



## Restaurant Industry Award 2010

### Wage Summary

#### RATES OF PAY AS AT 1 JULY 2016

The Fair Work Commission released its minimum wage decision on 31 May 2016. The decision, **effective from the first full pay period on or after 1 July 2016** sees the modern award rates increased by **2.4%**.

**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 *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 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).

## Full Time and Part Time Employees

	BASE HOURLY RATE	EVENING	LATE NIGHT	SATURDAY	SUNDAY	OVERTIME FIRST 2 HOURS (Mon - Fri)	OVERTIME FIRST 2 HOURS (Sat)	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY	PUBLIC HOLIDAY
		+ 10% of SR Level 4 Rate	+ 15% of SR Level 4 Rate	125%	150%	150%	175%	200%	250%
<b>INTRODUCTORY LEVEL</b>									
Adult (20 Years and older)	\$ 17.70	\$ 19.76	\$ 20.79	\$ 22.13	\$ 26.55	\$ 26.55	\$ 30.98	\$ 35.41	\$ 44.26
16 Years of age and under	\$ 8.85	\$ 10.91	\$ 11.94	\$ 11.06	\$ 13.28	\$ 13.28	\$ 15.49	\$ 17.70	\$ 22.13
17 Years of age	\$ 10.62	\$ 12.68	\$ 13.71	\$ 13.28	\$ 15.93	\$ 15.93	\$ 18.59	\$ 21.24	\$ 26.55
18 Years of age	\$ 12.39	\$ 14.45	\$ 15.48	\$ 15.49	\$ 18.59	\$ 18.59	\$ 21.69	\$ 24.78	\$ 30.98
19 Years of age	\$ 15.05	\$ 17.11	\$ 18.14	\$ 18.81	\$ 22.57	\$ 22.57	\$ 26.33	\$ 30.09	\$ 37.62
<b>LEVEL 1</b>									
Adult (20 Years and older)	\$ 18.21	\$ 20.27	\$ 21.31	\$ 22.77	\$ 27.32	\$ 27.32	\$ 31.87	\$ 36.43	\$ 45.53
16 Years of age and under	\$ 9.11	\$ 11.17	\$ 12.20	\$ 11.38	\$ 13.66	\$ 13.66	\$ 15.94	\$ 18.22	\$ 22.77
17 Years of age	\$ 10.93	\$ 12.99	\$ 14.02	\$ 13.66	\$ 16.39	\$ 16.39	\$ 19.13	\$ 21.86	\$ 27.32
18 Years of age	\$ 12.75	\$ 14.81	\$ 15.84	\$ 15.94	\$ 19.13	\$ 19.13	\$ 22.31	\$ 25.50	\$ 31.88
19 Years of age	\$ 15.48	\$ 17.54	\$ 18.57	\$ 19.35	\$ 23.22	\$ 23.22	\$ 27.09	\$ 30.96	\$ 38.70
<b>LEVEL 2</b>									
Adult (20 Years and older)	\$ 18.91	\$ 20.97	\$ 22.00	\$ 23.64	\$ 28.37	\$ 28.37	\$ 33.09	\$ 37.82	\$ 47.28
16 Years of age and under	\$ 9.46	\$ 11.52	\$ 12.55	\$ 11.82	\$ 14.18	\$ 14.18	\$ 16.55	\$ 18.91	\$ 23.64
17 Years of age	\$ 11.35	\$ 13.41	\$ 14.44	\$ 14.18	\$ 17.02	\$ 17.02	\$ 19.86	\$ 22.69	\$ 28.37
18 Years of age	\$ 13.24	\$ 15.30	\$ 16.33	\$ 16.55	\$ 19.86	\$ 19.86	\$ 23.17	\$ 26.48	\$ 33.10
19 Years of age	\$ 16.07	\$ 18.14	\$ 19.17	\$ 20.09	\$ 24.11	\$ 24.11	\$ 28.13	\$ 32.15	\$ 40.18

	BASE HOURLY RATE	EVENING + 10% of SR Level 4 Rate	LATE NIGHT + 15% of SR Level 4 Rate	SATURDAY 125%	SUNDAY 150%	OVERTIME FIRST 2 HOURS (Mon - Fri) 150%	OVERTIME FIRST 2 HOURS (Sat) 175%	OVERTIME THEREAFTER (Mon - Sat) & OVERTIME SUNDAY 200%	PUBLIC HOLIDAY 250%
<b>LEVEL 3</b>									
Adult (20 Years and older)	\$ 19.56	\$ 21.62	\$ 22.65	\$ 24.45	\$ 29.34	\$ 29.34	\$ 34.23	\$ 39.12	\$ 48.90
16 Years of age and under	\$ 9.78	\$ 11.84	\$ 12.87	\$ 12.23	\$ 14.67	\$ 14.67	\$ 17.12	\$ 19.56	\$ 24.45
17 Years of age	\$ 11.74	\$ 13.80	\$ 14.83	\$ 14.67	\$ 17.61	\$ 17.61	\$ 20.54	\$ 23.47	\$ 29.34
18 Years of age	\$ 13.69	\$ 15.75	\$ 16.78	\$ 17.12	\$ 20.54	\$ 20.54	\$ 23.96	\$ 27.38	\$ 34.23
19 Years of age	\$ 16.63	\$ 18.69	\$ 19.72	\$ 20.78	\$ 24.94	\$ 24.94	\$ 29.10	\$ 33.25	\$ 41.57
<b>LEVEL 4</b>									
Adult (20 Years and older)	\$ 20.61	\$ 22.67	\$ 23.71	\$ 25.77	\$ 30.92	\$ 30.92	\$ 36.07	\$ 41.23	\$ 51.53
16 Years of age and under	\$ 10.31	\$ 12.37	\$ 13.40	\$ 12.88	\$ 15.46	\$ 15.46	\$ 18.03	\$ 20.61	\$ 25.76
17 Years of age	\$ 12.37	\$ 14.43	\$ 15.46	\$ 15.46	\$ 18.55	\$ 18.55	\$ 21.64	\$ 24.74	\$ 30.92
18 Years of age	\$ 14.43	\$ 16.49	\$ 17.52	\$ 18.04	\$ 21.64	\$ 21.64	\$ 25.25	\$ 28.86	\$ 36.07
19 Years of age	\$ 17.52	\$ 19.58	\$ 20.61	\$ 21.90	\$ 26.28	\$ 26.28	\$ 30.66	\$ 35.04	\$ 43.80
<b>LEVEL 5</b>									
Adult (20 Years and older)	\$ 21.90	\$ 23.96	\$ 24.99	\$ 27.38	\$ 32.85	\$ 32.85	\$ 38.33	\$ 43.81	\$ 54.76
16 Years of age and under	\$ 10.95	\$ 13.01	\$ 14.04	\$ 13.69	\$ 16.43	\$ 16.43	\$ 19.17	\$ 21.91	\$ 27.38
17 Years of age	\$ 13.14	\$ 15.20	\$ 16.23	\$ 16.43	\$ 19.71	\$ 19.71	\$ 23.00	\$ 26.28	\$ 32.86
18 Years of age	\$ 15.33	\$ 17.39	\$ 18.42	\$ 19.16	\$ 23.00	\$ 23.00	\$ 26.83	\$ 30.66	\$ 38.33
19 Years of age	\$ 18.62	\$ 20.68	\$ 21.71	\$ 23.27	\$ 27.93	\$ 27.93	\$ 32.58	\$ 37.24	\$ 46.55
<b>LEVEL 6</b>									
Adult (20 Years and older)	\$ 22.49	\$ 24.55	\$ 25.58	\$ 28.11	\$ 33.73	\$ 33.73	\$ 39.36	\$ 44.98	\$ 56.22
16 Years of age and under	\$ 11.24	\$ 13.31	\$ 14.34	\$ 14.06	\$ 16.87	\$ 16.87	\$ 19.68	\$ 22.49	\$ 28.11
17 Years of age	\$ 13.49	\$ 15.56	\$ 16.59	\$ 16.87	\$ 20.24	\$ 20.24	\$ 23.62	\$ 26.99	\$ 33.74
18 Years of age	\$ 15.74	\$ 17.80	\$ 18.83	\$ 19.68	\$ 23.61	\$ 23.61	\$ 27.55	\$ 31.48	\$ 39.36
19 Years of age	\$ 19.12	\$ 21.18	\$ 22.21	\$ 23.89	\$ 28.67	\$ 28.67	\$ 33.45	\$ 38.23	\$ 47.79

## Casual Employees

	CASUAL HOURLY RATE	EVENING	LATE NIGHT	SATURDAY	SUNDAY	PUBLIC HOLIDAY
	125%	+ 10% of SR Level 4 Rate	+ 15% of SR Level 4 Rate	150%	150%	250%
<b>INTRODUCTORY LEVEL</b>						
Adult (20 Years and older)	\$ 22.13	\$ 24.19	\$ 25.22	\$ 26.55	\$ 26.55	\$ 44.26
16 Years of age and under	\$ 11.06	\$ 13.12	\$ 14.15	\$ 13.28	\$ 13.28	\$ 22.13
17 Years of age	\$ 13.28	\$ 15.34	\$ 16.37	\$ 15.93	\$ 15.93	\$ 26.55
18 Years of age	\$ 15.49	\$ 17.55	\$ 18.58	\$ 18.59	\$ 18.59	\$ 30.98
19 Years of age	\$ 18.81	\$ 20.87	\$ 21.90	\$ 22.57	\$ 22.57	\$ 37.62
<b>LEVEL 1</b>						
Adult (20 Years and older)	\$ 22.77	\$ 24.83	\$ 25.86	\$ 27.32	\$ 27.32	\$ 45.53
16 Years of age and under	\$ 11.38	\$ 13.45	\$ 14.48	\$ 13.66	\$ 13.66	\$ 22.77
17 Years of age	\$ 13.66	\$ 15.72	\$ 16.75	\$ 16.39	\$ 16.39	\$ 27.32
18 Years of age	\$ 15.94	\$ 18.00	\$ 19.03	\$ 19.13	\$ 19.13	\$ 31.88
19 Years of age	\$ 19.35	\$ 21.41	\$ 22.44	\$ 23.22	\$ 23.22	\$ 38.70
<b>LEVEL 2</b>						
Adult (20 Years and older)	\$ 23.64	\$ 25.70	\$ 26.73	\$ 28.37	\$ 28.37	\$ 47.28
16 Years of age and under	\$ 11.82	\$ 13.88	\$ 14.91	\$ 14.18	\$ 14.18	\$ 23.64
17 Years of age	\$ 14.18	\$ 16.25	\$ 17.28	\$ 17.02	\$ 17.02	\$ 28.37
18 Years of age	\$ 16.55	\$ 18.61	\$ 19.64	\$ 19.86	\$ 19.86	\$ 33.10
19 Years of age	\$ 20.09	\$ 22.15	\$ 23.18	\$ 24.11	\$ 24.11	\$ 40.18

	CASUAL HOURLY RATE	EVENING	LATE NIGHT	SATURDAY	SUNDAY	PUBLIC HOLIDAY
	125%	+ 10% of SR Level 4 Rate	+ 15% of SR Level 4 Rate	150%	175%	250%
<b>LEVEL 3</b>						
Adult (20 Years and older)	\$ 24.45	\$ 26.51	\$ 27.54	\$ 29.34	\$ 34.23	\$ 48.90
16 Years of age and under	\$ 12.23	\$ 14.29	\$ 15.32	\$ 14.67	\$ 17.12	\$ 24.45
17 Years of age	\$ 14.67	\$ 16.73	\$ 17.76	\$ 17.61	\$ 20.54	\$ 29.34
18 Years of age	\$ 17.12	\$ 19.18	\$ 20.21	\$ 20.54	\$ 23.96	\$ 34.23
19 Years of age	\$ 20.78	\$ 22.84	\$ 23.87	\$ 24.94	\$ 29.10	\$ 41.57
<b>LEVEL 4</b>						
Adult (20 Years and older)	\$ 25.77	\$ 27.83	\$ 28.86	\$ 30.92	\$ 36.07	\$ 51.53
16 Years of age and under	\$ 12.88	\$ 14.94	\$ 15.97	\$ 15.46	\$ 18.03	\$ 25.76
17 Years of age	\$ 15.46	\$ 17.52	\$ 18.55	\$ 18.55	\$ 21.64	\$ 30.92
18 Years of age	\$ 18.04	\$ 20.10	\$ 21.13	\$ 21.64	\$ 25.25	\$ 36.07
19 Years of age	\$ 21.90	\$ 23.96	\$ 24.99	\$ 26.28	\$ 30.66	\$ 43.80
<b>LEVEL 5</b>						
Adult (20 Years and older)	\$ 27.38	\$ 29.44	\$ 30.47	\$ 32.85	\$ 38.33	\$ 54.76
16 Years of age and under	\$ 13.69	\$ 15.75	\$ 16.78	\$ 16.43	\$ 19.17	\$ 27.38
17 Years of age	\$ 16.43	\$ 18.49	\$ 19.52	\$ 19.71	\$ 23.00	\$ 32.86
18 Years of age	\$ 19.16	\$ 21.23	\$ 22.26	\$ 23.00	\$ 26.83	\$ 38.33
19 Years of age	\$ 23.27	\$ 25.33	\$ 26.37	\$ 27.93	\$ 32.58	\$ 46.55
<b>LEVEL 6</b>						
Adult (20 Years and older)	\$ 28.11	\$ 30.17	\$ 31.20	\$ 33.73	\$ 39.36	\$ 56.22
16 Years of age and under	\$ 14.06	\$ 16.12	\$ 17.15	\$ 16.87	\$ 19.68	\$ 28.11
17 Years of age	\$ 16.87	\$ 18.93	\$ 19.96	\$ 20.24	\$ 23.62	\$ 33.74
18 Years of age	\$ 19.68	\$ 21.74	\$ 22.77	\$ 23.61	\$ 27.55	\$ 39.36
19 Years of age	\$ 23.89	\$ 25.96	\$ 26.99	\$ 28.67	\$ 33.45	\$ 47.79

## Allowances

Description	Frequency	Amount
<b>Meal allowance (where employee cannot reasonably return home)</b>		
An employee required to work more than two hours overtime without being notified the previous day	Per meal	\$12.57
<b>Clothing, Equipment and Tools allowance (where the employee has supplied or paid for the garment)</b>		
Where the employer requires the employee to wear any protective or special clothing such as coats, dresses, caps, aprons, cuffs and other articles of clothing.	Per garment	Reimburse cost of purchasing item
Where an employee is required to launder the special clothing	Per garment	Reimburse cost of laundering item
<b>Split Shift allowance</b>		
Full-time and part-time employees who have a broken work day will receive an additional allowance	Per period of 2 hours or more	0.5% of the weekly Standard Rate