



Restaurant Industry Award 2010

Wage Summary

CASUAL OVERTIME RATES OF PAY AS AT 1 JANUARY 2018

The Fair Work Commission decided **effective from the first full pay period on or after 1 January 2018** casual employees are to be entitled to receive overtime rates for any overtime worked.

This increase will apply to all *casual* employees, including junior employees, employees to whom training arrangements apply and employees with a disability.

This wage summary is to be **read with** the earlier wage summary, issued by NRA, effective from the first full pay period on or after 1 July 2017.

Please note that there is no specific public holiday overtime rate for casual employees whom work overtime on public holidays.

Who does this wage summary apply to?

The attached wage summary applies to employers that are operating under the *Restaurant Industry Award 2010*. This award covers restaurants, reception centres, night clubs, cafes and roadhouses, and includes any tea room, café and catering by a restaurant business but does not include a restaurant operated in or in connection with premises owned or operated by employers covered by any of the following awards:

- *Hospitality Industry (General) Award 2010;*
- *Registered and Licensed Clubs Award 2010; or*
- *Fast Food Industry Award 2010.*

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

If you are an employer that is covered by the *Restaurant Industry Award 2010* and outsource your payroll to a bookkeeper or an accountant, make sure that they are aware of this change. Otherwise, both you and the bookkeeper/accountant could be held liable for any breach of the award, including any underpayment.

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, particularly in relation to interpretation of the award considering these changes to the entitlements of casual employees, please do not hesitate to contact the NRA Hotline on 1800 RETAIL (738 245).

Casual Employees

	CASUAL HOURLY RATE	OVERTIME FIRST 2 HOURS (Mon - Fri)	OVERTIME FIRST 2 HOURS (Saturday)	OVERTIME THEREAFTER (Mon - Sat) AND OVERTIME SUNDAY
	125%	150%	175%	200%
INTRODUCTORY LEVEL				
Adult (20 Years and older)	\$ 22.86	\$ 27.44	\$ 32.01	\$ 36.58
16 Years of age and under	\$ 11.43	\$ 13.71	\$ 16.00	\$ 18.28
17 Years of age	\$ 13.71	\$ 16.46	\$ 19.20	\$ 21.94
18 Years of age	\$ 16.00	\$ 19.20	\$ 22.40	\$ 25.60
19 Years of age	\$ 19.43	\$ 23.31	\$ 27.20	\$ 31.08
LEVEL 1				
Adult (20 Years and older)	\$ 23.51	\$ 28.22	\$ 32.92	\$ 37.62
16 Years of age and under	\$ 11.76	\$ 14.12	\$ 16.47	\$ 18.82
17 Years of age	\$ 14.11	\$ 16.94	\$ 19.76	\$ 22.58
18 Years of age	\$ 16.46	\$ 19.76	\$ 23.05	\$ 26.34
19 Years of age	\$ 19.99	\$ 23.99	\$ 27.98	\$ 31.98
LEVEL 2				
Adult (20 Years and older)	\$ 24.41	\$ 29.30	\$ 34.18	\$ 39.06
16 Years of age and under	\$ 12.21	\$ 14.66	\$ 17.10	\$ 19.54
17 Years of age	\$ 14.65	\$ 17.58	\$ 20.51	\$ 23.44
18 Years of age	\$ 17.09	\$ 20.51	\$ 23.92	\$ 27.34
19 Years of age	\$ 20.76	\$ 24.92	\$ 29.07	\$ 33.22
LEVEL 3				
Adult (20 Years and older)	\$ 25.26	\$ 30.32	\$ 35.37	\$ 40.42
16 Years of age and under	\$ 12.63	\$ 15.15	\$ 17.68	\$ 20.20
17 Years of age	\$ 15.15	\$ 18.18	\$ 21.21	\$ 24.24
18 Years of age	\$ 17.68	\$ 21.21	\$ 24.75	\$ 28.28
19 Years of age	\$ 21.48	\$ 25.77	\$ 30.07	\$ 34.36

	CASUAL HOURLY RATE	OVERTIME FIRST 2 HOURS (Mon - Fri)	OVERTIME FIRST 2 HOURS (Saturday)	OVERTIME THEREAFTER (Mon - Sat) AND OVERTIME SUNDAY
	125%	150%	175%	200%
LEVEL 3				
Adult (20 Years and older)	\$ 25.26	\$ 30.32	\$ 35.37	\$ 40.42
16 Years of age and under	\$ 12.63	\$ 15.15	\$ 17.68	\$ 20.20
17 Years of age	\$ 15.15	\$ 18.18	\$ 21.21	\$ 24.24
18 Years of age	\$ 17.68	\$ 21.21	\$ 24.75	\$ 28.28
19 Years of age	\$ 21.48	\$ 25.77	\$ 30.07	\$ 34.36
LEVEL 4				
Adult (20 Years and older)	\$ 26.61	\$ 31.94	\$ 37.26	\$ 42.58
16 Years of age and under	\$ 13.31	\$ 15.98	\$ 18.64	\$ 21.30
17 Years of age	\$ 15.98	\$ 19.17	\$ 22.37	\$ 25.56
18 Years of age	\$ 18.64	\$ 22.37	\$ 26.09	\$ 29.82
19 Years of age	\$ 22.63	\$ 27.15	\$ 31.68	\$ 36.20
LEVEL 5				
Adult (20 Years and older)	\$ 28.29	\$ 33.95	\$ 39.60	\$ 45.26
16 Years of age and under	\$ 14.14	\$ 16.97	\$ 19.79	\$ 22.62
17 Years of age	\$ 16.98	\$ 20.37	\$ 23.77	\$ 27.16
18 Years of age	\$ 19.80	\$ 23.76	\$ 27.72	\$ 31.68
19 Years of age	\$ 24.04	\$ 28.85	\$ 33.65	\$ 38.46
LEVEL 6				
Adult (20 Years and older)	\$ 29.04	\$ 34.85	\$ 40.65	\$ 46.46
16 Years of age and under	\$ 14.53	\$ 17.43	\$ 20.34	\$ 23.24
17 Years of age	\$ 17.43	\$ 20.91	\$ 24.40	\$ 27.88
18 Years of age	\$ 20.33	\$ 24.39	\$ 28.46	\$ 32.52
19 Years of age	\$ 24.69	\$ 29.63	\$ 34.56	\$ 39.50