



Fast Food Industry Award 2010

Wage Summary

RATES OF PAY AS AT 1 JULY 2015

The Fair Work Commission released its minimum wage decision on 2 June 2015. The decision, **effective from the first full pay period on or after 1 July 2015** sees the modern award rates increased by 2.5%.

This increase flows on to junior employees, employees to whom training arrangements apply and employees with a disability.

Who does the wage summary apply to?

The attached wage summary applies to employers that are operating under the Fast Food Industry Award 2010. This award covers businesses primarily engaged in taking orders for and/or preparation and/or sale and/or delivery of:

- meals, snacks and/or beverages, which are sold to the public primarily to be consumed away from the point of sale;
- take away foods and beverages packaged, sold or served in such a manner as to allow their being taken from the point of sale to be consumed elsewhere should the customer so decide; and/or
- food and/or beverages in food courts and/or in shopping centres and/or in retail complexes, excluding coffee shops, cafes, bars and restaurants providing primarily a sit down service inside the catering establishment.

Please note that businesses operating under workplace agreements (such as AWAs, ITEAs, certified agreements, or enterprise agreements) are not bound by this wage summary and instead should refer to the NRA Agreement Wage Summary to determine the minimum base hourly rates of pay that apply.

Fair Work Ombudsman's Guidelines

The NRA has developed this wage summary in accordance with the Fair Work Ombudsman's view on calculating wage rates. The NRA's calculations are based on the Fair Work Ombudsman's choice of rounding to 6 decimal places throughout the calculations, and to 2 decimal places for the final hourly rate.

The information contained within this summary has been produced in good faith based on the NRA's professional interpretation of the legislation and award. We can make no guarantee that the information within the summary entirely corresponds with the Fair Work Ombudsman's position, and do not accept any liability for loss or damage sustained on the basis of this information.

If you require any further assistance regarding this wage summary, please do not hesitate to contact the NRA Hotline on 1800 RETAIL (738 245).

Classification Levels¹

Fast Food Employee Level 1

An employee engaged in the preparation, the receipt of cooking, sale, serving or delivery of meals, snacks and/or beverages which are sold to the public primarily to take away or in food courts in shopping centres.

A Fast Food Employee Level 1 will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning and cleaning of toilets.

Fast Food Employee Level 2

An employee who has the major responsibility on a day-to-day basis for supervising Fast Food employees Level 1 and/or training new employees or an employee required to exercise trade skills.

Fast Food Employee Level 3

An employee appointed by the employer to be in charge of a shop, food outlet or delivery outlet.

¹ Schedule B, *Fast Food Industry Award 2010*.

Full Time and Part Time Employees

	BASE HOURLY RATE	EVENING (Mon-Fri 9pm to midnight)	LATE NIGHT (Mon - Fri After midnight)	SATURDAY	SUNDAY	OVERTIME FIRST 2 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		110%	115%	125%	150%	150%	200%	250%
FAST FOOD EMPLOYEE LEVEL 1								
Adult (21 Years and older)	\$ 18.99	\$ 20.89	\$ 21.83	\$ 23.73	\$ 28.48	\$ 28.48	\$ 37.97	\$ 47.47
Under 16 Years of age	\$ 7.59	\$ 8.35	\$ 8.73	\$ 9.49	\$ 11.39	\$ 11.39	\$ 15.19	\$ 18.99
16 Years of age	\$ 9.49	\$ 10.44	\$ 10.92	\$ 11.87	\$ 14.24	\$ 14.24	\$ 18.99	\$ 23.73
17 Years of age	\$ 11.39	\$ 12.53	\$ 13.10	\$ 14.24	\$ 17.09	\$ 17.09	\$ 22.78	\$ 28.48
18 Years of age	\$ 13.29	\$ 14.62	\$ 15.28	\$ 16.61	\$ 19.94	\$ 19.94	\$ 26.58	\$ 33.23
19 Years of age	\$ 15.19	\$ 16.71	\$ 17.47	\$ 18.99	\$ 22.78	\$ 22.78	\$ 30.38	\$ 37.97
20 Years of age	\$ 17.09	\$ 18.80	\$ 19.65	\$ 21.36	\$ 25.63	\$ 25.63	\$ 34.18	\$ 42.72
FAST FOOD EMPLOYEE LEVEL 2								
Adult (21 Years and older)	\$ 20.13	\$ 22.14	\$ 23.15	\$ 25.16	\$ 30.19	\$ 30.19	\$ 40.26	\$ 50.32
Under 16 Years of age	\$ 8.05	\$ 8.86	\$ 9.26	\$ 10.06	\$ 12.08	\$ 12.08	\$ 16.10	\$ 20.13
16 Years of age	\$ 10.06	\$ 11.07	\$ 11.57	\$ 12.58	\$ 15.10	\$ 15.10	\$ 20.13	\$ 25.16
17 Years of age	\$ 12.08	\$ 13.29	\$ 13.89	\$ 15.10	\$ 18.12	\$ 18.12	\$ 24.15	\$ 30.19
18 Years of age	\$ 14.09	\$ 15.50	\$ 16.20	\$ 17.61	\$ 21.14	\$ 21.14	\$ 28.18	\$ 35.23
19 Years of age	\$ 16.10	\$ 17.71	\$ 18.52	\$ 20.13	\$ 24.15	\$ 24.15	\$ 32.21	\$ 40.26
20 Years of age	\$ 18.12	\$ 19.93	\$ 20.83	\$ 22.65	\$ 27.17	\$ 27.17	\$ 36.23	\$ 45.29

	BASE HOURLY RATE	EVENING (Mon-Fri 9pm to midnight)	LATE NIGHT (Mon - Fri After midnight)	SATURDAY	SUNDAY	OVERTIME FIRST 2 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		110%	115%	125%	150%	150%	200%	250%
FAST FOOD EMPLOYEE LEVEL 3 (in charge of 0-1)								
Adult (21 Years and older)	\$ 20.44	\$ 22.48	\$ 23.51	\$ 25.55	\$ 30.66	\$ 30.66	\$ 40.88	\$ 51.10
Under 16 Years of age	\$ 8.18	\$ 8.99	\$ 9.40	\$ 10.22	\$ 12.26	\$ 12.26	\$ 16.35	\$ 20.44
16 Years of age	\$ 10.22	\$ 11.24	\$ 11.75	\$ 12.77	\$ 15.33	\$ 15.33	\$ 20.44	\$ 25.55
17 Years of age	\$ 12.26	\$ 13.49	\$ 14.10	\$ 15.33	\$ 18.40	\$ 18.40	\$ 24.53	\$ 30.66
18 Years of age	\$ 14.31	\$ 15.74	\$ 16.45	\$ 17.88	\$ 21.46	\$ 21.46	\$ 28.62	\$ 35.77
19 Years of age	\$ 16.35	\$ 17.99	\$ 18.80	\$ 20.44	\$ 24.53	\$ 24.53	\$ 32.70	\$ 40.88
20 Years of age	\$ 18.40	\$ 20.24	\$ 21.15	\$ 22.99	\$ 27.59	\$ 27.59	\$ 36.79	\$ 45.99
FAST FOOD EMPLOYEE LEVEL 3 (in charge of 2 or more)								
Adult (21 Years and older)	\$ 20.69	\$ 22.76	\$ 23.79	\$ 25.86	\$ 31.03	\$ 31.03	\$ 41.37	\$ 51.72
Under 16 Years of age	\$ 8.27	\$ 9.10	\$ 9.52	\$ 10.34	\$ 12.41	\$ 12.41	\$ 16.55	\$ 20.69
16 Years of age	\$ 10.34	\$ 11.38	\$ 11.89	\$ 12.93	\$ 15.52	\$ 15.52	\$ 20.69	\$ 25.86
17 Years of age	\$ 12.41	\$ 13.65	\$ 14.27	\$ 15.52	\$ 18.62	\$ 18.62	\$ 24.82	\$ 31.03
18 Years of age	\$ 14.48	\$ 15.93	\$ 16.65	\$ 18.10	\$ 21.72	\$ 21.72	\$ 28.96	\$ 36.20
19 Years of age	\$ 16.55	\$ 18.20	\$ 19.03	\$ 20.69	\$ 24.82	\$ 24.82	\$ 33.10	\$ 41.37
20 Years of age	\$ 18.62	\$ 20.48	\$ 21.41	\$ 23.27	\$ 27.93	\$ 27.93	\$ 37.24	\$ 46.55

Casual Employees

	CASUAL HOURLY RATE	EVENING (Mon-Fri 9pm to midnight)	LATE NIGHT (Mon - Fri After midnight)	SATURDAY	SUNDAY	PUBLIC HOLIDAY
	125%	135%	140%	150%	175%	275%
FAST FOOD EMPLOYEE LEVEL 1						
Adult (21 Years and older)	\$ 23.73	\$ 25.63	\$ 26.58	\$ 28.48	\$ 33.23	\$ 52.21
Under 16 Years of age	\$ 9.49	\$ 10.25	\$ 10.63	\$ 11.39	\$ 13.29	\$ 20.89
16 Years of age	\$ 11.87	\$ 12.82	\$ 13.29	\$ 14.24	\$ 16.61	\$ 26.11
17 Years of age	\$ 14.24	\$ 15.38	\$ 15.95	\$ 17.09	\$ 19.94	\$ 31.33
18 Years of age	\$ 16.61	\$ 17.94	\$ 18.61	\$ 19.94	\$ 23.26	\$ 36.55
19 Years of age	\$ 18.99	\$ 20.51	\$ 21.27	\$ 22.78	\$ 26.58	\$ 41.77
20 Years of age	\$ 21.36	\$ 23.07	\$ 23.92	\$ 25.63	\$ 29.90	\$ 46.99
FAST FOOD EMPLOYEE LEVEL 2						
Adult (21 Years and older)	\$ 25.16	\$ 27.17	\$ 28.18	\$ 30.19	\$ 35.23	\$ 55.35
Under 16 Years of age	\$ 10.06	\$ 10.87	\$ 11.27	\$ 12.08	\$ 14.09	\$ 22.14
16 Years of age	\$ 12.58	\$ 13.59	\$ 14.09	\$ 15.10	\$ 17.61	\$ 27.68
17 Years of age	\$ 15.10	\$ 16.30	\$ 16.91	\$ 18.12	\$ 21.14	\$ 33.21
18 Years of age	\$ 17.61	\$ 19.02	\$ 19.73	\$ 21.14	\$ 24.66	\$ 38.75
19 Years of age	\$ 20.13	\$ 21.74	\$ 22.54	\$ 24.15	\$ 28.18	\$ 44.28
20 Years of age	\$ 22.65	\$ 24.46	\$ 25.36	\$ 27.17	\$ 31.70	\$ 49.82

	CASUAL HOURLY RATE	EVENING (Mon-Fri 9pm to midnight)	LATE NIGHT (Mon - Fri After midnight)	SATURDAY	SUNDAY	PUBLIC HOLIDAY
	125%	135%	140%	150%	175%	275%
FAST FOOD EMPLOYEE LEVEL 3 (in charge of 0-1)						
Adult (21 Years and older)	\$ 25.55	\$ 27.59	\$ 28.62	\$ 30.66	\$ 35.77	\$ 56.21
Under 16 Years of age	\$ 10.22	\$ 11.04	\$ 11.45	\$ 12.26	\$ 14.31	\$ 22.48
16 Years of age	\$ 12.77	\$ 13.80	\$ 14.31	\$ 15.33	\$ 17.88	\$ 28.10
17 Years of age	\$ 15.33	\$ 16.56	\$ 17.17	\$ 18.40	\$ 21.46	\$ 33.73
18 Years of age	\$ 17.88	\$ 19.32	\$ 20.03	\$ 21.46	\$ 25.04	\$ 39.35
19 Years of age	\$ 20.44	\$ 22.07	\$ 22.89	\$ 24.53	\$ 28.62	\$ 44.97
20 Years of age	\$ 22.99	\$ 24.83	\$ 25.75	\$ 27.59	\$ 32.19	\$ 50.59
FAST FOOD EMPLOYEE LEVEL 3 (in charge of 2 or more)						
Adult (21 Years and older)	\$ 25.86	\$ 27.93	\$ 28.96	\$ 31.03	\$ 36.20	\$ 56.89
Under 16 Years of age	\$ 10.34	\$ 11.17	\$ 11.58	\$ 12.41	\$ 14.48	\$ 22.76
16 Years of age	\$ 12.93	\$ 13.96	\$ 14.48	\$ 15.52	\$ 18.10	\$ 28.44
17 Years of age	\$ 15.52	\$ 16.76	\$ 17.38	\$ 18.62	\$ 21.72	\$ 34.13
18 Years of age	\$ 18.10	\$ 19.55	\$ 20.27	\$ 21.72	\$ 25.34	\$ 39.82
19 Years of age	\$ 20.69	\$ 22.34	\$ 23.17	\$ 24.82	\$ 28.96	\$ 45.51
20 Years of age	\$ 23.27	\$ 25.13	\$ 26.07	\$ 27.93	\$ 32.58	\$ 51.20

**Traineeships
Full Time**

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per week)	Year 11 (\$ per week)	Year 12 (\$ per week)
WAGE LEVEL A			
School Leaver	\$ 295.10	\$ 325.03	\$ 387.25
Plus 1 Year out of school	\$ 325.03	\$ 387.25	\$ 450.59
Plus 2 years out of school	\$ 387.25	\$ 450.59	\$ 524.39
Plus 3 years out of school	\$ 450.59	\$ 524.39	\$ 600.45
Plus 4 years out of school	\$ 524.39	\$ 600.45	
Plus 5 or more years out of school	\$ 600.45		

Wage Level A applies to employees completing a Certificate III in Retail Services.

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per week)	Year 11 (\$ per week)	Year 12 (\$ per week)
WAGE LEVEL B			
School Leaver	\$ 295.10	\$ 325.03	\$ 376.79
Plus 1 Year out of school	\$ 325.03	\$ 376.79	\$ 433.37
Plus 2 years out of school	\$ 376.79	\$ 433.37	\$ 508.20
Plus 3 years out of school	\$ 433.37	\$ 508.20	\$ 579.74
Plus 4 years out of school	\$ 508.20	\$ 579.74	
Plus 5 or more years out of school	\$ 579.74		

Wage Level B applies to employees completing a Certificate I or II in Retail Services.

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per week)	Year 11 (\$ per week)	Year 12 (\$ per week)
CERTIFICATE IV			
School Leaver	\$ 306.31	\$ 337.38	\$ 401.96
Plus 1 Year out of school	\$ 337.38	\$ 401.96	\$ 467.71
Plus 2 years out of school	\$ 401.96	\$ 467.71	\$ 544.32
Plus 3 years out of school	\$ 467.71	\$ 544.32	\$ 623.26
Plus 4 years out of school	\$ 544.32	\$ 623.26	
Plus 5 or more years out of school	\$ 623.26		

**Traineeships
Part Time**

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per hour)	Year 11 (\$ per hour)	Year 12 (\$ per hour)
WAGE LEVEL A			
School Leaver	\$ 9.71	\$ 10.70	\$ 12.74
Plus 1 Year out of school	\$ 10.70	\$ 12.74	\$ 14.83
Plus 2 years out of school	\$ 12.74	\$ 14.83	\$ 17.25
Plus 3 years out of school	\$ 14.83	\$ 17.25	\$ 19.74
Plus 4 years out of school	\$ 17.25	\$ 19.74	
Plus 5 or more years out of school	\$ 19.74		

Wage Level A applies to employees completing a Certificate III in Retail Services.

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per hour)	Year 11 (\$ per hour)	Year 12 (\$ per hour)
WAGE LEVEL B			
School Leaver	\$ 9.71	\$ 10.70	\$ 12.40
Plus 1 Year out of school	\$ 10.70	\$ 12.40	\$ 14.26
Plus 2 years out of school	\$ 12.40	\$ 14.26	\$ 16.73
Plus 3 years out of school	\$ 14.26	\$ 16.73	\$ 19.08
Plus 4 years out of school	\$ 16.73	\$ 19.08	
Plus 5 or more years out of school	\$ 19.08		

Wage Level B applies to employees completing a Certificate I or II in Retail Services.

	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 (\$ per hour)	Year 11 (\$ per hour)	Year 12 (\$ per hour)
CERTIFICATE IV			
School Leaver	\$ 10.08	\$ 11.11	\$ 13.22
Plus 1 Year out of school	\$ 11.11	\$ 13.22	\$ 15.40
Plus 2 years out of school	\$ 13.22	\$ 15.40	\$ 17.91
Plus 3 years out of school	\$ 15.40	\$ 17.91	\$ 20.49
Plus 4 years out of school	\$ 17.91	\$ 20.49	
Plus 5 or more years out of school	\$ 20.49		

Traineeships

School-based and wholly off-the-job

HIGHEST YEAR OF SCHOOLING COMPLETED - Year 11					
	Mon - Fri rate (ordinary hours)	Mon - Fri Evening (9pm - midnight)	Saturday	Sunday	Public Holiday
School-based trainee Year 11 or lower (\$ per hour)					
Base Trainee Rate	\$ 9.71	\$ 10.68	\$ 12.14	\$ 14.57	\$ 24.28
Trainee Rate plus 25% loading	\$ 12.14	\$ 13.11	\$ 14.57	\$ 16.99	\$ 26.70

HIGHEST YEAR OF SCHOOLING COMPLETED - Year 12					
	Mon - Fri rate (ordinary hours)	Mon - Fri Evening (9pm - midnight)	Saturday	Sunday	Public Holiday
School-based trainee Year 12 or lower (\$ per hour)					
Base Trainee Rate	\$ 10.70	\$ 11.77	\$ 13.38	\$ 16.05	\$ 26.75
Trainee Rate plus 25% loading	\$ 13.38	\$ 14.45	\$ 16.05	\$ 18.73	\$ 29.43

An employer may pay a base training rate, and then they are required to accrue annual leave, personal/carer's leave and pay for an employee's absence from work on a public holiday.

Alternatively, an employer may pay a base rate plus an additional loading of 25% with the agreement of the trainee, which covers paid annual leave, paid personal/carer's leave and paid absence on public holidays.

Please note, penalties for work outside of the ordinary hours are applied to the base rate of pay.

Please refer to Schedule D.6 in the Fast Food Industry Award 2010, or contact the NRA on 1800 RETAIL (738 245).

Traineeships

School-based and either solely on-the-job or partly on-the-job and partly off-the-job

	HIGHEST YEAR OF SCHOOLING COMPLETED - Year 11				
	Mon - Fri rate (ordinary hours)	Mon - Fri Evening (9pm - midnight)	Saturday	Sunday	Public Holiday
School-based trainee Year 11 or lower (\$ per hour)					
Base Trainee Rate	\$ 7.77	\$ 8.55	\$ 9.71	\$ 11.66	\$ 19.43
Trainee Rate plus 25% loading	\$ 9.71	\$ 10.49	\$ 11.66	\$ 13.60	\$ 21.37

	HIGHEST YEAR OF SCHOOLING COMPLETED - Year 12				
	Mon - Fri rate (ordinary hours)	Mon - Fri Evening (9pm - midnight)	Saturday	Sunday	Public Holiday
School-based trainee Year 12 or lower (\$ per hour)					
Base Trainee Rate	\$ 8.56	\$ 9.42	\$ 10.70	\$ 12.84	\$ 21.40
Trainee Rate plus 25% loading	\$ 10.70	\$ 11.56	\$ 12.84	\$ 14.98	\$ 23.54

An employer may pay a base training rate, and then they are required to accrue annual leave, personal/carer's leave and pay for an employee's absence from work on a public holiday.

Alternatively, an employer may pay a base rate plus an additional loading of 25% with the agreement of the trainee, which covers paid annual leave, paid personal/carer's leave and paid absence on public holidays.

Please note, penalties for work outside of the ordinary hours are applied to the base rate of pay.

Please refer to Schedule D.6 in the Fast Food Industry Award 2010, or contact the NRA on 1800 RETAIL (738 245).

Allowances

Description	Frequency	Amount
Meal allowance (where employee cannot reasonably return home)		
An employee required to work not less than one hour overtime after her or his ordinary time of ending work shall be paid a meal allowance where 24 hours' notice has not been given	Per meal	\$12.24
Provided that where such overtime work exceeds four hours a further meal allowance	Per meal	\$11.05
Special Clothing allowance (where the employee has supplied or paid for the garment)		
Where the employer requires the employee to wear any protective or special clothing such as a uniform, dress or other clothing	Per garment	Reimburse cost of purchasing item
Where the employer requires an employee to wear any protective or special clothing such as a uniform, dress or other clothing and the item needs replacing due to normal wear and tear	Per garment	Reimburse cost of replacing item
Laundry allowance		
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>full-time employee</i>	Per week	\$6.25
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>part-time or casual employee</i>	Per shift	\$1.25
Cold Work Disability allowance		
Employees principally employed on any day to enter cold chambers and/or to stock and refill refrigerated storages such as dairy cases or freezer cabinets	Per hour	\$0.26 (1.3% of the Standard Rate)
Provided that where the employee is required to work in a cold chamber where the temperature is below 0 degrees celcius	Per hour	\$0.66 (3.3% of the Standard Rate)
Transport allowance		
Where an employer requests an employee to use their own motor vehicle in the performance of their duties	Per km	\$0.78
Where an employee is primarily engaged as a delivery driver and uses their own motor vehicle in the performance of their duties	Per km	\$0.41
Excess Travelling Costs allowance		

Where an employee is required by their employer to move temporarily from one branch or shop to another for a period not exceeding 3 weeks	Per shift	Reimburse cost of additional transport
Travelling Time Reimbursement		
An employee who on any day is required to work at a place away from their usual place of employment and travel time is in excess of the time normally spent travelling to and from their home to their usual place of employment	Per excess time/fare	Ordinary rate of pay (150% on Sundays or Public Holidays) + Cost of excess fare
An employee who on any day is required to work at a place away from their usual place of employment and the employer provides transport to and from a pick up point	Per travelling time	Ordinary rate of pay (150% on Sundays or Public Holidays)
Transfer of Employee Reimbursement		
Where an employer transfers an employee from one township to another	Per move	Reimburse all moving expenses incurred (including fares and transport charges of the employee + family)
Transport of Employee Reimbursement (where not a shift worker)		
Where an employee commences and/or ceases work after 10PM or prior to 7AM on any day AND the employee's regular means of transport is not available/ the employee is unable to arrange their own alternative transport AND the employer does not provide adequate transport to the employee	Per taxi fare	Reimburse cost to and from the place of employment to the employee's usual place of residence
District Allowance		
New South Wales		
An employee in the County of Yancowinna (Broken Hill)	Per hour	\$0.86 (4.28% of the Standard Rate)