

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Introductory	New starters, basic tasks under supervision	\$978.10	\$25.74	\$32.18
Level 1 – Food & Beverage, Guest Service, Kitchen Attendant	Food & Beverage Attendant Grade 1, Guest Service Grade 1, Kitchen Attendant Grade 1	\$1004.90	\$26.44	\$33.05
Level 2 – Cook Grade 1, Clerical, Front Office	Clerical Grade 1, Cook Grade 1, Door/Security Grade 1, F&B Attendant Grade 2, Front Office Grade 1, Guest Service Grade 2, Kitchen Attendant Grade 2, Leisure Attendant Grade 1, Gardener Grade 1, Storeperson Grade 1	\$1029.10	\$27.08	\$33.85
Level 3 – Cook Grade 2, Skilled Attendants	Clerical Grade 2, Cook Grade 2, F&B Attendant Grade 3, Fork-lift Driver, Front Office Grade 2, Guest Service Grade 3, Handyperson, Kitchen Attendant Grade 3, Leisure Attendant Grade 2, Gardener Grade 2, Storeperson Grade 2, Timekeeper/Security Grade 2	\$1062.90	\$27.97	\$34.96
Level 4 – Tradesperson Grade 3	Clerical Grade 3, Cook (tradesperson) Grade 3, F&B Attendant (tradesperson) Grade 4, Front Office Grade 3, Guest Service Grade 4, Leisure Attendant Grade 3, Gardener (tradesperson) Grade 3, Storeperson Grade 3	\$1119.10	\$29.45	\$36.81
Level 5 – Supervisors, Tradesperson Grade 4	Clerical Supervisor, Cook (tradesperson) Grade 4, Food & Beverage Supervisor, Front Office Supervisor, Guest Service Supervisor, Gardener (tradesperson) Grade 4	\$1189.40	\$31.30	\$39.13
Level 6 – Cook Tradesperson Grade 5	Cook (tradesperson) Grade 5	\$1221.10	\$32.13	\$40.16
Managerial staff – hotel	Hotel managerial staff covered by the Award	\$1223.39	\$32.19	\$40.24

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 7pm–midnight)	\$29.39 (+\$2.95/hr)	\$36.00 (+\$2.95/hr)
Night (Mon–Fri midnight–7am)	\$30.86 (+\$4.42/hr)	\$37.47 (+\$4.42/hr)
Saturday (all day)	\$33.05 (125%)	\$39.66 (150%)
Sunday (all day)	\$39.66 (150%)	\$46.27 (175%)
Public holiday	\$59.49 (225%)	\$66.10 (250%)

Dollar figures are for Level 1 – Food & Beverage, Guest Service, Kitchen Attendant. Other levels scale from their own ordinary rate above.

Junior rates (% of adult)

Age	% of adult rate
16	50%
17	60%
18	70%
19	85%
20	100%

Apprentice rates

Stage	Ordinary /hr
Apprentice 1st year / Stage 1	\$16.20
Apprentice 2nd year / Stage 2	\$19.14
Apprentice 3rd year / Stage 3	\$23.56
Apprentice 4th year / Stage 4	\$27.98

Common allowances

Allowance	Amount
Split / broken shift (not casual or loaded rate)	\$3.69 per day
First aid – full-time	\$13.43 per week
Laundry – catering employees, full-time	\$6.16 per week
Meal allowance – overtime (not casual)	\$17.42
Tool allowance – cooks or apprentice cooks	\$2.03 per day (max \$9.94 per week)

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 Hospitality Industry (General) Award 2020 [MA000009] 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/hospitality