

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 |
|----------------------|----------------------|----------------------|----------|--------|----------------|
|----------------------|----------------------|----------------------|----------|--------|----------------|

| | | | | | | |
|----------------------------------|----------|---------|---------|---------|---------|---------|
| <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 |
|----------------------|--|--|-----------------|-------------|----------------|
|----------------------|--|--|-----------------|-------------|----------------|

| | | | | | | |
|--|----------|---------|---------|---------|---------|---------|
| <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% | \$2.27 per hour | \$3.41 per hour | \$3.45 per shift | \$10.35 per week |