



Food, Beverage and Tobacco Manufacturing Award 2010

Wage Summary

RATES OF PAY AS AT 1 JULY 2017

The Fair Work Commission released its minimum wage decision on 12 June 2017. The decision, **effective from the first full pay period on or after 1 July 2017** sees the modern award rates increased by **3.3%**.

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

Who does this wage summary apply to?

The attached wage summary applies to employers that are operating under the *Food, Beverage and Tobacco Manufacturing Award 2010*. This award covers businesses engaged in preparing, cooking, baking, blending, brewing, fermenting, preserving, filleting, gutting, freezing, refrigerating, decorating, washing, grading, processing, distilling, manufacturing and milling of food, beverage and tobacco products, including stock feed and pet food, and ancillary activities such as:

- (a) the receipt, storing and handling of ingredients and raw materials to make food, beverage and tobacco products, including stock feed and pet food;
- (b) the bottling, canning, packaging, labelling, palletising, storing, preparing for sale, packing and despatching of food, beverage and tobacco products, including stock feed and pet food; and
- (c) the cleaning and sanitising of tools, equipment and machinery used to produce food, beverage and tobacco products, including stock feed and pet food.

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 calculated the figures in this wage summary by rounding to 2 decimal places throughout the calculation process. Where there are discrepancies in rounding from any other pay guide issued by any other agency or entity, we are advised by the Fair Work Ombudsman that these discrepancies are within acceptable limits.

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 on 1800 738 245.

Full Time and Part Time Employees

	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		150%	200%	150%	200%	250%
LEVEL 1						
Adult (19 Years and older)	\$ 18.29	\$ 27.43	\$ 36.57	\$ 27.43	\$ 36.57	\$ 45.72
Under 16 Years of age	\$ 10.97	\$ 16.46	\$ 21.94	\$ 16.46	\$ 21.94	\$ 27.43
16 Years of age	\$ 12.80	\$ 19.20	\$ 25.60	\$ 19.20	\$ 25.60	\$ 32.00
17 Years of age	\$ 14.63	\$ 21.94	\$ 29.26	\$ 21.94	\$ 29.26	\$ 36.57
18 Years of age	\$ 16.46	\$ 24.69	\$ 32.92	\$ 24.69	\$ 32.92	\$ 41.14
LEVEL 2						
Adult (19 Years and older)	\$ 18.81	\$ 28.22	\$ 37.63	\$ 28.22	\$ 37.63	\$ 47.03
Under 16 Years of age	\$ 11.29	\$ 16.93	\$ 22.57	\$ 16.93	\$ 22.57	\$ 28.22
16 Years of age	\$ 13.17	\$ 19.75	\$ 26.34	\$ 19.75	\$ 26.34	\$ 32.92
17 Years of age	\$ 15.05	\$ 22.58	\$ 30.10	\$ 22.58	\$ 30.10	\$ 37.63
18 Years of age	\$ 16.93	\$ 25.40	\$ 33.86	\$ 25.40	\$ 33.86	\$ 42.33
LEVEL 3						
Adult (19 Years and older)	\$ 19.53	\$ 29.30	\$ 39.07	\$ 29.30	\$ 39.07	\$ 48.84
Under 16 Years of age	\$ 11.72	\$ 17.58	\$ 23.44	\$ 17.58	\$ 23.44	\$ 29.30
16 Years of age	\$ 13.67	\$ 20.51	\$ 27.35	\$ 20.51	\$ 27.35	\$ 34.18
17 Years of age	\$ 15.63	\$ 23.44	\$ 31.25	\$ 23.44	\$ 31.25	\$ 39.07
18 Years of age	\$ 17.58	\$ 26.37	\$ 35.16	\$ 26.37	\$ 35.16	\$ 43.95

	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		150%	200%	150%	200%	250%
LEVEL 4						
Adult (19 Years and older)	\$ 20.21	\$ 30.31	\$ 40.41	\$ 30.31	\$ 40.41	\$ 50.51
Under 16 Years of age	\$ 12.12	\$ 18.19	\$ 24.25	\$ 18.19	\$ 24.25	\$ 30.31
16 Years of age	\$ 14.14	\$ 21.22	\$ 28.29	\$ 21.22	\$ 28.29	\$ 35.36
17 Years of age	\$ 16.16	\$ 24.24	\$ 32.33	\$ 24.24	\$ 32.33	\$ 40.41
18 Years of age	\$ 18.18	\$ 27.28	\$ 36.37	\$ 27.28	\$ 36.37	\$ 45.46
LEVEL 5						
Adult (19 Years and older)	\$ 21.29	\$ 31.94	\$ 42.58	\$ 31.94	\$ 42.58	\$ 53.23
Under 16 Years of age	\$ 12.78	\$ 19.16	\$ 25.55	\$ 19.16	\$ 25.55	\$ 31.94
16 Years of age	\$ 14.91	\$ 22.36	\$ 29.81	\$ 22.36	\$ 29.81	\$ 37.26
17 Years of age	\$ 17.03	\$ 25.55	\$ 34.07	\$ 25.55	\$ 34.07	\$ 42.59
18 Years of age	\$ 19.16	\$ 28.74	\$ 38.33	\$ 28.74	\$ 38.33	\$ 47.91
LEVEL 6						
Adult (19 Years and older)	\$ 21.96	\$ 32.94	\$ 43.92	\$ 32.94	\$ 43.92	\$ 54.89
Under 16 Years of age	\$ 13.17	\$ 19.76	\$ 26.35	\$ 19.76	\$ 26.35	\$ 32.93
16 Years of age	\$ 15.37	\$ 23.06	\$ 30.74	\$ 23.06	\$ 30.74	\$ 38.43
17 Years of age	\$ 17.57	\$ 26.35	\$ 35.13	\$ 26.35	\$ 35.13	\$ 43.91
18 Years of age	\$ 19.76	\$ 29.64	\$ 39.53	\$ 29.64	\$ 39.53	\$ 49.41

Casual Employees

	CASUAL HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
	125%	150%	200%	150%	200%	250%
LEVEL 1						
Adult (19 Years and older)	\$ 22.86	\$ 34.29	\$ 45.72	\$ 34.29	\$ 45.72	\$ 57.15
Under 16 Years of age	\$ 13.71	\$ 20.57	\$ 27.43	\$ 20.57	\$ 27.43	\$ 34.28
16 Years of age	\$ 16.00	\$ 24.00	\$ 32.00	\$ 24.00	\$ 32.00	\$ 40.00
17 Years of age	\$ 18.29	\$ 27.43	\$ 36.57	\$ 27.43	\$ 36.57	\$ 45.72
18 Years of age	\$ 20.57	\$ 30.86	\$ 41.14	\$ 30.86	\$ 41.14	\$ 51.43
LEVEL 2						
Adult (19 Years and older)	\$ 23.52	\$ 35.27	\$ 47.03	\$ 35.27	\$ 47.03	\$ 58.79
Under 16 Years of age	\$ 14.11	\$ 21.16	\$ 28.22	\$ 21.16	\$ 28.22	\$ 35.27
16 Years of age	\$ 16.46	\$ 24.69	\$ 32.92	\$ 24.69	\$ 32.92	\$ 41.15
17 Years of age	\$ 18.81	\$ 28.22	\$ 37.63	\$ 28.22	\$ 37.63	\$ 47.03
18 Years of age	\$ 21.16	\$ 31.75	\$ 42.33	\$ 31.75	\$ 42.33	\$ 52.91
LEVEL 3						
Adult (19 Years and older)	\$ 24.42	\$ 36.63	\$ 48.84	\$ 36.63	\$ 48.84	\$ 61.04
Under 16 Years of age	\$ 14.65	\$ 21.98	\$ 29.30	\$ 21.98	\$ 29.30	\$ 36.63
16 Years of age	\$ 17.09	\$ 25.64	\$ 34.18	\$ 25.64	\$ 34.18	\$ 42.73
17 Years of age	\$ 19.53	\$ 29.30	\$ 39.07	\$ 29.30	\$ 39.07	\$ 48.83
18 Years of age	\$ 21.98	\$ 32.97	\$ 43.95	\$ 32.97	\$ 43.95	\$ 54.94

	CASUAL HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
	125%	150%	200%	150%	200%	250%
LEVEL 4						
Adult (19 Years and older)	\$ 25.26	\$ 37.88	\$ 50.51	\$ 37.88	\$ 50.51	\$ 63.14
Under 16 Years of age	\$ 15.15	\$ 22.73	\$ 30.31	\$ 22.73	\$ 30.31	\$ 37.89
16 Years of age	\$ 17.68	\$ 26.52	\$ 35.36	\$ 26.52	\$ 35.36	\$ 44.20
17 Years of age	\$ 20.20	\$ 30.31	\$ 40.41	\$ 30.31	\$ 40.41	\$ 50.51
18 Years of age	\$ 22.73	\$ 34.10	\$ 45.46	\$ 34.10	\$ 45.46	\$ 56.83
LEVEL 5						
Adult (19 Years and older)	\$ 26.62	\$ 39.92	\$ 53.23	\$ 39.92	\$ 53.23	\$ 66.54
Under 16 Years of age	\$ 15.97	\$ 23.96	\$ 31.94	\$ 23.96	\$ 31.94	\$ 39.93
16 Years of age	\$ 18.63	\$ 27.95	\$ 37.26	\$ 27.95	\$ 37.26	\$ 46.58
17 Years of age	\$ 21.29	\$ 31.94	\$ 42.59	\$ 31.94	\$ 42.59	\$ 53.23
18 Years of age	\$ 23.95	\$ 35.93	\$ 47.91	\$ 35.93	\$ 47.91	\$ 59.88
LEVEL 6						
Adult (19 Years and older)	\$ 27.45	\$ 41.17	\$ 54.89	\$ 41.17	\$ 54.89	\$ 68.62
Under 16 Years of age	\$ 16.47	\$ 24.70	\$ 32.93	\$ 24.70	\$ 32.93	\$ 41.17
16 Years of age	\$ 19.21	\$ 28.82	\$ 38.43	\$ 28.82	\$ 38.43	\$ 48.03
17 Years of age	\$ 21.96	\$ 32.94	\$ 43.91	\$ 32.94	\$ 43.91	\$ 54.89
18 Years of age	\$ 24.70	\$ 37.06	\$ 49.41	\$ 37.06	\$ 49.41	\$ 61.76

Apprentices – commenced prior to 1 January 2014

	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		150%	200%	150%	200%	250%
APPRENTICE (has completed Year 10)						
Stage 1	\$ 8.94	\$ 13.41	\$ 17.89	\$ 13.41	\$ 17.89	\$ 22.36
Stage 2	\$ 11.71	\$ 17.57	\$ 23.42	\$ 17.57	\$ 23.42	\$ 29.28
Stage 3	\$ 15.97	\$ 23.95	\$ 31.94	\$ 23.95	\$ 31.94	\$ 39.92
Stage 4	\$ 18.74	\$ 28.11	\$ 37.47	\$ 28.11	\$ 37.47	\$ 46.84
APPRENTICE (has completed Year 11)						
Stage 1	\$ 10.22	\$ 15.33	\$ 20.44	\$ 15.33	\$ 20.44	\$ 25.55
Stage 2	\$ 11.71	\$ 17.57	\$ 23.42	\$ 17.57	\$ 23.42	\$ 29.28
Stage 3	\$ 15.97	\$ 23.95	\$ 31.94	\$ 23.95	\$ 31.94	\$ 39.92
Stage 4	\$ 18.74	\$ 28.11	\$ 37.47	\$ 28.11	\$ 37.47	\$ 46.84
APPRENTICE (has completed Year 12)						
Stage 1	\$ 10.78	\$ 16.17	\$ 21.56	\$ 16.17	\$ 21.56	\$ 26.95
Stage 2	\$ 12.54	\$ 18.81	\$ 25.09	\$ 18.81	\$ 25.09	\$ 31.36
Stage 3	\$ 15.97	\$ 23.95	\$ 31.94	\$ 23.95	\$ 31.94	\$ 39.92
Stage 4	\$ 19.53	\$ 29.30	\$ 39.07	\$ 29.30	\$ 39.07	\$ 48.84
ADULT APPRENTICE						
Stage 1	\$ 16.18	\$ 24.27	\$ 32.36	\$ 24.27	\$ 32.36	\$ 40.46
Stage 2	\$ 18.29	\$ 27.43	\$ 36.57	\$ 27.43	\$ 36.57	\$ 45.72
Stage 3	\$ 18.81	\$ 28.22	\$ 37.63	\$ 28.22	\$ 37.63	\$ 47.03
Stage 4	\$ 19.53	\$ 29.30	\$ 39.07	\$ 29.30	\$ 39.07	\$ 48.84

Apprentices – commenced after 1 January 2014

	BASE HOURLY RATE	SATURDAY	SUNDAY	OVERTIME FIRST 3 HOURS (Mon - Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		150%	200%	150%	200%	250%
APPRENTICE (has not completed Year 12)						
Stage 1	\$ 10.65	\$ 15.97	\$ 21.29	\$ 15.97	\$ 21.29	\$ 26.62
Stage 2	\$ 12.78	\$ 19.16	\$ 25.55	\$ 19.16	\$ 25.55	\$ 31.94
Stage 3	\$ 15.97	\$ 23.95	\$ 31.94	\$ 23.95	\$ 31.94	\$ 39.92
Stage 4	\$ 18.74	\$ 28.11	\$ 37.47	\$ 28.11	\$ 37.47	\$ 46.84
APPRENTICE (has completed Year 12)						
Stage 1	\$ 11.71	\$ 17.57	\$ 23.42	\$ 17.57	\$ 23.42	\$ 29.28
Stage 2	\$ 13.84	\$ 20.76	\$ 27.68	\$ 20.76	\$ 27.68	\$ 34.60
Stage 3	\$ 15.97	\$ 23.95	\$ 31.94	\$ 23.95	\$ 31.94	\$ 39.92
Stage 4	\$ 18.74	\$ 28.11	\$ 37.47	\$ 28.11	\$ 37.47	\$ 46.84
ADULT APPRENTICE						
Stage 1	\$ 17.03	\$ 25.55	\$ 34.07	\$ 25.55	\$ 34.07	\$ 42.58
Stage 2	\$ 18.29	\$ 27.43	\$ 36.57	\$ 27.43	\$ 36.57	\$ 45.72
Stage 3	\$ 18.81	\$ 28.22	\$ 37.63	\$ 28.22	\$ 37.63	\$ 47.03
Stage 4	\$ 19.53	\$ 29.30	\$ 39.07	\$ 29.30	\$ 39.07	\$ 48.84

Allowances

Description	Frequency	Amount
Vehicle Allowance		
An employee who reaches agreement with employer to use their own vehicle on the employer's business.	Per kilometre	\$0.78
First Aid Allowance		
An employee who has been trained to render first aid and who holds a current first aid qualification – if appointed to perform first aid	Per hour	\$0.42 (up to a maximum of \$16.10 per week) (75.6% of the Standard Rate)
Meal Allowance – Overtime		
If an employee was not notified of the requirement to work overtime no later than the previous day	Each occasion	\$13.96
Leading Hands Allowance		
If in charge of 3-10 employees	Per hour	\$0.93 (166.3% of the Standard Rate)
If in charge of 11-20 employees	Per hour	\$1.39 (248.4% of the Standard Rate)
If in charge of more than 20 employees	Per hour	\$1.77 (316.2% of the Standard Rate)
Transfers, Travelling and Working Away from Usual Place of Work		
Additional allowances apply to transfers, travelling and working away from usual place of work. Please contact the NRA for more information.		