

**Restaurant Industry Award 2020**  
**RESTAURANT INDUSTRY AWARD WAGE RATES (FROM 1 FEBRUARY 2021)**



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*		Casual
<b>INTRODUCTORY LEVEL</b>															
For maximum of 3 months	19.84	24.80	24.80	29.76	29.76	29.76		29.76	34.72	39.68	29.76	34.72	39.68	44.64	49.60
<b>LEVEL ONE</b>															
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	20.41	25.51	25.51	30.62	30.62	30.62		30.62	35.72	40.82	30.62	35.72	40.82	45.92	51.03
<b>LEVEL TWO</b>															
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	21.19	26.49	26.49	31.79	31.79	31.79		31.79	37.08	42.38	31.79	37.08	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	21.92	27.40	27.40	32.88	32.88		38.36	32.88	38.36	43.84	32.88	38.36	43.84	49.32	54.80
<b>LEVEL FOUR</b>															
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3; Clerical Grade 3;	23.09	28.86	28.86	34.64	34.64		40.41	34.64	40.41	46.18	34.64	40.41	46.18	51.95	57.73
<b>LEVEL FIVE</b>															
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	24.54	30.68	30.68	36.81	36.81		42.95	36.81	42.95	49.08	36.81	42.95	49.08	55.22	61.35
<b>LEVEL SIX</b>															
Cook (Tradeperson) Grade 5	25.20	31.50	31.50	37.80	37.80		44.10	37.80	44.10	50.40	37.80	44.10	50.40	56.70	63.00

Penalties	Mon-Fri 10pm-12am	Mon-Fri 12am-6am*
Per Hour or part thereof	\$2.31	\$3.46

Split Shift	FT&PT Only
Per Shift	\$4.39

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

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**JUNIOR RATES**

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	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		Casual				Mon-Fri	Sat	Sun, RDO	Mon-Fri	Sat	Sun, RDO		Casual
		1.25	1.25	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	9.92	12.40	12.40	14.88	14.88	14.88		14.88	17.36	19.84	14.88	17.36	19.84	22.32	24.80
17 years old	11.90	14.88	14.88	17.86	17.86	17.86		17.86	20.83	23.81	17.86	20.83	23.81	26.78	29.76
18 years old	13.89	17.36	17.36	20.83	20.83	20.83		20.83	24.30	27.78	20.83	24.30	27.78	31.25	34.72
19 years old	16.86	21.08	21.08	25.30	25.30	25.30		25.30	29.51	33.73	25.30	29.51	33.73	37.94	42.16
<b>LEVEL ONE</b>															
16 years old or under	10.20	12.75	12.75	15.30	15.30	15.30		15.30	17.85	20.40	15.30	17.85	20.40	22.95	25.50
17 years old	12.24	15.30	15.30	18.36	18.36	18.36		18.36	21.42	24.48	18.36	21.42	24.48	27.54	30.60
18 years old	14.28	17.85	17.85	21.42	21.42	21.42		21.42	24.99	28.56	21.42	24.99	28.56	32.13	35.70
19 years old	17.34	21.68	21.68	26.01	26.01	26.01		26.01	30.35	34.68	26.01	30.35	34.68	39.02	43.35
<b>LEVEL TWO</b>															
16 years old or under	10.59	13.24	13.24	15.89	15.89	15.89		15.89	18.53	21.18	15.89	18.53	21.18	23.83	26.48
17 years old	12.71	15.89	15.89	19.07	19.07	19.07		19.07	22.24	25.42	19.07	22.24	25.42	28.60	31.78
18 years old	14.83	18.54	18.54	22.25	22.25	22.25		22.25	25.96	29.67	22.25	25.96	29.67	33.37	37.08
19 years old	18.01	22.51	22.51	27.02	27.02	27.02		27.02	31.52	36.02	27.02	31.52	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	19.18	21.92	16.44	19.18	21.92	24.66	27.40
17 years old	13.15	16.44	16.44	19.73	19.73		23.02	19.73	23.02	26.30	19.73	23.02	26.30	29.59	32.88
18 years old	15.34	19.18	19.18	23.02	23.02		26.85	23.02	26.85	30.69	23.02	26.85	30.69	34.52	38.36
19 years old	18.63	23.29	23.29	27.95	27.95		32.61	27.95	32.61	37.26	27.95	32.61	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	20.20	23.09	17.32	20.20	23.09	25.98	28.86
17 years old	13.86	17.33	17.33	20.79	20.79		24.26	20.79	24.26	27.72	20.79	24.26	27.72	31.19	34.65
18 years old	16.17	20.21	20.21	24.26	24.26		28.30	24.26	28.30	32.34	24.26	28.30	32.34	36.38	40.43
19 years old	19.63	24.53	24.53	29.44	29.44		34.35	29.44	34.35	39.25	29.44	34.35	39.25	44.16	49.07

<b>Penalties</b> All levels Per Hour or part thereof	Mon-Fri 10pm-12am	Mon-Fri 12am-6am*	<b>Split Shift</b> Per Shift	<b>FT&amp;PT Only</b>
	\$2.31	\$3.46		\$4.31

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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	12.70	15.88	19.05	19.05	22.23	25.40	28.58
2nd Year	15.01	18.76	22.52	22.52	26.27	30.02	33.77
3rd Year	18.48	23.10	27.72	27.72	32.34	36.96	41.58
4th Year*	21.94	27.43	32.91	32.91	38.40	43.88	49.37
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	\$ 18.47	\$ 23.09	\$ 27.71	\$ 27.71	\$ 32.32	\$ 36.94	\$ 41.56
2nd year	\$ 19.84	\$ 24.80	\$ 29.76	\$ 29.76	\$ 34.72	\$ 39.68	\$ 44.64
3rd year	\$ 19.84	\$ 24.80	\$ 29.76	\$ 29.76	\$ 34.72	\$ 39.68	\$ 44.64
4th year*	\$ 21.94	\$ 27.43	\$ 32.91	\$ 32.91	\$ 38.40	\$ 43.88	\$ 49.37

### Allowances

\*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 2010 - Clause 28	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

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