

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
Entry level – Introductory	Inductees/new starters doing routine duties under direct supervision	\$1071.60	\$28.20	\$35.25
Level 1 – Basic	Basic and semi-skilled work after induction	\$1114.00	\$29.32	\$36.65
Level 2 – Intermediate	Semi-skilled work across a broad range of plant/equipment, routine supervision	\$1152.90	\$30.34	\$37.93
Level 3 – Competent	Trade-certificate (or equivalent) competence; limited supervision; may direct others	\$1185.80	\$31.21	\$39.01
Level 4 – Advanced	In-depth skills / post-trade training; non-routine work; may supervise below Level 4	\$1260.60	\$33.18	\$41.48
Level 5 – Advanced specialist	Trade plus a prescribed post-trade course (maintenance trades stream)	\$1338.50	\$35.23	\$44.04
Level 6 – Dual trade	Dual-trade qualified (maintenance trades stream)	\$1400.80	\$36.87	\$46.09
Level 7 – Dual trade instrument technician	Advanced dual-trade instrument electrical technician (top classification)	\$1454.80	\$38.29	\$47.86

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

Penalty rates

When worked	Full-time / part-time	Casual
Afternoon shift (finishes after 7pm–midnight)	\$33.72 (115%)	\$41.05 (140%)
Night shift (finishes after midnight–noon)	\$33.72 (115%)	\$41.05 (140%)
Saturday (first 2 hours)	\$43.98 (150%)	\$51.31 (175%)
Sunday	\$58.64 (200%)	\$65.97 (225%)
Public holiday	\$73.30 (250%)	\$80.63 (275%)

Dollar figures are for Level 1 – Basic. Other levels scale from their own ordinary rate above.

Common allowances

Allowance	Amount
Industry allowance (all-purpose)	\$66.70 per week ("H \$1.76/hr) — all-purpose, already included in the minimum rates above
Licence allowance – electricians (all-purpose)	\$32.34 per week — all-purpose, when required to hold an Electrical Technicians licence
Leading hand – in charge of 3–10 employees	\$31.78 per week
Leading hand – in charge of 11–20 employees	\$50.25 per week

Leading hand – in charge of more than 20 employees	\$63.56 per week
Living away from home allowance (remote work)	\$67.15 per day (or part-day) an employee is living away for remote work
Meal allowance – overtime	\$22.04 on each occasion an overtime rest break applies and no meal/meal-facility is provided
Tool allowance	\$17.86 per week when the employee must supply and maintain their own tools

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 Hydrocarbons Industry (Upstream) Award 2020 [MA000062] 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/hydrocarbons-upstream