



## Restaurant Industry Award 2020



These rates are operative from the first full pay on or after 1<sup>st</sup> October, 2023  
and replace the wage schedule dated 1<sup>st</sup> July, 2022

This amended wage schedule incorporates the increase arising from the June 2023  
Minimum Wage Decision of The Fair Work Commission.

**REMEMBER: 11% SUPERANNUATION**  
(from 1 July, 2023)

CLASSIFICATION	ADULT RATES		
	Minimum Weekly Wage \$	Minimum Hourly Wage	Minimum Casual Hourly Rate 25% loading
Introductory Level	859.30	22.61	28.26
Level 1: Food and Beverage Attendant /Kitchen Attendant Grade 1	882.80	23.23	29.04
Level 2: Food and Beverage Attendant /Kitchen Attendant Grade 2, Cook Grade 1	914.90	24.08	30.10
Level 3: Food and Beverage Attendant /Kitchen Attendant Grade 3, Cook Grade 2	945.00	24.87	31.09
Level 4: Food and Beverage Attendant Grade 4, Cook Grade 3	995.00	26.18	32.73
Level 5: Food and Beverage Supervisor, Cook Grade 4	1,057.40	27.83	34.79
Level 6: Cook Grade 5	1,085.60	28.57	35.71

### Apprentices: Percentage of Standard Rate - \$877.60

CLASSIFICATION	%	Minimum Weekly Wage \$	Minimum Hourly Wage \$	Minimum Casual Wage \$
First Year	55	547.25	14.40	N/A
Second Year	65	646.75	17.02	N/A
Third Year	80	796.00	20.95	N/A
Fourth Year	95	945.25	24.88	N/A

### Juniors: Percentage of the appropriate Adult Classification

CLASSIFICATION	%
16 years and under	50
17 years of age	60
18 years of age	70
19 years of age	85
20 years of age	100

#### Casuals - Clause 11

Care should be taken to ensure employees classified as casuals fall within the definition of "Casual Employment" as defined in Clause 11 of the Award.

#### Clause 11.4

On each occasion a casual employee is required to attend work they are entitled to a minimum payment for two hours work.

**IMPORTANT: Clause 13 of Award** - Where law permits, junior employees may be employed in the bar or other places where liquor is sold. Junior employees working as liquor services, employees must be paid at the adult rate of pay for the classification for the work being performed.

#### Clause 24

#### Penalty rates for work on Weekends and Public Holidays

An employee working ordinary time hours on the following days will be paid the following percentage of the minimum wage in clause 18 - Minimum Wages for the relevant classification:

	Mon – Fri %	Sat %	Sun %	Public Holiday %
<b>Full time and Part time</b>	100	125	150	225
<b>Casual - Introductory Level, Level 1 and 2 (inclusive of 25% casual loading)</b>	125	150	150	250
<b>Casual - Levels 3 to 6 (inclusive of 25% casual loading)</b>	125	150	175	250

The provisions of 24.2 apply to full time, part time and casual employees.

<b>Adult Casual Rates Per Hour</b>					
	Minimum Hourly Rate \$	Sat 150% \$	Sun 150% \$		Public Holiday 250% \$
<b>Introductory Level</b>	28.26	33.92	33.92		56.53
<b>Level 1: Food and Beverage Attendant Grade 1 Kitchen Attendant Grade 1</b>	29.04	34.85	34.85		58.08
<b>Level 2: Food and Beverage Attendant Grade 2, Cook Grade 1 Kitchen Attendant Grade 2</b>	30.10	36.12	36.12		60.20
	Minimum Hourly Rate \$	Sat 150% \$		Sun 175% \$	Public Holiday 250% \$
<b>Level 3: Food and Beverage Attendant Grade 3, Cook Grade 2 Kitchen Attendant Grade 3</b>	31.09	37.31		43.52	62.18
<b>Level 4: Food and Beverage Attendant Grade 4, Cook Grade 3</b>	32.73	39.27		45.82	65.45
<b>Level 5: Food and Beverage Supervisor Cook Grade 4</b>	34.79	41.75		48.70	69.58
<b>Level 6: Cook Grade 5</b>	35.71	42.86		50.00	71.43

**ALLOWANCES:**

**Clause 21.2 Meal Allowance:** \$15.30

**Clause 21.3 Split Shift Allowance** \$4.98

**Clause 21.4 Tool Allowance** \$1.98 per day \$9.72 per week

**Clause 22 - Superannuation**

Occupational Superannuation contributions by the employer on behalf of the employee must be made to a complying superannuation fund.

**Clause 23.0**

Overtime – Full and Part Time Employees.

**Clause 31**

No deduction for breakages or cashiering underings except in the case of wilful misconduct.

**Schedule D - National Training Wage**

Members with apprentices, trainees or persons engaged under the New Apprenticeship System are advised to contact Primary Employers Tasmania on 0407 200 909 for advice regarding the appropriate rate that applies to their particular employee.

### **PAYG – Withholding Tax**

Please ensure you are using the correct Pay As You Go (PAYG) Withholding Tax Tables.

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**These rates of pay and award notes are provided as a guide only. Members should always consult the appropriate award and National Employment Standards for a full and detailed description of the clause.**

### **IMPORTANT DISCLAIMER**

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