

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Level 1 – Crew member	Food preparation and cooking of a limited range, serving customers, cleaning, cash handling	\$1056.80	\$27.81	\$34.76
Level 2 – Higher-skill crew	Cooking/food preparation requiring more skill, and overseeing/training Level 1 employees	\$1119.10	\$29.45	\$36.81
Level 3 – In charge of 1 or no other employees	Employee in charge of a shift with one or no other employees	\$1136.40	\$29.91	\$37.39
Level 3 – In charge of 2 or more employees	Employee in charge of a shift with two or more other employees	\$1150.40	\$30.27	\$37.84

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Evening (Mon–Fri 10pm–midnight)	\$30.59 (110%)	\$37.54 (135%)
Early morning (Mon–Fri midnight–6am)	\$31.98 (115%)	\$38.93 (140%)
Saturday (all day)	\$34.76 (125%)	\$41.72 (150%)
Sunday (all day)	\$34.76 (125%)	\$41.72 (150%)
Public holiday	\$62.57 (225%)	\$69.53 (250%)

Dollar figures are for Level 1 – Crew member. Other levels scale from their own ordinary rate above. Some levels in this award carry different penalty percentages — use the calculator in the full guide to check yours.

Junior rates (% of adult)

Age	% of adult rate
15	40%
16	50%
17	60%
18	70%
19	80%
20	90%

Common allowances

Allowance	Amount
Laundry – full-time employees	\$6.42 per week
Laundry – part-time or casual employees	\$1.28 per shift

Meal allowance – overtime	\$17.33 (further \$15.66 after 4+ hours)
Cold work allowance	\$0.38 per hour (plus \$0.59/hr below 0°C)
Transport reimbursement – finishing after 10pm	reimbursement of reasonable transport costs

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Fast Food Industry Award 2010 [MA000003] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/fast-food