

# Clerks – Private Sector Award 2020

1 July 2022

## Clerks – Private Sector Award 2020

The below pay rate schedule for the Clerks – Private Sector Award 2020 has been prepared by EmploySure and must be read in accordance with the award and the Important Notes listed below. This pay rate schedule applies from 1 July 2022 until 30 June 2023, unless updated or replaced earlier.

To support you in understanding your obligations, we have prepared a summary of how to apply each rate, in the Applying Penalties section.

The minimum rates under the award are then set out, with the minimum rate dependent on factors such as an employee's classification, employment status and age. Note that any existing rates or conditions in excess of these should remain in place.

In addition to the rates listed, you are required to pay superannuation in accordance with the applicable legislation. You are also required to deduct appropriate income tax from payments to employees in line with Australian Taxation Office requirements.

Finally, we have provided an overview of common allowances that may be applicable under this award. Where applicable, these should be paid in addition to the pay rates set out below.

EmploySure Pty Ltd has created pay rate schedules to provide guidance on what rates of pay might be for your employees in any given financial year and information contained in this guide is general in nature. You are required to comply with obligations that may arise pursuant to any applicable award and / or the contract of employment. If you are unsure in respect to the application or interpretation of any applicable award and / or contract of employment or you are seeking advice specific to your situation, please contact the Advice Team on 1300 651 415.

EmploySure Pty Ltd recommends you review each employee's rate of pay at any time there is a change in the award, and when terms or conditions change.

## Important Notes

**Trainees:** Please note that the below pay rate schedule does not contain trainee wages. If you engage trainee employees under this award please contact the Advice team for the Trainees Pay Rate Schedule.

**Working through a break or less than 10 hours break between shifts:** Please note that the below pay rate schedule does not contain rates specific to when an employee is required to work through their meal break or breaks between shifts. If your employees work through their breaks please contact the Advice team on 1300 651 415 for further pay rates.



**Rest period after working overtime for shiftwork:** Please note that the below pay rate schedule does not contain rates for full-time or part-time employees working overtime for the purposes of changing shift rosters, where an employee working a shift does not report for duty and another employee is required to work their shift, or where a shift is worked by arrangement between the employees themselves. For rates of pay in these circumstances, please contact the Advice team on 1300 651 415 for further information.

**Living away from home:** Please note that the below pay rate schedule does not contain allowances for when an employee is required to live away from home. If your employees are required to live away from home please contact the Advice team for further pay rates.

**Annual leave loading:** Under this Award, permanent employees are entitled to an additional amount when taking paid annual leave. For further information, please see the allowances section of this document or contact the Advice team on 1300 651 415.

**Employee Reimbursements:** Please note that the below pay rate schedule does not contain information specific to employees who are required to purchase protective footwear, a uniform and/or protective clothing. To determine whether these reimbursements may apply to your employees, please contact Advice team on 1300 651 415

**Higher duties allowance:** An employee, when required to perform any of the duties in a classification higher than their usual classification for more than one day must be paid at least the rate which would be applicable if such duties were performed on a permanent basis. For further advice please contact the Advice team on 1300 651 415.

**Rostered day off:** Please note that the below pay rate schedule does not contain overtime rates for an employee working on a rostered day off. If your employees perform work on their rostered day off please contact the Advice team on 1300 651 415.

**Return to Duty:** Please note that the below pay rate schedule does not contain rates and allowances that apply when an employee is required to return to the workplace after completing their ordinary hours. Please contact the Advice team on 1300 651 415 for further information.



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Types of employment	
<p><b>Full-time</b> A full-time employee is engaged to perform the lesser of the following:</p> <ul style="list-style-type: none"> <li>• an average of 38 hours per week; or</li> <li>• the number of ordinary hours per week that is considered full-time at the workplace.</li> </ul> <p><b>Part-time</b> A part-time employee is engaged to perform less than the full-time hours at the workplace and must be engaged for a minimum of 3 consecutive hours per shift.</p> <p>On commencement an employer and employee must agree in writing on a regular pattern of work including the number of hours worked each day, the days to be worked and the start and finish times.</p> <p><b>Casual</b> Ordinary hours for casual employees are as the description in the 'ordinary hourly rate' section above.</p> <p>An employer must pay a casual employee for a minimum of 3 hours' work on each engagement even if they are rostered to work for fewer than 3 hours.</p>	
Day Worker	Explanation
<b>Ordinary hourly rate</b>	<p>An employee, who is not a shiftworker, will be paid this rate of pay whilst working ordinary hours within the below conditions. This should be read in conjunction with the conditions outlined for full-time, part-time, and casual employees.</p> <p>Ordinary hours performed on a Saturday will attract a penalty rate as described below.</p> <p><b>Ordinary hours of work for day workers</b></p> <ul style="list-style-type: none"> <li>• An average of 38 hours per week over a period of up to 4 weeks, or 38 hours per week over an agreed roster cycle</li> <li>• 7.00 am and 7.00 pm, Monday to Friday</li> <li>• 7.00 am and 12.30 pm, Saturday</li> <li>• 10 hours per day</li> </ul> <p>Where employees perform work in association with other employees who are covered by a different modern award, the ordinary hours of work may change. In addition, the span of ordinary hours may be altered by up to one hour at either end of the span by mutual agreement with employees, where the requirements of the facilitative provisions outlined in the award are met. Contact the Advice Team on 1300 651 415 for further information.</p>
<b>Ordinary hours on Saturday</b>	Any ordinary hours worked between 7.00 am to 12.30 pm Saturday should be paid at this rate.
<b>All hours worked on Sunday</b>	All ordinary hours and overtime hours performed on a Sunday should be paid at this rate and employees should be provided with a minimum of 4 hours' work.



<p><b>Overtime principles</b></p>	<p>Overtime is calculated on a daily basis.</p> <p>Overtime is payable to an employee who works at least half an hour of overtime in a week at the direction of the employer for work performed:</p> <ul style="list-style-type: none"> <li>- in excess of ordinary weekly hours</li> <li>- in excess of 10 ordinary hours on any one day, excluding unpaid meal breaks</li> <li>- outside the spread of ordinary hours</li> <li>- that is overtime on a rostered day off that is not substituted or banked, or</li> <li>- if a part-time employee - in excess of part-time hours as agreed or varied</li> </ul> <p>An employee who works 38 hours Monday to Friday and is engaged to work overtime on a Saturday, must be paid overtime for a minimum of 3 hours.</p> <p>An employee required to return to the workplace after completing their ordinary hours must receive a minimum payment of 3 hours overtime payment.</p>
<p><b>First two hours of overtime</b></p>	<p>All hours worked Monday to Saturday, in excess of or outside of the ordinary hours outlined above, should be paid at this rate for the first two hours.</p>
<p><b>Overtime thereafter</b></p>	<p>All hours worked Monday to Saturday, in excess of or outside of the ordinary hours outlined above, should be paid at this rate after the first two hours.</p>
<p><b>Public holidays</b></p>	<p>All ordinary hours and overtime hours worked on a public holiday must be paid at this rate for a minimum of 4 hours.</p>



Shiftworker	Explanation
<p><b>Ordinary hours shiftworker</b></p>	<p>An employee, who is not a dayworker, will be paid a shift rate whilst working ordinary hours within the below conditions. This should be read in conjunction with the conditions outlined for full-time, part-time, and casual employees.</p> <p>An afternoon shift means any shift finishing after 7.00 pm and at or before midnight.</p> <p>A night shift means any shift finishing after midnight, and at or before 7.00 am.</p> <p><b>Ordinary hours of work for shiftworkers</b></p> <ul style="list-style-type: none"> <li>• average of 38 hours per week over a period up to 4 weeks or an average of 38 hours over a roster period, not exceeding 12 months, as agreed between an employer and the majority of employees concerned</li> <li>• 6 shifts over the period of a week, including a Sunday</li> <li>• 10 hours per day, including paid breaks</li> </ul> <p>The span of ordinary hours may be altered by up to one hour at either end of the span by mutual agreement with employees, where the requirements of the facilitative provisions outlined in the award are met. Contact the Advice Team on 1300 651 415 for further information if you would like to alter the span of ordinary hours for shiftworkers.</p>
<p><b>Shiftwork (afternoon or night)</b></p>	<p>A shiftworker employed on an afternoon shift or a night shift will be paid this rate for ordinary hours worked on such shift.</p> <p>An employee who starts an ordinary shift between 11.00pm and midnight on a Sunday that extends into the next day that is not a public holiday must be paid this penalty rate.</p> <p>An employee who starts an ordinary shift between 11.00pm and midnight on the day before a Sunday or public holiday that extends into that Sunday or public holiday is paid this penalty rate for the time worked on the day before the Sunday or public holiday.</p>
<p><b>Shiftwork (permanent night shift)</b></p>	<p>A shiftworker must be paid this rate for any ordinary hours worked on a permanent night shift.</p> <p>Permanent night shift means a night shift which does not rotate with another shift or shifts or day work and which continues for a period of not less than 4 consecutive weeks.</p> <p>An employee who starts an ordinary shift between 11.00pm and midnight on a Sunday that extends into the next day that is not a public holiday must be paid this penalty rate.</p> <p>An employee who starts an ordinary shift between 11.00pm and midnight on the day before a Sunday or public holiday that extends into that Sunday or public holiday is paid this penalty rate for the time worked on the day before the Sunday or public holiday.</p>



<p><b>Shiftwork weekend and public holidays (ordinary hours)</b></p>	<p>A shiftworker working ordinary hours on a weekend or public holiday must be paid this rate.</p> <p>An employee who starts an ordinary shift between 11.00 pm and midnight on a Sunday that extends into the next day that is not a public holiday is not entitled to this penalty rate.</p> <p>An employee who starts an ordinary shift between 11.00 pm and midnight on the day before a Sunday or public holiday that extends into that Sunday or public holiday is entitled to this penalty rate for the time worked on that day.</p>
<p><b>Shiftwork weekend and public holidays (not a usual working day)</b></p>	<p>A shiftworker whose ordinary working period does not include a Saturday, Sunday or a public holiday as an ordinary working day however is required to work on any such day must be paid this rate. A minimum payment of 4 hours at this rate will apply.</p>
<p><b>Shiftwork (weekly overtime first 3 hrs)</b></p>	<p>A shiftworker that works in excess of the ordinary weekly hours will be paid at this rate for the first 3 hours.</p>
<p><b>Shiftwork (daily overtime first 2 hrs)</b></p>	<p>A shiftworker that works in excess of the ordinary daily hours will be paid at this rate for the first 2 hours.</p>
<p><b>Shiftwork (thereafter):</b>  <b>weekly - after the first 3 hours</b>  <b>daily - after the first 2 hours</b></p>	<p>All hours in excess of the ordinary weekly hours or the ordinary daily hours on an ordinary shift for a shiftworker must be paid at this rate in the following way:</p> <ul style="list-style-type: none"> <li>• ordinary weekly hours: after the first 3 hours; and</li> <li>• ordinary daily hours: after the first 2 hours.</li> </ul> <p>If you have any questions on the application of this rate please call the Advice team on 1300 651 415.</p>



## Clerks – Private Sector Award 2020 – Permanent

Permanent Employees Level 1—Year 1	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$10.20	\$11.33	\$13.60	\$15.87	\$18.13	\$20.40	\$22.67
Ordinary hours on Saturday	\$12.75	\$14.16	\$17.00	\$19.84	\$22.66	\$25.50	\$28.34
All hours worked on Sunday	\$20.40	\$22.66	\$27.20	\$31.74	\$36.26	\$40.80	\$45.34
First two hours of overtime	\$15.30	\$17.00	\$20.40	\$23.81	\$27.20	\$30.60	\$34.01
Overtime thereafter	\$20.40	\$22.66	\$27.20	\$31.74	\$36.26	\$40.80	\$45.34
Public holidays	\$25.50	\$28.33	\$34.00	\$39.68	\$45.33	\$51.00	\$56.68
Shiftwork (afternoon or night)	\$11.73	\$13.03	\$15.64	\$18.25	\$20.85	\$23.46	\$26.07
Shiftwork (permanent night shift)	\$13.26	\$14.73	\$17.68	\$20.63	\$23.57	\$26.52	\$29.47
Shiftwork weekend and public holidays (ordinary hours)	\$15.30	\$17.00	\$20.40	\$23.81	\$27.20	\$30.60	\$34.01
Shiftwork weekend and public holidays (not a usual working day)	\$20.40	\$22.66	\$27.20	\$31.74	\$36.26	\$40.80	\$45.34
Shiftwork (weekly overtime first 3 hrs)	\$15.30	\$17.00	\$20.40	\$23.81	\$27.20	\$30.60	\$34.01
Shiftwork (daily overtime first 2 hrs)	\$15.30	\$17.00	\$20.40	\$23.81	\$27.20	\$30.60	\$34.01
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$20.40	\$22.66	\$27.20	\$31.74	\$36.26	\$40.80	\$45.34

Permanent Employees Level 1—Year 2	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$10.68	\$11.87	\$14.24	\$16.62	\$18.99	\$21.37	\$23.74
Ordinary hours on Saturday	\$13.35	\$14.84	\$17.80	\$20.78	\$23.74	\$26.71	\$29.68
All hours worked on Sunday	\$21.36	\$23.74	\$28.48	\$33.24	\$37.98	\$42.74	\$47.48
First two hours of overtime	\$16.02	\$17.81	\$21.36	\$24.93	\$28.49	\$32.06	\$35.61
Overtime thereafter	\$21.36	\$23.74	\$28.48	\$33.24	\$37.98	\$42.74	\$47.48
Public holidays	\$26.70	\$29.68	\$35.60	\$41.55	\$47.48	\$53.43	\$59.35
Shiftwork (afternoon or night)	\$12.28	\$13.65	\$16.38	\$19.11	\$21.84	\$24.58	\$27.30
Shiftwork (permanent night shift)	\$13.88	\$15.43	\$18.51	\$21.61	\$24.69	\$27.78	\$30.86
Shiftwork weekend and public holidays (ordinary hours)	\$16.02	\$17.81	\$21.36	\$24.93	\$28.49	\$32.06	\$35.61
Shiftwork weekend and public holidays (not a usual working day)	\$21.36	\$23.74	\$28.48	\$33.24	\$37.98	\$42.74	\$47.48
Shiftwork (weekly overtime first 3 hrs)	\$16.02	\$17.81	\$21.36	\$24.93	\$28.49	\$32.06	\$35.61
Shiftwork (daily overtime first 2 hrs)	\$16.02	\$17.81	\$21.36	\$24.93	\$28.49	\$32.06	\$35.61
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$21.36	\$23.74	\$28.48	\$33.24	\$37.98	\$42.74	\$47.48





Permanent Employees Level 1—Year 3	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$11.01	\$12.24	\$14.68	\$17.13	\$19.58	\$22.02	\$24.47
Ordinary hours on Saturday	\$13.76	\$15.30	\$18.35	\$21.41	\$24.48	\$27.53	\$30.59
All hours worked on Sunday	\$22.02	\$24.48	\$29.36	\$34.26	\$39.16	\$44.04	\$48.94
First two hours of overtime	\$16.52	\$18.36	\$22.02	\$25.70	\$29.37	\$33.03	\$36.71
Overtime thereafter	\$22.02	\$24.48	\$29.36	\$34.26	\$39.16	\$44.04	\$48.94
Public holidays	\$27.53	\$30.60	\$36.70	\$42.83	\$48.95	\$55.05	\$61.18
Shiftwork (afternoon or night)	\$12.66	\$14.08	\$16.88	\$19.70	\$22.52	\$25.32	\$28.14
Shiftwork (permanent night shift)	\$14.31	\$15.91	\$19.08	\$22.27	\$25.45	\$28.63	\$31.81
Shiftwork weekend and public holidays (ordinary hours)	\$16.52	\$18.36	\$22.02	\$25.70	\$29.37	\$33.03	\$36.71
Shiftwork weekend and public holidays (not a usual working day)	\$22.02	\$24.48	\$29.36	\$34.26	\$39.16	\$44.04	\$48.94
Shiftwork (weekly overtime first 3 hrs)	\$16.52	\$18.36	\$22.02	\$25.70	\$29.37	\$33.03	\$36.71
Shiftwork (daily overtime first 2 hrs)	\$16.52	\$18.36	\$22.02	\$25.70	\$29.37	\$33.03	\$36.71
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$22.02	\$24.48	\$29.36	\$34.26	\$39.16	\$44.04	\$48.94

Permanent Employees Level 2—Year 1	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$11.14	\$12.38	\$14.86	\$17.33	\$19.81	\$22.28	\$24.76
Ordinary hours on Saturday	\$13.93	\$15.48	\$18.58	\$21.66	\$24.76	\$27.85	\$30.95
All hours worked on Sunday	\$22.28	\$24.76	\$29.72	\$34.66	\$39.62	\$44.56	\$49.52
First two hours of overtime	\$16.71	\$18.57	\$22.29	\$26.00	\$29.72	\$33.42	\$37.14
Overtime thereafter	\$22.28	\$24.76	\$29.72	\$34.66	\$39.62	\$44.56	\$49.52
Public holidays	\$27.85	\$30.95	\$37.15	\$43.33	\$49.53	\$55.70	\$61.90
Shiftwork (afternoon or night)	\$12.81	\$14.24	\$17.09	\$19.93	\$22.78	\$25.62	\$28.47
Shiftwork (permanent night shift)	\$14.48	\$16.09	\$19.32	\$22.53	\$25.75	\$28.96	\$32.19
Shiftwork weekend and public holidays (ordinary hours)	\$16.71	\$18.57	\$22.29	\$26.00	\$29.72	\$33.42	\$37.14
Shiftwork weekend and public holidays (not a usual working day)	\$22.28	\$24.76	\$29.72	\$34.66	\$39.62	\$44.56	\$49.52
Shiftwork (weekly overtime first 3 hrs)	\$16.71	\$18.57	\$22.29	\$26.00	\$29.72	\$33.42	\$37.14
Shiftwork (daily overtime first 2 hrs)	\$16.71	\$18.57	\$22.29	\$26.00	\$29.72	\$33.42	\$37.14
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$22.28	\$24.76	\$29.72	\$34.66	\$39.62	\$44.56	\$49.52



Permanent Employees Level 2—Year 2	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$11.35	\$12.61	\$15.13	\$17.65	\$20.17	\$22.70	\$25.22
Ordinary hours on Saturday	\$14.19	\$15.76	\$18.91	\$22.06	\$25.21	\$28.38	\$31.53
All hours worked on Sunday	\$22.70	\$25.22	\$30.26	\$35.30	\$40.34	\$45.40	\$50.44
First two hours of overtime	\$17.03	\$18.92	\$22.70	\$26.48	\$30.26	\$34.05	\$37.83
Overtime thereafter	\$22.70	\$25.22	\$30.26	\$35.30	\$40.34	\$45.40	\$50.44
Public holidays	\$28.38	\$31.53	\$37.83	\$44.13	\$50.43	\$56.75	\$63.05
Shiftwork (afternoon or night)	\$13.05	\$14.50	\$17.40	\$20.30	\$23.20	\$26.11	\$29.00
Shiftwork (permanent night shift)	\$14.76	\$16.39	\$19.67	\$22.95	\$26.22	\$29.51	\$32.79
Shiftwork weekend and public holidays (ordinary hours)	\$17.03	\$18.92	\$22.70	\$26.48	\$30.26	\$34.05	\$37.83
Shiftwork weekend and public holidays (not a usual working day)	\$22.70	\$25.22	\$30.26	\$35.30	\$40.34	\$45.40	\$50.44
Shiftwork (weekly overtime first 3 hrs)	\$17.03	\$18.92	\$22.70	\$26.48	\$30.26	\$34.05	\$37.83
Shiftwork (daily overtime first 2 hrs)	\$17.03	\$18.92	\$22.70	\$26.48	\$30.26	\$34.05	\$37.83
Shiftwork (thereafter): weekly - after the first 3 hours							
daily - after the first 2 hours	\$22.70	\$25.22	\$30.26	\$35.30	\$40.34	\$45.40	\$50.44

Permanent Employees Level 3	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$11.77	\$13.08	\$15.69	\$18.31	\$20.92	\$23.54	\$26.15
Ordinary hours on Saturday	\$14.71	\$16.35	\$19.61	\$22.89	\$26.15	\$29.43	\$32.69
All hours worked on Sunday	\$23.54	\$26.16	\$31.38	\$36.62	\$41.84	\$47.08	\$52.30
First two hours of overtime	\$17.66	\$19.62	\$23.54	\$27.47	\$31.38	\$35.31	\$39.23
Overtime thereafter	\$23.54	\$26.16	\$31.38	\$36.62	\$41.84	\$47.08	\$52.30
Public holidays	\$29.43	\$32.70	\$39.23	\$45.78	\$52.30	\$58.85	\$65.38
Shiftwork (afternoon or night)	\$13.54	\$15.04	\$18.04	\$21.06	\$24.06	\$27.07	\$30.07
Shiftwork (permanent night shift)	\$15.30	\$17.00	\$20.40	\$23.80	\$27.20	\$30.60	\$34.00
Shiftwork weekend and public holidays (ordinary hours)	\$17.66	\$19.62	\$23.54	\$27.47	\$31.38	\$35.31	\$39.23
Shiftwork weekend and public holidays (not a usual working day)	\$23.54	\$26.16	\$31.38	\$36.62	\$41.84	\$47.08	\$52.30
Shiftwork (weekly overtime first 3 hrs)	\$17.66	\$19.62	\$23.54	\$27.47	\$31.38	\$35.31	\$39.23
Shiftwork (daily overtime first 2 hrs)	\$17.66	\$19.62	\$23.54	\$27.47	\$31.38	\$35.31	\$39.23
Shiftwork (thereafter): weekly - after the first 3 hours							
daily - after the first 2 hours	\$23.54	\$26.16	\$31.38	\$36.62	\$41.84	\$47.08	\$52.30



<b>Permanent Employees Call centre principal customer contact specialist</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
Ordinary hourly rate	\$11.85	\$13.17	\$15.80	\$18.44	\$21.07	\$23.70	\$26.34
Ordinary hours on Saturday	\$14.81	\$16.46	\$19.75	\$23.05	\$26.34	\$29.63	\$32.93
All hours worked on Sunday	\$23.70	\$26.34	\$31.60	\$36.88	\$42.14	\$47.40	\$52.68
First two hours of overtime	\$17.78	\$19.76	\$23.70	\$27.66	\$31.61	\$35.55	\$39.51
Overtime thereafter	\$23.70	\$26.34	\$31.60	\$36.88	\$42.14	\$47.40	\$52.68
Public holidays	\$29.63	\$32.93	\$39.50	\$46.10	\$52.68	\$59.25	\$65.85
Shiftwork (afternoon or night)	\$13.63	\$15.15	\$18.17	\$21.21	\$24.23	\$27.26	\$30.29
Shiftwork (permanent night shift)	\$15.41	\$17.12	\$20.54	\$23.97	\$27.39	\$30.81	\$34.24
Shiftwork weekend and public holidays (ordinary hours)	\$17.78	\$19.76	\$23.70	\$27.66	\$31.61	\$35.55	\$39.51
Shiftwork weekend and public holidays (not a usual working day)	\$23.70	\$26.34	\$31.60	\$36.88	\$42.14	\$47.40	\$52.68
Shiftwork (weekly overtime first 3 hrs)	\$17.78	\$19.76	\$23.70	\$27.66	\$31.61	\$35.55	\$39.51
Shiftwork (daily overtime first 2 hrs)	\$17.78	\$19.76	\$23.70	\$27.66	\$31.61	\$35.55	\$39.51
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$23.70	\$26.34	\$31.60	\$36.88	\$42.14	\$47.40	\$52.68

<b>Permanent Employees Level 4</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
Ordinary hourly rate	\$12.36	\$13.73	\$16.48	\$19.22	\$21.97	\$24.72	\$27.46
Ordinary hours on Saturday	\$15.45	\$17.16	\$20.60	\$24.03	\$27.46	\$30.90	\$34.33
All hours worked on Sunday	\$24.72	\$27.46	\$32.96	\$38.44	\$43.94	\$49.44	\$54.92
First two hours of overtime	\$18.54	\$20.60	\$24.72	\$28.83	\$32.96	\$37.08	\$41.19
Overtime thereafter	\$24.72	\$27.46	\$32.96	\$38.44	\$43.94	\$49.44	\$54.92
Public holidays	\$30.90	\$34.33	\$41.20	\$48.05	\$54.93	\$61.80	\$68.65
Shiftwork (afternoon or night)	\$14.21	\$15.79	\$18.95	\$22.10	\$25.27	\$28.43	\$31.58
Shiftwork (permanent night shift)	\$16.07	\$17.85	\$21.42	\$24.99	\$28.56	\$32.14	\$35.70
Shiftwork weekend and public holidays (ordinary hours)	\$18.54	\$20.60	\$24.72	\$28.83	\$32.96	\$37.08	\$41.19
Shiftwork weekend and public holidays (not a usual working day)	\$24.72	\$27.46	\$32.96	\$38.44	\$43.94	\$49.44	\$54.92
Shiftwork (weekly overtime first 3 hrs)	\$18.54	\$20.60	\$24.72	\$28.83	\$32.96	\$37.08	\$41.19
Shiftwork (daily overtime first 2 hrs)	\$18.54	\$20.60	\$24.72	\$28.83	\$32.96	\$37.08	\$41.19
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$24.72	\$27.46	\$32.96	\$38.44	\$43.94	\$49.44	\$54.92



Permanent Employees Level 5	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$12.86	\$14.29	\$17.15	\$20.01	\$22.86	\$25.72	\$28.58
Ordinary hours on Saturday	\$16.08	\$17.86	\$21.44	\$25.01	\$28.58	\$32.15	\$35.73
All hours worked on Sunday	\$25.72	\$28.58	\$34.30	\$40.02	\$45.72	\$51.44	\$57.16
First two hours of overtime	\$19.29	\$21.44	\$25.73	\$30.02	\$34.29	\$38.58	\$42.87
Overtime thereafter	\$25.72	\$28.58	\$34.30	\$40.02	\$45.72	\$51.44	\$57.16
Public holidays	\$32.15	\$35.73	\$42.88	\$50.03	\$57.15	\$64.30	\$71.45
Shiftwork (afternoon or night)	\$14.79	\$16.43	\$19.72	\$23.01	\$26.29	\$29.58	\$32.87
Shiftwork (permanent night shift)	\$16.72	\$18.58	\$22.30	\$26.01	\$29.72	\$33.44	\$37.15
Shiftwork weekend and public holidays (ordinary hours)	\$19.29	\$21.44	\$25.73	\$30.02	\$34.29	\$38.58	\$42.87
Shiftwork weekend and public holidays (not a usual working day)	\$25.72	\$28.58	\$34.30	\$40.02	\$45.72	\$51.44	\$57.16
Shiftwork (weekly overtime first 3 hrs)	\$19.29	\$21.44	\$25.73	\$30.02	\$34.29	\$38.58	\$42.87
Shiftwork (daily overtime first 2 hrs)	\$19.29	\$21.44	\$25.73	\$30.02	\$34.29	\$38.58	\$42.87
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$25.72	\$28.58	\$34.30	\$40.02	\$45.72	\$51.44	\$57.16

Permanent Employees Call centre technical associate	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$14.09	\$15.65	\$18.78	\$21.91	\$25.04	\$28.17	\$31.31
Ordinary hours on Saturday	\$17.61	\$19.56	\$23.48	\$27.39	\$31.30	\$35.21	\$39.14
All hours worked on Sunday	\$28.18	\$31.30	\$37.56	\$43.82	\$50.08	\$56.34	\$62.62
First two hours of overtime	\$21.14	\$23.48	\$28.17	\$32.87	\$37.56	\$42.26	\$46.97
Overtime thereafter	\$28.18	\$31.30	\$37.56	\$43.82	\$50.08	\$56.34	\$62.62
Public holidays	\$35.23	\$39.13	\$46.95	\$54.78	\$62.60	\$70.43	\$78.28
Shiftwork (afternoon or night)	\$16.20	\$18.00	\$21.60	\$25.20	\$28.80	\$32.40	\$36.01
Shiftwork (permanent night shift)	\$18.32	\$20.35	\$24.41	\$28.48	\$32.55	\$36.62	\$40.70
Shiftwork weekend and public holidays (ordinary hours)	\$21.14	\$23.48	\$28.17	\$32.87	\$37.56	\$42.26	\$46.97
Shiftwork weekend and public holidays (not a usual working day)	\$28.18	\$31.30	\$37.56	\$43.82	\$50.08	\$56.34	\$62.62
Shiftwork (weekly overtime first 3 hrs)	\$21.14	\$23.48	\$28.17	\$32.87	\$37.56	\$42.26	\$46.97
Shiftwork (daily overtime first 2 hrs)	\$21.14	\$23.48	\$28.17	\$32.87	\$37.56	\$42.26	\$46.97
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$28.18	\$31.30	\$37.56	\$43.82	\$50.08	\$56.34	\$62.62



## Clerks – Private Sector Award 2020 – Casual

Casual Employees Level 1—Year 1	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$12.75	\$14.16	\$17.00	\$19.84	\$22.66	\$25.50	\$28.34
Ordinary hours on Saturday	\$15.30	\$17.00	\$20.40	\$23.81	\$27.20	\$30.60	\$34.01
All hours worked on Sunday	\$22.95	\$25.49	\$30.60	\$35.71	\$40.79	\$45.90	\$51.01
First two hours of overtime	\$17.85	\$19.83	\$23.80	\$27.77	\$31.73	\$35.70	\$39.67
Overtime thereafter	\$22.95	\$25.49	\$30.60	\$35.71	\$40.79	\$45.90	\$51.01
Public holidays	\$28.05	\$31.16	\$37.40	\$43.64	\$49.86	\$56.10	\$62.34
Shiftwork (afternoon or night)	\$14.28	\$15.86	\$19.04	\$22.22	\$25.38	\$28.56	\$31.74
Shiftwork (permanent night shift)	\$15.81	\$17.56	\$21.08	\$24.60	\$28.10	\$31.62	\$35.14
Shiftwork weekend and public holidays (ordinary hours)	\$17.85	\$19.83	\$23.80	\$27.77	\$31.73	\$35.70	\$39.67
Shiftwork weekend and public holidays (not a usual working day)	\$22.95	\$25.49	\$30.60	\$35.71	\$40.79	\$45.90	\$51.01
Shiftwork (weekly overtime first 3 hrs)	\$17.85	\$19.83	\$23.80	\$27.77	\$31.73	\$35.70	\$39.67
Shiftwork (daily overtime first 2 hrs)	\$17.85	\$19.83	\$23.80	\$27.77	\$31.73	\$35.70	\$39.67
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$22.95	\$25.49	\$30.60	\$35.71	\$40.79	\$45.90	\$51.01

Casual Employees Level 1—Year 2	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$13.35	\$14.84	\$17.80	\$20.78	\$23.74	\$26.71	\$29.68
Ordinary hours on Saturday	\$16.02	\$17.81	\$21.36	\$24.93	\$28.49	\$32.06	\$35.61
All hours worked on Sunday	\$24.03	\$26.71	\$32.04	\$37.40	\$42.73	\$48.08	\$53.42
First two hours of overtime	\$18.69	\$20.77	\$24.92	\$29.09	\$33.23	\$37.40	\$41.55
Overtime thereafter	\$24.03	\$26.71	\$32.04	\$37.40	\$42.73	\$48.08	\$53.42
Public holidays	\$29.37	\$32.64	\$39.16	\$45.71	\$52.22	\$58.77	\$65.29
Shiftwork (afternoon or night)	\$14.95	\$16.62	\$19.94	\$23.27	\$26.59	\$29.92	\$33.24
Shiftwork (permanent night shift)	\$16.55	\$18.40	\$22.07	\$25.76	\$29.43	\$33.12	\$36.80
Shiftwork weekend and public holidays (ordinary hours)	\$18.69	\$20.77	\$24.92	\$29.09	\$33.23	\$37.40	\$41.55
Shiftwork weekend and public holidays (not a usual working day)	\$24.03	\$26.71	\$32.04	\$37.40	\$42.73	\$48.08	\$53.42
Shiftwork (weekly overtime first 3 hrs)	\$18.69	\$20.77	\$24.92	\$29.09	\$33.23	\$37.40	\$41.55
Shiftwork (daily overtime first 2 hrs)	\$18.69	\$20.77	\$24.92	\$29.09	\$33.23	\$37.40	\$41.55
Shiftwork (thereafter): weekly - after the first 3 hours daily - after the first 2 hours	\$24.03	\$26.71	\$32.04	\$37.40	\$42.73	\$48.08	\$53.42



Casual Employees Level 1—Year 3	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$13.76	\$15.30	\$18.35	\$21.41	\$24.48	\$27.53	\$30.59
Ordinary hours on Saturday	\$16.52	\$18.36	\$22.02	\$25.70	\$29.37	\$33.03	\$36.71
All hours worked on Sunday	\$24.77	\$27.54	\$33.03	\$38.54	\$44.06	\$49.55	\$55.06
First two hours of overtime	\$19.27	\$21.42	\$25.69	\$29.98	\$34.27	\$38.54	\$42.82
Overtime thereafter	\$24.77	\$27.54	\$33.03	\$38.54	\$44.06	\$49.55	\$55.06
Public holidays	\$30.28	\$33.66	\$40.37	\$47.11	\$53.85	\$60.56	\$67.29
Shiftwork (afternoon or night)	\$15.41	\$17.14	\$20.55	\$23.98	\$27.41	\$30.83	\$34.26
Shiftwork (permanent night shift)	\$17.07	\$18.97	\$22.75	\$26.55	\$30.35	\$34.13	\$37.93
Shiftwork weekend and public holidays (ordinary hours)	\$19.27	\$21.42	\$25.69	\$29.98	\$34.27	\$38.54	\$42.82
Shiftwork weekend and public holidays (not a usual working day)	\$24.77	\$27.54	\$33.03	\$38.54	\$44.06	\$49.55	\$55.06
Shiftwork (weekly overtime first 3 hrs)	\$19.27	\$21.42	\$25.69	\$29.98	\$34.27	\$38.54	\$42.82
Shiftwork (daily overtime first 2 hrs)	\$19.27	\$21.42	\$25.69	\$29.98	\$34.27	\$38.54	\$42.82
Shiftwork (thereafter): weekly - after the first 3 hours							
daily - after the first 2 hours	\$24.77	\$27.54	\$33.03	\$38.54	\$44.06	\$49.55	\$55.06

Casual Employees Level 2—Year 1	under 16	16	17	18	19	20	Adult
Ordinary hourly rate	\$13.93	\$15.48	\$18.58	\$21.66	\$24.76	\$27.85	\$30.95
Ordinary hours on Saturday	\$16.71	\$18.57	\$22.29	\$26.00	\$29.72	\$33.42	\$37.14
All hours worked on Sunday	\$25.07	\$27.86	\$33.44	\$38.99	\$44.57	\$50.13	\$55.71
First two hours of overtime	\$19.50	\$21.67	\$26.01	\$30.33	\$34.67	\$38.99	\$43.33
Overtime thereafter	\$25.07	\$27.86	\$33.44	\$38.99	\$44.57	\$50.13	\$55.71
Public holidays	\$30.64	\$34.05	\$40.87	\$47.66	\$54.48	\$61.27	\$68.09
Shiftwork (afternoon or night)	\$15.60	\$17.33	\$20.80	\$24.26	\$27.73	\$31.19	\$34.66
Shiftwork (permanent night shift)	\$17.27	\$19.19	\$23.03	\$26.86	\$30.71	\$34.53	\$38.38
Shiftwork weekend and public holidays (ordinary hours)	\$19.50	\$21.67	\$26.01	\$30.33	\$34.67	\$38.99	\$43.33
Shiftwork weekend and public holidays (not a usual working day)	\$25.07	\$27.86	\$33.44	\$38.99	\$44.57	\$50.13	\$55.71
Shiftwork (weekly overtime first 3 hrs)	\$19.50	\$21.67	\$26.01	\$30.33	\$34.67	\$38.99	\$43.33
Shiftwork (daily overtime first 2 hrs)	\$19.50	\$21.67	\$26.01	\$30.33	\$34.67	\$38.99	\$43.33
Shiftwork (thereafter): weekly - after the first 3 hours							
daily - after the first 2 hours	\$25.07	\$27.86	\$33.44	\$38.99	\$44.57	\$50.13	\$55.71



<b>Casual Employees Level 2—Year 2</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$14.19	\$15.76	\$18.91	\$22.06	\$25.21	\$28.38	\$31.53
<b>Ordinary hours on Saturday</b>	\$17.03	\$18.92	\$22.70	\$26.48	\$30.26	\$34.05	\$37.83
<b>All hours worked on Sunday</b>	\$25.54	\$28.37	\$34.04	\$39.71	\$45.38	\$51.08	\$56.75
<b>First two hours of overtime</b>	\$19.86	\$22.07	\$26.48	\$30.89	\$35.30	\$39.73	\$44.14
<b>Overtime thereafter</b>	\$25.54	\$28.37	\$34.04	\$39.71	\$45.38	\$51.08	\$56.75
<b>Public holidays</b>	\$31.21	\$34.68	\$41.61	\$48.54	\$55.47	\$62.43	\$69.36
<b>Shiftwork (afternoon or night)</b>	\$15.89	\$17.65	\$21.18	\$24.71	\$28.24	\$31.78	\$35.31
<b>Shiftwork (permanent night shift)</b>	\$17.59	\$19.55	\$23.45	\$27.36	\$31.26	\$35.19	\$39.09
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$19.86	\$22.07	\$26.48	\$30.89	\$35.30	\$39.73	\$44.14
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$25.54	\$28.37	\$34.04	\$39.71	\$45.38	\$51.08	\$56.75
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$19.86	\$22.07	\$26.48	\$30.89	\$35.30	\$39.73	\$44.14
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$19.86	\$22.07	\$26.48	\$30.89	\$35.30	\$39.73	\$44.14
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$25.54	\$28.37	\$34.04	\$39.71	\$45.38	\$51.08	\$56.75

<b>Casual Employees Level 3</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$14.71	\$16.35	\$19.61	\$22.89	\$26.15	\$29.43	\$32.69
<b>Ordinary hours on Saturday</b>	\$17.66	\$19.62	\$23.54	\$27.47	\$31.38	\$35.31	\$39.23
<b>All hours worked on Sunday</b>	\$26.48	\$29.43	\$35.30	\$41.20	\$47.07	\$52.97	\$58.84
<b>First two hours of overtime</b>	\$20.60	\$22.89	\$27.46	\$32.04	\$36.61	\$41.20	\$45.76
<b>Overtime thereafter</b>	\$26.48	\$29.43	\$35.30	\$41.20	\$47.07	\$52.97	\$58.84
<b>Public holidays</b>	\$32.37	\$35.97	\$43.15	\$50.35	\$57.53	\$64.74	\$71.91
<b>Shiftwork (afternoon or night)</b>	\$16.48	\$18.31	\$21.97	\$25.63	\$29.29	\$32.96	\$36.61
<b>Shiftwork (permanent night shift)</b>	\$18.24	\$20.27	\$24.32	\$28.38	\$32.43	\$36.49	\$40.53
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$20.60	\$22.89	\$27.46	\$32.04	\$36.61	\$41.20	\$45.76
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$26.48	\$29.43	\$35.30	\$41.20	\$47.07	\$52.97	\$58.84
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$20.60	\$22.89	\$27.46	\$32.04	\$36.61	\$41.20	\$45.76
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$20.60	\$22.89	\$27.46	\$32.04	\$36.61	\$41.20	\$45.76
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$26.48	\$29.43	\$35.30	\$41.20	\$47.07	\$52.97	\$58.84



<b>Casual Employees Call centre principal customer contact specialist</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$14.81	\$16.46	\$19.75	\$23.05	\$26.34	\$29.63	\$32.93
<b>Ordinary hours on Saturday</b>	\$17.78	\$19.76	\$23.70	\$27.66	\$31.61	\$35.55	\$39.51
<b>All hours worked on Sunday</b>	\$26.66	\$29.63	\$35.55	\$41.49	\$47.41	\$53.33	\$59.27
<b>First two hours of overtime</b>	\$20.74	\$23.05	\$27.65	\$32.27	\$36.87	\$41.48	\$46.10
<b>Overtime thereafter</b>	\$26.66	\$29.63	\$35.55	\$41.49	\$47.41	\$53.33	\$59.27
<b>Public holidays</b>	\$32.59	\$36.22	\$43.45	\$50.71	\$57.94	\$65.18	\$72.44
<b>Shiftwork (afternoon or night)</b>	\$16.59	\$18.44	\$22.12	\$25.82	\$29.50	\$33.18	\$36.88
<b>Shiftwork (permanent night shift)</b>	\$18.37	\$20.41	\$24.49	\$28.58	\$32.66	\$36.74	\$40.83
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$20.74	\$23.05	\$27.65	\$32.27	\$36.87	\$41.48	\$46.10
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$26.66	\$29.63	\$35.55	\$41.49	\$47.41	\$53.33	\$59.27
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$20.74	\$23.05	\$27.65	\$32.27	\$36.87	\$41.48	\$46.10
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$20.74	\$23.05	\$27.65	\$32.27	\$36.87	\$41.48	\$46.10
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$26.66	\$29.63	\$35.55	\$41.49	\$47.41	\$53.33	\$59.27

<b>Casual Employees Level 4</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$15.45	\$17.16	\$20.60	\$24.03	\$27.46	\$30.90	\$34.33
<b>Ordinary hours on Saturday</b>	\$18.54	\$20.60	\$24.72	\$28.83	\$32.96	\$37.08	\$41.19
<b>All hours worked on Sunday</b>	\$27.81	\$30.89	\$37.08	\$43.25	\$49.43	\$55.62	\$61.79
<b>First two hours of overtime</b>	\$21.63	\$24.03	\$28.84	\$33.64	\$38.45	\$43.26	\$48.06
<b>Overtime thereafter</b>	\$27.81	\$30.89	\$37.08	\$43.25	\$49.43	\$55.62	\$61.79
<b>Public holidays</b>	\$33.99	\$37.76	\$45.32	\$52.86	\$60.42	\$67.98	\$75.52
<b>Shiftwork (afternoon or night)</b>	\$17.30	\$19.22	\$23.07	\$26.91	\$30.76	\$34.61	\$38.44
<b>Shiftwork (permanent night shift)</b>	\$19.16	\$21.28	\$25.54	\$29.79	\$34.05	\$38.32	\$42.56
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$21.63	\$24.03	\$28.84	\$33.64	\$38.45	\$43.26	\$48.06
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$27.81	\$30.89	\$37.08	\$43.25	\$49.43	\$55.62	\$61.79
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$21.63	\$24.03	\$28.84	\$33.64	\$38.45	\$43.26	\$48.06
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$21.63	\$24.03	\$28.84	\$33.64	\$38.45	\$43.26	\$48.06
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$27.81	\$30.89	\$37.08	\$43.25	\$49.43	\$55.62	\$61.79





<b>Casual Employees Level 5</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$16.08	\$17.86	\$21.44	\$25.01	\$28.58	\$32.15	\$35.73
<b>Ordinary hours on Saturday</b>	\$19.29	\$21.44	\$25.73	\$30.02	\$34.29	\$38.58	\$42.87
<b>All hours worked on Sunday</b>	\$28.94	\$32.15	\$38.59	\$45.02	\$51.44	\$57.87	\$64.31
<b>First two hours of overtime</b>	\$22.51	\$25.01	\$30.01	\$35.02	\$40.01	\$45.01	\$50.02
<b>Overtime thereafter</b>	\$28.94	\$32.15	\$38.59	\$45.02	\$51.44	\$57.87	\$64.31
<b>Public holidays</b>	\$35.37	\$39.30	\$47.16	\$55.03	\$62.87	\$70.73	\$78.60
<b>Shiftwork (afternoon or night)</b>	\$18.00	\$20.01	\$24.01	\$28.01	\$32.00	\$36.01	\$40.01
<b>Shiftwork (permanent night shift)</b>	\$19.93	\$22.15	\$26.58	\$31.02	\$35.43	\$39.87	\$44.30
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$22.51	\$25.01	\$30.01	\$35.02	\$40.01	\$45.01	\$50.02
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$28.94	\$32.15	\$38.59	\$45.02	\$51.44	\$57.87	\$64.31
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$22.51	\$25.01	\$30.01	\$35.02	\$40.01	\$45.01	\$50.02
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$22.51	\$25.01	\$30.01	\$35.02	\$40.01	\$45.01	\$50.02
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$28.94	\$32.15	\$38.59	\$45.02	\$51.44	\$57.87	\$64.31

<b>Casual Employees Call centre technical associate</b>	<b>under 16</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>Adult</b>
<b>Ordinary hourly rate</b>	\$17.61	\$19.56	\$23.48	\$27.39	\$31.30	\$35.21	\$39.14
<b>Ordinary hours on Saturday</b>	\$21.14	\$23.48	\$28.17	\$32.87	\$37.56	\$42.26	\$46.97
<b>All hours worked on Sunday</b>	\$31.70	\$35.21	\$42.26	\$49.30	\$56.34	\$63.38	\$70.45
<b>First two hours of overtime</b>	\$24.66	\$27.39	\$32.87	\$38.34	\$43.82	\$49.30	\$54.79
<b>Overtime thereafter</b>	\$31.70	\$35.21	\$42.26	\$49.30	\$56.34	\$63.38	\$70.45
<b>Public holidays</b>	\$38.75	\$43.04	\$51.65	\$60.25	\$68.86	\$77.47	\$86.10
<b>Shiftwork (afternoon or night)</b>	\$19.73	\$21.91	\$26.29	\$30.67	\$35.06	\$39.44	\$43.83
<b>Shiftwork (permanent night shift)</b>	\$21.84	\$24.26	\$29.11	\$33.96	\$38.81	\$43.66	\$48.53
<b>Shiftwork weekend and public holidays (ordinary hours)</b>	\$24.66	\$27.39	\$32.87	\$38.34	\$43.82	\$49.30	\$54.79
<b>Shiftwork weekend and public holidays (not a usual working day)</b>	\$31.70	\$35.21	\$42.26	\$49.30	\$56.34	\$63.38	\$70.45
<b>Shiftwork (weekly overtime first 3 hrs)</b>	\$24.66	\$27.39	\$32.87	\$38.34	\$43.82	\$49.30	\$54.79
<b>Shiftwork (daily overtime first 2 hrs)</b>	\$24.66	\$27.39	\$32.87	\$38.34	\$43.82	\$49.30	\$54.79
<b>Shiftwork (thereafter):</b>							
<b>weekly - after the first 3 hours</b>							
<b>daily - after the first 2 hours</b>	\$31.70	\$35.21	\$42.26	\$49.30	\$56.34	\$63.38	\$70.45



## Clerks – Private Sector Award 2020 – Allowances

Wage and expense related allowances			
Allowance	Application	\$	Frequency
<b>Annual leave loading</b>	<p>If an employee receives a base rate of pay that is higher than the rate specified under this Award, the employee is entitled to receive the higher rate while on a period of paid leave.</p> <p>Unless otherwise paid for in a salary, an employee must also receive a loading calculated on the Award minimum rate of pay for their corresponding classification level.</p> <p>The loading for a day worker is 17.5% or the relevant weekend penalty rates, whichever is higher.</p> <p>The loading for a shift worker is 17.5% or the shift loading (including relevant weekend penalty rates) whichever is higher.</p>		
<b>First aid allowance</b>	<p>An employee will be paid this allowance if:</p> <ul style="list-style-type: none"> <li>• they have current first aid qualifications and training (such as a certificate from St John Ambulance Australia or a similar body); and</li> <li>• is appointed by the Employer to perform first aid duty.</li> </ul>	\$14.11	per week
<b>Laundry allowance - full time employee</b>	When an employee is required to wear and launder a uniform any cost of the uniform must be reimbursed and the employee must be paid the applicable allowance.	\$3.55	per week
<b>Laundry allowance - part time or casual employee</b>	When an employee is required to wear and launder a uniform any cost of the uniform must be reimbursed and the employee must be paid the applicable allowance.	\$0.71	per shift
<b>Meal allowance - first meal</b>	An employee required to work for more than 1.5 hours of overtime without being given 24 hours' notice after the employee's ordinary time of ending work will be either provided with a meal or paid a meal allowance.	\$16.91	per occasion
<b>Meal allowance - further 4 hours of overtime</b>	Where such overtime work exceeds 4 hours a further meal allowance will be provided.	\$13.54	per occasion
<b>Vehicle allowance - motor car</b>	An employee required by the employer to use the employee's motor vehicle in the performance of duties must be paid a vehicle allowance up to a maximum of 400 kilometres per week.	\$0.91	per kilometre travelled
<b>Vehicle allowance - motorcycle</b>	An employee required by the employer to use the employee's motor vehicle in the performance of duties must be paid a vehicle allowance up to a maximum of 400 kilometres per week.	\$0.31	per kilometre travelled

