



# Restaurant Industry Award 2010

## Juniors

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					
RIA Level	RIA Classifications	AGE	Weekly Rate	Monday - Friday	Saturday (125%)	Sunday (150%)	Public Holiday (225%)	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Saturday		Overtime Rates Between midnight Saturday and midnight Sunday	Overtime Rates on RDO
								For the first 2 hours 150%	Time thereafter 200%	For the first 2 hours 175%	Time thereafter 200%	200%	200%
								Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
Intro	Introductory	19 Years (85%)	\$590.90	\$15.55	\$19.44	\$23.33	\$34.99	\$23.33	\$31.10	\$27.21	\$31.10	\$31.10	\$31.10
		18 Years (70%)	\$486.40	\$12.80	\$16.00	\$19.20	\$28.80	\$19.20	\$25.60	\$22.40	\$25.60	\$25.60	\$25.60
		17 Years (60%)	\$416.86	\$10.97	\$13.71	\$16.46	\$24.68	\$16.46	\$21.94	\$19.20	\$21.94	\$21.94	\$21.94
		16 Years & Under (50%)	\$347.70	\$9.15	\$11.44	\$13.73	\$20.59	\$13.73	\$18.30	\$16.01	\$18.30	\$18.30	\$18.30
1	F&B attendant grade 1 Kitchen attendant grade 1	19 Years (85%)	\$607.62	\$15.99	\$19.99	\$23.99	\$35.98	\$23.99	\$31.98	\$27.98	\$31.98	\$31.98	\$31.98
		18 Years (70%)	\$500.46	\$13.17	\$16.46	\$19.76	\$29.63	\$19.76	\$26.34	\$23.05	\$26.34	\$26.34	\$26.34
		17 Years (60%)	\$429.02	\$11.29	\$14.11	\$16.94	\$25.40	\$16.94	\$22.58	\$19.76	\$22.58	\$22.58	\$22.58
		16 Years & Under (50%)	\$357.58	\$9.41	\$11.76	\$14.12	\$21.17	\$14.12	\$18.82	\$16.47	\$18.82	\$18.82	\$18.82
2	F&B attendant grade 2 Kitchen attendant grade 2 Cook grade 1 Clerical grade 1 Storeperson grade 1 Door person/security officer grade 1	19 Years (85%)	\$630.80	\$16.60	\$20.75	\$24.90	\$37.35	\$24.90	\$33.20	\$29.05	\$33.20	\$33.20	\$33.20
		18 Years (70%)	\$519.46	\$13.67	\$17.09	\$20.51	\$30.76	\$20.51	\$27.34	\$23.92	\$27.34	\$27.34	\$27.34
		17 Years (60%)	\$445.36	\$11.72	\$14.65	\$17.58	\$26.37	\$17.58	\$23.44	\$20.51	\$23.44	\$23.44	\$23.44
		16 Years & Under (50%)	\$371.26	\$9.77	\$12.21	\$14.66	\$21.98	\$14.66	\$19.54	\$17.10	\$19.54	\$19.54	\$19.54
3	F&B Attendant Grade 3 Kitchen attendant grade 3 Cook grade 2 Clerical Grade 2 Storeperson Grade 2 Timekeeper/Security Officer 2 Handyperson	19 Years (85%)	\$652.84	\$17.18	\$21.48	\$25.77	\$38.66	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$34.36
		18 Years (70%)	\$537.70	\$14.15	\$17.69	\$21.23	\$31.84	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$28.30
		17 Years (60%)	\$460.94	\$12.13	\$15.16	\$18.20	\$27.29	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$24.26
		16 Years & Under (50%)	\$384.18	\$10.11	\$12.64	\$15.17	\$22.75	\$15.17	\$20.22	\$17.69	\$20.22	\$20.22	\$20.22
4	F&B attendant 4 (tradesperson) Cook grade 3 (tradesperson) Clerical Grade 3 Storeperson Grade 3	19 Years (85%)	\$687.80	\$18.10	\$22.63	\$27.15	\$40.73	\$27.15	\$36.20	\$31.68	\$36.20	\$36.20	\$36.20
		18 Years (70%)	\$566.20	\$14.90	\$18.63	\$22.35	\$33.53	\$22.35	\$29.80	\$26.08	\$29.80	\$29.80	\$29.80
		17 Years (60%)	\$485.26	\$12.77	\$15.96	\$19.16	\$28.73	\$19.16	\$25.54	\$22.35	\$25.54	\$25.54	\$25.54
		16 Years & Under (50%)	\$404.70	\$10.65	\$13.31	\$15.98	\$23.96	\$15.98	\$21.30	\$18.64	\$21.30	\$21.30	\$21.30
5	F&B Supervisor Cook Grade 4 (tradesperson) Clerical Supervisor Storeperson grade 3	19 Years (85%)	\$731.12	\$19.24	\$24.05	\$28.86	\$43.29	\$28.86	\$38.48	\$33.67	\$38.48	\$38.48	\$38.48
		18 Years (70%)	\$601.92	\$15.84	\$19.80	\$23.76	\$35.64	\$23.76	\$31.68	\$27.72	\$31.68	\$31.68	\$31.68
		17 Years (60%)	\$516.04	\$13.58	\$16.98	\$20.37	\$30.56	\$20.37	\$27.16	\$23.77	\$27.16	\$27.16	\$27.16
		16 Years & Under (50%)	\$430.16	\$11.32	\$14.15	\$16.98	\$25.47	\$16.98	\$22.64	\$19.81	\$22.64	\$22.64	\$22.64
6	Cook grade 5 (tradesperson)	19 Years (85%)	\$750.50	\$19.75	\$24.69	\$29.63	\$44.44	\$29.63	\$39.50	\$34.56	\$39.50	\$39.50	\$39.50
		18 Years (70%)	\$617.88	\$16.26	\$20.33	\$24.39	\$36.59	\$24.39	\$32.52	\$28.46	\$32.52	\$32.52	\$32.52
		17 Years (60%)	\$529.72	\$13.94	\$17.43	\$20.91	\$31.37	\$20.91	\$27.88	\$24.40	\$27.88	\$27.88	\$27.88
		16 Years & Under (50%)	\$441.56	\$11.62	\$14.53	\$17.43	\$26.15	\$17.43	\$23.24	\$20.34	\$23.24	\$23.24	\$23.24

			**CASUAL EMPLOYEES INTRODUCTORY, LEVEL 1, LEVEL 2				OVERTIME RATES (From 1/1/18)					
RIA Level	RIA	AGE	Monday-Friday (125%)	Saturday (150%)	Sunday (150%)	Public Holiday (250%)	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Saturday		Overtime Rates Between midnight Saturday and midnight Sunday	Overtime Rates on RDO
							For the first 2 hours 150%	Time thereafter 200%	For the first 2 hours 175%	Time thereafter 200%	200%	200%
			Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
Intro	Introductory	19 Years (85%)	\$19.44	\$23.33	\$23.33	\$38.88	\$23.33	\$31.10	\$27.21	\$31.10	\$31.10	\$31.10
		18 Years (70%)	\$16.00	\$19.20	\$19.20	\$32.00	\$19.20	\$25.60	\$22.40	\$25.60	\$25.60	\$25.60
		17 Years (60%)	\$13.71	\$16.46	\$16.46	\$27.43	\$16.46	\$21.94	\$19.20	\$21.94	\$21.94	\$21.94
		16 Years & Under (50%)	\$11.44	\$13.73	\$13.73	\$22.88	\$13.73	\$18.30	\$16.01	\$18.30	\$18.30	\$18.30
1	F&B attendant grade 1 Kitchen attendant grade 1	19 Years (85%)	\$19.99	\$23.99	\$23.99	\$39.98	\$23.99	\$31.98	\$27.98	\$31.98	\$31.98	\$31.98
		18 Years (70%)	\$16.46	\$19.76	\$19.76	\$32.93	\$19.76	\$26.34	\$23.05	\$26.34	\$26.34	\$26.34
		17 Years (60%)	\$14.11	\$16.94	\$16.94	\$28.23	\$16.94	\$22.58	\$19.76	\$22.58	\$22.58	\$22.58
		16 Years & Under (50%)	\$11.76	\$14.12	\$14.12	\$23.53	\$14.12	\$18.82	\$16.47	\$18.82	\$18.82	\$18.82
2	F&B attendant grade 2 Kitchen attendant grade 2 Cook grade 1 Clerical grade 1 Storeperson grade 1 Door person/security officer grade 1	19 Years (85%)	\$20.75	\$24.90	\$24.90	\$41.50	\$24.90	\$33.20	\$29.05	\$33.20	\$33.20	\$33.20
		18 Years (70%)	\$17.09	\$20.51	\$20.51	\$34.18	\$20.51	\$27.34	\$23.92	\$27.34	\$27.34	\$27.34
		17 Years (60%)	\$14.65	\$17.58	\$17.58	\$29.30	\$17.58	\$23.44	\$20.51	\$23.44	\$23.44	\$23.44
		16 Years & Under (50%)	\$12.21	\$14.66	\$14.66	\$24.43	\$14.66	\$19.54	\$17.10	\$19.54	\$19.54	\$19.54
			CASUAL LEVELS 3 TO 6				OVERTIME RATES (From 1/1/18)					
RIA Level	RIA	AGE	Monday-Friday (125%)	Saturday (150%)	Sunday (175%)	Public Holiday (250%)	Overtime Rates Monday-Friday:		Overtime Rates Between midnight Friday and midnight Saturday		Overtime Rates Between midnight Saturday and midnight Sunday	Overtime Rates on RDO
							For the first 2 hours 150%	Time thereafter 200%	For the first 2 hours 175%	Time thereafter 200%	200%	200%
			Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
3	F&B Attendant Grade 3 Kitchen attendant grade 3 Cook grade 2 Clerical Grade 2 Storeperson Grade 2 Timekeeper/Security Officer 2 Handyperson	19 Years (85%)	\$21.48	\$25.77	\$30.07	\$42.95	\$25.77	\$34.36	\$30.07	\$34.36	\$34.36	\$34.36
		18 Years (70%)	\$17.69	\$21.23	\$24.76	\$35.38	\$21.23	\$28.30	\$24.76	\$28.30	\$28.30	\$28.30
		17 Years (60%)	\$15.16	\$18.20	\$21.23	\$30.33	\$18.20	\$24.26	\$21.23	\$24.26	\$24.26	\$24.26
		16 Years & Under (50%)	\$12.64	\$15.17	\$17.69	\$25.28	\$15.17	\$20.22	\$17.69	\$20.22	\$20.22	\$20.22
4	F&B attendant 4 (tradesperson) Cook grade 3 (tradesperson) Clerical Grade 3 Storeperson Grade 3	19 Years (85%)	\$22.63	\$27.15	\$31.68	\$45.25	\$27.15	\$36.20	\$31.68	\$36.20	\$36.20	\$36.20
		18 Years (70%)	\$18.63	\$22.35	\$26.08	\$37.25	\$22.35	\$29.80	\$26.08	\$29.80	\$29.80	\$29.80
		17 Years (60%)	\$15.96	\$19.16	\$22.35	\$31.93	\$19.16	\$25.54	\$22.35	\$25.54	\$25.54	\$25.54
		16 Years & Under (50%)	\$13.31	\$15.98	\$18.64	\$26.63	\$15.98	\$21.30	\$18.64	\$21.30	\$21.30	\$21.30
5	F&B Supervisor Cook Grade 4 (tradesperson) Clerical Supervisor Storeperson grade 3	19 Years (85%)	\$24.05	\$28.86	\$33.67	\$48.10	\$28.86	\$38.48	\$33.67	\$38.48	\$38.48	\$38.48
		18 Years (70%)	\$19.80	\$23.76	\$27.72	\$39.60	\$23.76	\$31.68	\$27.72	\$31.68	\$31.68	\$31.68
		17 Years (60%)	\$16.98	\$20.37	\$23.77	\$33.95	\$20.37	\$27.16	\$23.77	\$27.16	\$27.16	\$27.16
		16 Years & Under (50%)	\$14.15	\$16.98	\$19.81	\$28.30	\$16.98	\$22.64	\$19.81	\$22.64	\$22.64	\$22.64
6	Cook grade 5 (tradesperson)	19 Years (85%)	\$24.69	\$29.63	\$34.56	\$49.38	\$29.63	\$39.50	\$34.56	\$39.50	\$39.50	\$39.50
		18 Years (70%)	\$20.33	\$24.39	\$28.46	\$40.65	\$24.39	\$32.52	\$28.46	\$32.52	\$32.52	\$32.52
		17 Years (60%)	\$17.43	\$20.91	\$24.40	\$34.85	\$20.91	\$27.88	\$24.40	\$27.88	\$27.88	\$27.88
		16 Years & Under (50%)	\$14.53	\$17.43	\$20.34	\$29.05	\$17.43	\$23.24	\$20.34	\$23.24	\$23.24	\$23.24

**PENALTIES, LOADINGS AND ALLOWANCES**

- (1) District Allowance (no longer payable)
- (2) Split Shift Allowance for Full-Time and Part-Time Employees Only (Clause 24.2): \$4.05 for each separate work period of two hours or more.
- (3) Meal Allowance for Full-Time and Part-Time Employees Only (Clause 24.1): \$12.71 per meal.
- (4) Tool Allowance (Clause 24.3(a)): \$1.73 per day or part thereof up to a maximum of \$8.49 per week.
- (5) Late/Early Work Penalties- all employees are entitled to late/early work penalties between 10pm and 6am (Clause 34.2):

**\*Important note: From 1 July 2017, the early morning penalty is applicable to work performed between midnight and 6:00am (Monday to Friday). Prior to 1 July 2017, the early morning penalty was applicable to work performed between the hours of midnight and 7:00 am.**

**10:00pm to midnight**  
Payment is **\$2.13 per hour or part of an hour.**

**Midnight to 6:00am\***  
Payment is **\$3.19 per hour or part of any hour.**

**\*\*IMPORTANT NOTE:** From 1 July 2014, the penalty rate for casual employees classified at Introductory Level, Level 1 or Level 2 for work performed on a Sunday has been reduced to 150%. However, existing employees with contracts specifying a particular rate in excess of a 150% penalty may be contractually entitled to continue to receive that rate. If you are unsure as to whether or not you can reduce the Sunday penalty rate for existing employees, it is recommended that you seek advice.

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.