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



	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	
	Part-time		Part-time		Part-time		First 2 Hours	First 2 Hours	After First 2 Hrs Excess	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
INTRODUCTORY LEVEL														le constituit de la const
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
LEVEL ONE														
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
LEVEL TWO														
Food & Bev Attend 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; Quest 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
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;	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
Guest Serice Grade 2; Handyperson, Fork-Int Diver, Guest Serice Grade 3; Lesiure Attendant Grade 2; Gardener Grade 2														
LEVEL FOUR														
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
LEVEL FIVE														
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
LEVEL SIX			1 1									ı		
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

			F	T & PT ONLY	
nalties	Mon-Fri 7pm-12am	Mon-Fri 12am-7am	Broken periods of work	First 2 Hours	3 hours +
levels Hour / t Hour	\$2.31	\$3.46	Per Shift	\$2.90	\$4.39

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All Per Par

JUNIOR RATES

Tryears dd 11.90 14.88 14.88 17.86 17.86 20.83 17.86 23.81	CLASSIFICATION	Full-time													
Part-time Part-time <t< th=""><th></th><th></th><th></th><th>Full-time</th><th></th><th>Full-time</th><th></th><th>First</th><th>First</th><th>Excess</th><th>Casual*</th><th>Casual*</th><th>Casual*</th><th>Full & Part</th><th></th></t<>				Full-time		Full-time		First	First	Excess	Casual*	Casual*	Casual*	Full & Part	
Houry 1.25 1.25 1.5 1.5 1.5 1.5 2 2 1.5 2		Part-time		Part-time		Part-time		2 Hours	2 Hours		First 2 Hours	First 2 Hours	Excess	Time	
INTRODUCTORY LEVEL 9.92 12.40 12.40 14.88 14.86 17.36 14.88 19.84 12.81 22.87 22.87 22.87 22.87 22.87 22.87 22.87 22.87 22.87 22.87 22.87 22.49 27.55 33.73 33.73 33.73 23.81 26.72 28.57			Casual		Casual		Casual	Mon-Fri	Sat	Sun, RDO	Mon-Fri	Sat	Sun, RDO		Casual
16 years add or undar 9.92 12.40 14.88 14.88 17.36 14.88 19.84 19.84 14.88 19.84 14.88 19.84 14.88 19.84 14.88 19.84 19.84 14.88 19.84 14.88 19.84 19.84 14.88 17.86 20.81 27.78 27.78 27.81 23.81		Hourly	1.25	1.25	1.5	1.5	1.75	1.5	2	2	1.5	2	2	2.25	2.5
Tryears dd 11.90 14.88 14.88 17.86 17.86 20.83 17.86 23.81	INTRODUCTORY LEVEL														
18 years add 13.89 17.36 17.36 20.83 20.83 24.30 20.83 27.78 27.78 27.78 27.78 33.73 37.94 16 years add or under 10.21 12.76 12.76 15.31 15.31 17.86 15.31 12.43 18.37 24.49 24.49 27.55 18.99 24.49 27.55 18.99 24.49 27.55 32.15 19.99 34.70 26.02 34.70 34.70 26.02 34.70 34.70 26.02 34.70 34.70 26.02 34.70 26.22 34.70 26.24 26.72 25.43 19.07 25.43 26.43 <td< td=""><td>16 years old or under</td><td>9.92</td><td>12.40</td><td>12.40</td><td>14.88</td><td>14.88</td><td>17.36</td><td>14.88</td><td>19.84</td><td>19.84</td><td>14.88</td><td>19.84</td><td>19.84</td><td>22.32</td><td>24.80</td></td<>	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
19 years add 16.86 21.08 21.08 25.30 25.30 23.73 33.73 25.30 33.73 33.73 37.94 LEVEL ONE 10.21 12.76 12.76 15.31 15.31 17.86 15.31 12.31 20.41	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
LEVEL ONE 10.21 12.76 12.76 15.31 15.31 17.86 15.31 20.41	18 years old	13.89		17.36			24.30				20.83		27.78		34.72
16 years ald or under 10.21 12.76 12.76 15.31 15.31 15.31 17.86 15.31 20.41 20.41 15.31 20.41 21.43 20.4		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
17 years add 12.25 15.31 15.31 18.37 18.37 21.43 18.37 24.49 24.49 18.37 24.49	LEVEL ONE														
18yeers ald 14.29 17.86 17.86 21.43 24.33 28.57 28.57 21.43 28.57 28.57 21.43 28.57 28.57 28.57 28.57 28.57 28.57 34.70															25.51
19.years add 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 LEVEL TWO	-														30.62
LEVEL TWO 10.60 13.24 13.24 15.89 15.89 15.89 15.89 21.19 21.19 21.19 21.19 23.84 17 years dd 12.71 15.89 15.89 19.07 22.25 19.07 25.43 26.43 21.92 21.62 29.67 23.67 29.67 22.55 29.67 29.67 23.62 26.02 36.02 40.53 IV pears dd or under 10.96 13.70 16.44 19.18 16.44 21.92 21.92	18 years old														35.72
18 years ald or under 10.60 13.24 13.24 15.89 15.89 15.89 21.1		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
17 years dd 12,71 15,89 15,89 19,07 19,07 22,25 19,07 25,43 25,43 19,07 25,43 25,43 29,67 23,32 29,67 33,37 18 years dd 18,01 22,51 22,51 22,52 29,67 23,602 22,25 29,67 23,602 36,02 29,67 33,37 IEVEL THREE 16 years dd or under 10,96 13,70 16,44 16,44 19,73 26,30 <td></td> <td></td> <td>·</td> <td>·</td> <td>·</td> <td>r</td> <td></td> <td></td> <td></td> <td>-</td> <td></td> <td></td> <td></td> <td></td> <td></td>			·	·	·	r				-					
18 years old 14.83 18.54 18.54 22.25 22.25 22.967 29.67 22.25 29.67 29.67 33.37 19 years old 10.01 22.51 27.02 31.52 27.02 36.02 27.02 36.02 27.02 36.02 29.67 36.02 40.53 Ty spars old or under 10.96 13.70 16.44 19.48 16.44 21.92 21.92 16.44 21.92 21.92 26.30 26.30 29.69 30	-														26.49
19 years add 18.01 22.51 22.51 27.02 27.02 31.52 27.02 36.02 27.02 36.02 36.02 40.53 LEVEL TIREE 16 years dd or under 10.96 13.70 16.44 16.44 19.18 16.44 21.92 21.92 16.44 21.92	-														31.79
LEVEL THREE 10.96 13.70 13.70 16.44 19.18 16.44 21.92 21.92 21.92 24.66 16 years dd or under 13.15 16.44 16.44 19.73 23.02 19.73 26.30 29.59 29.630 19.73 26.30 23.02 30.69 30.69 23.02 30.69 30.69 34.52 19.98% 30.69 23.02 30.69 37.26 37.26 37.26 41.92 21.99 25.98 41.92 21.92 21.92 21.92 24.64 24.59 29.59 30.69 30.69 23.02 30.69 30.69 34.52 39.88 31.55 31.43 14.43 17.32 27.95 37.26 37.	-														37.08
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 17 years old 13.15 16.44 19.73 19.73 23.02 19.73 26.30 26.30 19.73 26.30 26.30 26.30 26.30 26.30 26.30 30.69 30.69 30.69 30.69 30.69 30.69 30.69 30.69 30.69 30.69 30.69 37.26 37.26 37.26 41.92 LEVEL FOUR 11.55 14.43 17.32 27.95 27.95 37.26 27.91 23.09		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
17 years ald 13.15 16.44 16.44 19.73 19.73 26.30 26.30 19.73 26.30 29.59 18 years ald 15.34 19.18 19.18 23.02 23.02 26.85 23.02 30.69 30.69 23.02 30.69 30.69 23.02 30.69 30.69 30.69 30.69 30.69 30.69 30.69 34.52 19 years ald 18.63 23.29 23.29 27.95 32.61 27.95 37.26 27.95 37.26 37.26 37.26 37.26 37.26 37.26 27.95 37.		10.00	10.50	10.50			10.10				10.11				
18 years add 15.34 19.18 19.18 23.02 23.02 26.85 23.02 30.69 30.69 23.02 30.69 30.69 30.69 30.69 30.69 34.52 19 years add 18.63 23.29 27.95 37.95 37.26 37.26 27.95 37.26 <td>-</td> <td></td> <td>27.40</td>	-														27.40
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 41.92 LEVELEOUR 16 years did or under 11.55 14.43 17.32 17.32 20.20 17.32 23.09 23.09 17.32 23.09 23.09 27.71 20.77 25.09 17 years old 18.85 17.32 17.32 20.78 20.78 20.78 27.71 27.71 20.78 27.71 21.71 21.77 31.17 18 years old 16.16 20.20 20.20 24.24 28.29 24.24 32.33 32.33 24.24 32.33															32.88
LEVEL FOUR 16 years dd or under 11.55 14.43 14.43 17.32 17.32 20.20 17.32 23.09 23.09 23.09 23.09 25.98 17 years dd 13.85 17.32 17.32 20.78 20.78 27.71 27.71 20.78 27.71 27.71 31.17 18 years dd 16.16 20.20 24.24 28.29 24.24 32.33 32.33 24.24 32.33 32.33 24.24 32.33 36.37															38.36
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 <th24.24< th=""> 23.23 23.23<!--</td--><td></td><td>10.03</td><td>23.29</td><td>23.29</td><td>27.95</td><td>27.95</td><td>32.01</td><td>27.95</td><td>37.20</td><td>37.20</td><td>27.95</td><td>37.20</td><td>37.20</td><td>41.92</td><td>46.58</td></th24.24<>		10.03	23.29	23.29	27.95	27.95	32.01	27.95	37.20	37.20	27.95	37.20	37.20	41.92	46.58
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 21.71 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 32.33 32.33 32.33 32.33 32.33 32.33 32.33		11 55	14.42	14.42	17.20	17.20	20.20	17.20	22.00	22.00	17.20	22.00	22.00	25.09	28.86
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 32.33 32.33 32.33 32.33 32.33															20.00
															40.41
10.00 27.00 20.77 20.44 04.00 20.44 05.20 00.20 20.44 05.20 20.44 05.20 20.20 44.10	-														49.07
		19.05	24.00	27.00	20.44	20.44	04.00	20.44	00.20	00.20	20.44	00.20	00.20	44.10	+3.01

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

\$2.31

\$3.46

All levels Per Hour

*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 apprenticehsip as a qualified tradesperson must be paid not less than the standard adult rate.

Per Shift

\$2.90

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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
Level							
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
Level							
1st year	\$ 18.47	\$ 23.09	\$ 27.71	\$ 27.71	\$ 36.94	\$ 36.94	\$ 41.56
2nd year	\$ 19.84	\$ 24.80					\$ 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

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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 duess.

**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.

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