

ClubsAustralia Workplace Relations Handbook

WAGE RATES 2019 – 2020

Wage rates effective from the first full pay period on or after 1 July 2019

Club Employees: Full-time & Part-time

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
<i>Introductory Modern Award</i>	\$740.80	\$19.49	\$29.24	\$34.11	\$38.98	\$48.73
<i>Level 1 Modern Award</i>	\$762.10	\$20.06	\$30.09	\$35.11	\$40.12	\$50.15
<i>Level 2 Modern Award</i>	\$791.40	\$20.83	\$31.25	\$36.45	\$41.66	\$52.08
<i>Level 3 Modern Award</i>	\$818.50	\$21.54	\$32.31	\$37.70	\$43.08	\$53.85
<i>Level 4 Modern Award</i>	\$862.50	\$22.70	\$34.05	\$39.73	\$45.40	\$56.75
<i>Level 5 Modern Award</i>	\$916.60	\$24.12	\$36.18	\$42.21	\$48.24	\$60.30
<i>Level 6 Modern Award</i>	\$941.10	\$24.77	\$37.16	\$43.35	\$49.54	\$61.93

Important: The appropriate wage level is to be found in clause 17.2 of the modern award and should not be confused with the employee's classification level

Club Employees: Casuals

	Monday to Friday	Saturday	Sunday	Public Holidays
<i>Introductory Modern Award</i>	\$24.36	\$29.24	\$34.11	\$48.73
<i>Level 1 Modern Award</i>	\$25.08	\$30.09	\$35.11	\$50.15
<i>Level 2 Modern Award</i>	\$26.04	\$31.25	\$36.45	\$52.08
<i>Level 3 Modern Award</i>	\$26.93	\$32.31	\$37.70	\$53.85
<i>Level 4 Modern Award</i>	\$28.38	\$34.05	\$39.73	\$56.75
<i>Level 5 Modern Award</i>	\$30.15	\$36.18	\$42.21	\$60.30
<i>Level 6 Modern Award</i>	\$30.96	\$37.16	\$43.35	\$61.93

Apprentices

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
1st Year <i>[55% the standard rate]</i>	\$474.38	\$12.48	\$18.73	\$21.85	\$24.97	\$31.21
2nd Year <i>[65% the standard rate]</i>	\$560.63	\$14.75	\$22.13	\$25.82	\$29.51	\$36.88
3rd Year <i>[80% the standard rate]</i>	\$690.00	\$18.16	\$27.24	\$31.78	\$36.32	\$45.39
4th Year <i>[95% the standard rate]</i>	\$819.38	\$21.56	\$32.34	\$37.73	\$43.13	\$53.91

Adult Apprentices

Adult Apprentice means an apprentice who is 21 years of age or over at the commencement of their apprenticeship, and commenced their apprenticeship **after 1 January 2014**.

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double time	Public Holiday
1st Year <i>[80% the standard rate*]</i>	\$690.00	\$18.16	\$27.24	\$31.78	\$36.32	\$45.39
2nd Year <i>[lowest adult classification, or 65% of standard rate, whichever is the greater**]</i>	\$740.80	\$19.49	\$29.24	\$34.12	\$38.99	\$48.74
3rd Year <i>[lowest adult classification, or 80% of standard rate, whichever is the greater**]</i>	\$740.80	\$19.49	\$29.24	\$34.12	\$38.99	\$48.74
4th Year <i>[lowest adult classification, or 95% of standard rate, whichever is the greater**]</i>	\$819.38	\$21.56	\$32.34	\$37.73	\$43.13	\$53.91

The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the first year of their apprenticeship must be 80% of the standard rate, or the appropriate rate prescribed by clause 17.4 for the relevant year of the apprenticeship, or the rate prescribed by clause B.3.1(d)(ii), whichever is the greater.

** The minimum wage of an adult apprentice who commenced on or after 1 January 2014 and is in the second and subsequent years of their apprenticeship must be the rate for the lowest adult classification in subclause 17.2—Club employees, or the appropriate rate prescribed by clause 17.4 for the relevant year of the apprenticeship, whichever is the greater.

Club Employees: Juniors

*Important: Note that these rates only apply to juniors who are **not** employed in the bar or other places where liquor is sold.*

17 Years of Age & Under

	Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
<i>Introductory Modern Award</i>	\$444.48	\$11.70	\$14.62	\$17.55	\$20.47	\$29.24
<i>Level 1 Modern Award</i>	\$457.26	\$12.03	\$15.04	\$18.05	\$21.06	\$30.08
<i>Level 2 Modern Award</i>	\$474.84	\$12.50	\$15.62	\$18.74	\$21.87	\$31.24
<i>Level 3 Modern Award</i>	\$491.10	\$12.92	\$16.15	\$19.39	\$22.62	\$32.31
<i>Level 4 Modern Award</i>	\$517.50	\$13.62	\$17.02	\$20.43	\$23.83	\$34.05
<i>Level 5 Modern Award</i>	\$549.96	\$14.47	\$18.09	\$21.71	\$25.33	\$36.18
<i>Level 6 Modern Award</i>	\$564.66	\$14.86	\$18.57	\$22.29	\$26.00	\$37.15

18 Years of Age

	Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
<i>Introductory Modern Award</i>	\$518.56	\$13.65	\$17.06	\$20.47	\$23.88	\$34.12
<i>Level 1 Modern Award</i>	\$533.47	\$14.04	\$17.55	\$21.06	\$24.57	\$35.10
<i>Level 2 Modern Award</i>	\$553.98	\$14.58	\$18.22	\$21.87	\$25.51	\$36.45
<i>Level 3 Modern Award</i>	\$572.95	\$15.08	\$18.85	\$22.62	\$26.39	\$37.69
<i>Level 4 Modern Award</i>	\$603.75	\$15.89	\$19.86	\$23.83	\$27.80	\$39.72
<i>Level 5 Modern Award</i>	\$641.62	\$16.88	\$21.11	\$25.33	\$29.55	\$42.21
<i>Level 6 Modern Award</i>	\$658.77	\$17.34	\$21.67	\$26.00	\$30.34	\$43.34

19 Years of Age

Rate of Pay - Weekly	Rate of Pay - Hourly	Rate of Pay - Casual	Saturday	Sunday	Public Holiday
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<i>Introductory Modern Award</i>	\$629.68	\$16.57	\$20.71	\$24.86	\$29.00	\$41.43
<i>Level 1 Modern Award</i>	\$647.79	\$17.05	\$21.31	\$25.57	\$29.83	\$42.62
<i>Level 2 Modern Award</i>	\$672.69	\$17.70	\$22.13	\$26.55	\$30.98	\$44.26
<i>Level 3 Modern Award</i>	\$695.73	\$18.31	\$22.89	\$27.46	\$32.04	\$45.77
<i>Level 4 Modern Award</i>	\$733.13	\$19.29	\$24.12	\$28.94	\$33.76	\$48.23
<i>Level 5 Modern Award</i>	\$779.11	\$20.50	\$25.63	\$30.75	\$35.88	\$51.26
<i>Level 6 Modern Award</i>	\$799.94	\$21.05	\$26.31	\$31.58	\$36.84	\$52.63

Maintenance & Horticultural Employees

Rate of Pay - Weekly	Rate of Pay - Hourly - Monday - Friday & Saturday before 12 noon	Casual Hourly - Monday - Friday & Sat before 12 noon	Time and a half	Double time	Public Holiday
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<i>M & H Level 1 [Level 2 Modern Award]</i>	\$791.40	\$20.83	\$26.04	\$31.25	\$41.66	\$52.08
<i>M & H Level 2 [Level 3 Modern Award]</i>	\$818.50	\$21.54	\$26.93	\$32.31	\$43.08	\$53.85
<i>M & H Level 3 (tradesperson) [Level 4 Modern Award]</i>	\$862.50	\$22.70	\$28.38	\$34.05	\$45.40	\$56.75
<i>M & H Level 4 (tradesperson) [Level 5 Modern Award]</i>	\$916.60	\$24.12	\$30.15	\$36.18	\$48.24	\$60.30

Club Managers with Exemptions

	Rate of Pay - - Weekly	Weekly Rate - 20% Exemption	Weekly Rate - 50% Exemption	Annual Salary - 20% Exemption **	Annual Salary - 50% Exemption **
Level A Modern Award	\$964.80	\$1,157.76	\$1,447.20	\$60,368.40	\$75,460.50
Level B Modern Award M & H Management L1	\$1,005.60	\$1,206.72	\$1,508.40	\$62,920.80	\$78,651.00
Level C Modern Award	\$1,019.00	\$1,222.80	\$1,528.50	\$63,758.40	\$79,698.00
Level D Modern Award	\$1,056.40	\$1,267.68	\$1,584.60	\$66,098.40	\$82,623.00
Level E Modern Award M & H Management L2	\$1,094.90	\$1,313.88	\$1,642.35	\$68,509.20	\$85,636.50
Level F Modern Award	\$1,164.20	\$1,397.04	\$1,746.30	\$72,846.00	\$91,057.50
Level G Modern Award	\$1,187.00	\$1,424.40	\$1,780.50	\$74,270.40	\$92,838.00

**The annualised salaries are reflective of 52.1428 weeks

Club Managers including Weekends

	Rate of Pay - Weekly	Rate of Pay - Hourly	Saturday	Sunday	Double Time	Public Holidays
Level A Modern Award	\$964.80	\$25.39	\$38.09	\$44.43	\$50.78	\$63.48
Level B Modern Award M & H Management L1	\$1,005.60	\$26.46	\$39.69	\$46.31	\$52.92	\$66.15
Level C Modern Award	\$1,019.00	\$26.82	\$40.23	\$46.94	\$53.64	\$67.05
Level D Modern Award	\$1,056.40	\$27.80	\$41.70	\$48.65	\$55.60	\$69.50
Level E Modern Award M & H Management L2	\$1,094.90	\$28.81	\$43.22	\$50.42	\$57.62	\$72.03
Level F Modern Award	\$1,164.20	\$30.64	\$45.96	\$53.62	\$61.28	\$76.60
Level G Modern Award	\$1,187.00	\$31.24	\$46.86	\$54.67	\$62.48	\$78.10

Award Penalties & Loadings

Casual Loading	Late Work Penalty	Early Work Penalty	Broken Shift Allowance	First Aid Allowance
25%	\$per hour	\$per hour	\$per shift	\$per week