	Sunday Full-time	Sunday	Overtime First	Overtime First	Overtime Excess	Overtime Casual*	Overtime Casual*	Overtime Casual*	Public Hol Full & Part	Public Hol
	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	Time	
	Hourly	Casual 1.25	1.25	Casual 1.5	1.5	Casual 1.75	Mon-Fri 1.5	Sat 2	Sun, RDO 2	Mon-Fri 1.5	Sat 2	Sun, RDO 2	2.25	Casual 2.5
<b>INTRODUCTORY LEVEL</b>														
16 years old or under	9.92	12.40	12.40	14.88	14.88	17.36	14.88	19.84	19.84	14.88	19.84	19.84	22.32	24.80
17 years old	11.90	14.88	14.88	17.86	17.86	20.83	17.86	23.81	23.81	17.86	23.81	23.81	26.78	29.76
18 years old	13.89	17.36	17.36	20.83	20.83	24.30	20.83	27.78	27.78	20.83	27.78	27.78	31.25	34.72
19 years old	16.86	21.08	21.08	25.30	25.30	29.51	25.30	33.73	33.73	25.30	33.73	33.73	37.94	42.16
<b>LEVEL ONE</b>														
16 years old or under	10.21	12.76	12.76	15.31	15.31	17.86	15.31	20.41	20.41	15.31	20.41	20.41	22.96	25.51
17 years old	12.25	15.31	15.31	18.37	18.37	21.43	18.37	24.49	24.49	18.37	24.49	24.49	27.55	30.62
18 years old	14.29	17.86	17.86	21.43	21.43	25.00	21.43	28.57	28.57	21.43	28.57	28.57	32.15	35.72
19 years old	17.35	21.69	21.69	26.02	26.02	30.36	26.02	34.70	34.70	26.02	34.70	34.70	39.03	43.37
<b>LEVEL TWO</b>														
16 years old or under	10.60	13.24	13.24	15.89	15.89	18.54	15.89	21.19	21.19	15.89	21.19	21.19	23.84	26.49
17 years old	12.71	15.89	15.89	19.07	19.07	22.25	19.07	25.43	25.43	19.07	25.43	25.43	28.61	31.79
18 years old	14.83	18.54	18.54	22.25	22.25	25.96	22.25	29.67	29.67	22.25	29.67	29.67	33.37	37.08
19 years old	18.01	22.51	22.51	27.02	27.02	31.52	27.02	36.02	36.02	27.02	36.02	36.02	40.53	45.03
<b>LEVEL THREE</b>														
16 years old or under	10.96	13.70	13.70	16.44	16.44	19.18	16.44	21.92	21.92	16.44	21.92	21.92	24.66	27.40
17 years old	13.15	16.44	16.44	19.73	19.73	23.02	19.73	26.30	26.30	19.73	26.30	26.30	29.59	32.88
18 years old	15.34	19.18	19.18	23.02	23.02	26.85	23.02	30.69	30.69	23.02	30.69	30.69	34.52	38.36
19 years old	18.63	23.29	23.29	27.95	27.95	32.61	27.95	37.26	37.26	27.95	37.26	37.26	41.92	46.58
<b>LEVEL FOUR</b>														
16 years old or under	11.55	14.43	14.43	17.32	17.32	20.20	17.32	23.09	23.09	17.32	23.09	23.09	25.98	28.86
17 years old	13.85	17.32	17.32	20.78	20.78	24.24	20.78	27.71	27.71	20.78	27.71	27.71	31.17	34.64
18 years old	16.16	20.20	20.20	24.24	24.24	28.29	24.24	32.33	32.33	24.24	32.33	32.33	36.37	40.41
19 years old	19.63	24.53	24.53	29.44	29.44	34.35	29.44	39.25	39.25	29.44	39.25	39.25	44.16	49.07

Penalties	Mon-Fri 7pm-12am	Mon-Fri 12am-7am
All levels Per Hour	\$2.31	\$3.46

Split Shift	FT&PT Only First 2 hours	FT&PT Only 3 hours+
Per Shift	\$2.90	\$4.99

**PLEASE NOTE:**  
HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)

\*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 and future determinations.  
For the information of financial members only. All rights reserved Restaurant & Catering Australia 2021

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

**Hospitality Industry (General) Award 2020**  
HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)



## APPRENTICE RATES

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
<b>Level</b>							
1st Year	\$12.70	\$15.87	\$19.05	\$19.05	\$25.40	\$25.40	\$28.57
2nd Year	\$15.01	\$18.76	\$22.51	\$22.51	\$30.02	\$30.02	\$33.77
3rd Year	\$18.47	\$23.09	\$27.71	\$27.71	\$36.94	\$36.94	\$41.56
4th Year*	\$21.94	\$27.42	\$32.90	\$32.90	\$43.87	\$43.87	\$49.35
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
<b>Level</b>							
1st year	\$ 18.47	\$ 23.09	\$ 27.71	\$ 27.71	\$ 36.94	\$ 36.94	\$ 41.56
2nd year	\$ 19.84	\$ 24.80	\$ 29.76	\$ 29.76	\$ 39.68	\$ 39.68	\$ 44.64
3rd year	\$ 19.84	\$ 24.80	\$ 29.76	\$ 29.76	\$ 39.68	\$ 39.68	\$ 44.64
4th year*	\$ 21.94	\$ 27.43	\$ 32.91	\$ 32.91	\$ 43.88	\$ 43.88	\$ 49.37

**PLEASE NOTE:**

HOSPITALITY INDUSTRY (GENERAL) AWARD 2020 WAGE RATES (FROM 1 FEBRUARY 2021)

\*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 and future determinations.

For the information of financial members only. All rights reserved Restaurant & Catering Australia 2021.

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

## Annualised Salaries

Annualised salary arrangements are an allowable method of payment under the Hospitality Industry (General) Award 2020 - Clause 24	Minimum Annual Salary
LEVEL ONE	\$ 50,401
LEVEL TWO	\$ 52,332
LEVEL THREE	\$ 54,132
LEVEL FOUR	\$ 57,044
LEVEL FIVE	\$ 60,619
LEVEL SIX	\$ 62,244

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

**PLEASE NOTE:**

\*The figures listed above reflect the recent Fair Work Commission Decision which took effect on 1 February 2021.

As an alternative to being paid by the week according to Table 3-Minimum rates, by agreement between the employer and the employee, the employer may pay the employee at a rate equivalent to an annual salary of at least 25% or more above the rate prescribed in clause 20-Minimum wages, times 52 for work being performed. The employer and the individual employee must genuinely make the agreement without coercion or duress.

\*\*Whilst there is no requirement to pay public holiday penalties for employees engaged under an annualised salary arrangement on public holiday days worked, employees will be entitled to a day off instead of the public holiday or have a day added to their annual leave.

\*\*Where payment in accordance with this clause is adopted, the employer must keep a daily record of the hours worked by an employee which will show the date and start and finish times of the employee for the day. The record must be countersigned weekly by the employee and must be kept at the place of employment for a period of at least six years.

\*The rates in this table are subject to change by the Fair Work Commission and future determinations.  
For the information of financial members only. All rights reserved Restaurant & Catering Australia 2021.

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