



# Hospitality Industry Award 2010

## Juniors (Office Employees)

WAGE RATES AS AT 1 JULY 2017 (Casual overtime applies from the first full pay period on or after 1 January 2018) (prepared 20/12/17)

DISCLAIMER: While all due care has been taken in preparing this information, AHA (NT) does not accept any liability, nor is it responsible for any loss as a result of relying on this information.

			FULL TIME & PART TIME EMPLOYEES					OVERTIME RATES- FULL TIME AND PART TIME EMPLOYEES			CASUAL EMPLOYEES				OVERTIME RATES- CASUAL EMPLOYEE (From 1/1/18)		
HIGA Level	HIGA Classification	AGE	Weekly Rate	Monday - Friday	Saturday (125%)	Sunday (170%)	Public Holiday (225%)	Overtime Rates Monday-Friday:			Monday - Friday (125%)	Saturday (150%)	Sunday (175%)	Public Holidays (250%)	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Sunday or on an RDO
								For the first 2 hours 150%	Time thereafter 200%	200%					For the first 2 hours 150%	Time thereafter 200%	
				Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
2	Clerical Grade 1 Front Office Grade 1	19 Years (90%)	\$668.04	\$17.58	\$21.98	\$29.89	\$39.56	\$26.37	\$35.16	\$35.16	\$21.98	\$26.37	\$30.77	\$43.95	\$26.37	\$35.16	\$35.16
		18 Years (75%)	\$556.70	\$14.65	\$18.31	\$24.91	\$32.96	\$21.98	\$29.30	\$29.30	\$18.31	\$21.98	\$25.64	\$36.63	\$21.98	\$29.30	\$29.30
		17 Years (65%)	\$482.22	\$12.69	\$15.86	\$21.57	\$28.55	\$19.04	\$25.38	\$25.38	\$15.86	\$19.04	\$22.21	\$31.73	\$19.04	\$25.38	\$25.38
		16 Years (55%)	\$408.12	\$10.74	\$13.43	\$18.26	\$24.17	\$16.11	\$21.48	\$21.48	\$13.43	\$16.11	\$18.80	\$26.85	\$16.11	\$21.48	\$21.48
		16 Years & Under (45%)	\$334.02	\$8.79	\$10.99	\$14.94	\$19.78	\$13.19	\$17.58	\$17.58	\$10.99	\$13.19	\$15.38	\$21.98	\$13.19	\$17.58	\$17.58
3	Clerical Grade 2 Front Office Grade 2	19 Years (90%)	\$691.22	\$18.19	\$22.74	\$30.92	\$40.93	\$27.29	\$36.38	\$36.38	\$22.74	\$27.29	\$31.83	\$45.48	\$27.29	\$36.38	\$36.38
		18 Years (75%)	\$576.08	\$15.16	\$18.95	\$25.77	\$34.11	\$22.74	\$30.32	\$30.32	\$18.95	\$22.74	\$26.53	\$37.90	\$22.74	\$30.32	\$30.32
		17 Years (65%)	\$499.32	\$13.14	\$16.43	\$22.34	\$29.57	\$19.71	\$26.28	\$26.28	\$16.43	\$19.71	\$23.00	\$32.85	\$19.71	\$26.28	\$26.28
		16 Years (55%)	\$422.56	\$11.12	\$13.90	\$18.90	\$25.02	\$16.68	\$22.24	\$22.24	\$13.90	\$16.68	\$19.46	\$27.80	\$16.68	\$22.24	\$22.24
		16 Years & Under (45%)	\$345.42	\$9.09	\$11.36	\$15.45	\$20.45	\$13.64	\$18.18	\$18.18	\$11.36	\$13.64	\$15.91	\$22.73	\$13.64	\$18.18	\$18.18
4	Clerical Grade 3 Front Office Grade 3	19 Years (90%)	\$728.08	\$19.16	\$23.95	\$32.57	\$43.11	\$28.74	\$38.32	\$38.32	\$23.95	\$28.74	\$33.53	\$47.90	\$28.74	\$38.32	\$38.32
		18 Years (75%)	\$606.86	\$15.97	\$19.96	\$27.15	\$35.93	\$23.96	\$31.94	\$31.94	\$19.96	\$23.96	\$27.95	\$39.93	\$23.96	\$31.94	\$31.94
		17 Years (65%)	\$525.92	\$13.84	\$17.30	\$23.53	\$31.14	\$20.76	\$27.68	\$27.68	\$17.30	\$20.76	\$24.22	\$34.60	\$20.76	\$27.68	\$27.68
		16 Years (55%)	\$444.98	\$11.71	\$14.64	\$19.91	\$26.35	\$17.57	\$23.42	\$23.42	\$14.64	\$17.57	\$20.49	\$29.28	\$17.57	\$23.42	\$23.42
		16 Years & Under (45%)	\$364.04	\$9.58	\$11.98	\$16.29	\$21.56	\$14.37	\$19.16	\$19.16	\$11.98	\$14.37	\$16.77	\$23.95	\$14.37	\$19.16	\$19.16
5	Clerical Supervisor Front Office Supervisor	19 Years (90%)	\$774.06	\$20.37	\$25.46	\$34.63	\$45.83	\$30.56	\$40.74	\$40.74	\$25.46	\$30.56	\$35.65	\$50.93	\$30.56	\$40.74	\$40.74
		18 Years (75%)	\$644.86	\$16.97	\$21.21	\$28.85	\$38.18	\$25.46	\$33.94	\$33.94	\$21.21	\$25.46	\$29.70	\$42.43	\$25.46	\$33.94	\$33.94
		17 Years (65%)	\$558.98	\$14.71	\$18.39	\$25.01	\$33.10	\$22.07	\$29.42	\$29.42	\$18.39	\$22.07	\$25.74	\$36.78	\$22.07	\$29.42	\$29.42
		16 Years (55%)	\$473.10	\$12.45	\$15.56	\$21.17	\$28.01	\$18.68	\$24.90	\$24.90	\$15.56	\$18.68	\$21.79	\$31.13	\$18.68	\$24.90	\$24.90
		16 Years & Under (45%)	\$386.84	\$10.18	\$12.73	\$17.31	\$22.91	\$15.27	\$20.36	\$20.36	\$12.73	\$15.27	\$17.82	\$25.45	\$15.27	\$20.36	\$20.36

PENALTIES, LOADINGS AND ALLOWANCES

- (1) **District Allowance (no longer payable)**
- (2) **Broken Periods of Work Allowance for Full-Time and Part-Time Staff Only (clause 21.3(a)):**  
Time between periods of work is 2 hours and up to 3 hours - \$2.67 per day.  
Time between periods of work is more than 3 hours - \$4.05 per day.
- (3) **Meal Allowance (clause 21.1(a)):** \$12.71 per meal.
- (4) **Board and lodging:** Refer to clause 39.3 of the Award for Junior deductions.
- (5) **First aid allowance (clause 21.2(b)):** Full-time employee - \$9.71 per week.  
Part-time and casual employees - \$1.94 per day, up to a maximum of \$9.71 per week.
- (6) **Late/Early Work Penalties** - All employees are entitled to late/early work penalties between the hours 7pm to 7am Monday to Friday at the following rates (clause 32.2):  
**Between 7pm & midnight:**  
Payment is **\$2.13 per hour or any part of an hour.**  
**Between midnight & 7am:**  
Payment is **\$3.19 per hour or any part of an hour.**

The above list is not exhaustive and reference should be made to the HIGA for other penalties, loadings and allowances. Reference should also be made to the HIGA for further information regarding when the above mentioned penalties, loadings and allowances apply.