

Comparison of terms of the proposed *VenuesLive Management Services (NSW) Casual Employees Enterprise Agreement 2021* with the terms of the Existing Agreement, the *VenuesLive Management Services (NSW) Casual Employees Enterprise Agreement 2017*, and the terms of the modern award that would otherwise apply, the *Amusement, Events and Recreation Award 2020*

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
Hours of work				
<i>Ordinary hours</i>	Maximum 152 hours over a four week period, Monday to Sunday (clause 6)	Maximum 38 hours over a one week period, Monday to Sunday (clauses 11.2 and 11.4)	Maximum 38 hours in any week, Monday to Sunday (clause 6)	The Proposed Agreement allows hours to be worked over 38 hours a week, instead of a four week period under the Existing Agreement and is the same as the Modern Award
<i>Ordinary shifts (length)</i>	Maximum of 12 hours (clause 6)	Maximum of 10 hours (clause 11.4)	Maximum of 10 hours (clause 6)	The Proposed Agreement allows an employee to work up to 10 ordinary hours in a shift, instead of 12 ordinary hours in a shift under the Existing Agreement and is the same as the Modern Award
<i>Ordinary shifts</i>	Minimum of four hours if the shift starts on a Sunday or a public holiday and minimum of three hours on any other day (clause 6)	Minimum of three hours, unless otherwise agreed (clause 11.7 or four hours on a Sunday or public holiday (clause 20.6(c))	No change from the Existing Agreement (clause 6)	The Proposed Agreement provides for an equivalent or greater minimum engagement than the Modern Award and is the same as the Existing Agreement
<i>Rosters</i>	Employees to notify of availability, then advised if rostered for a shift (clause 7)	Employees to be notified of rostered shifts with seven days' notice of change (clause 14.1 and 14.2)	No change from the Existing Agreement (clause 7)	The Proposed Agreement is the same as the Existing Agreement
<i>Broken shifts</i>	If required to work a broken shift, break will not be for more than two hours unless a longer period is agreed between VenuesLive and the employee (clause 6)	No restrictions	No change from the Existing Agreement (clause 6)	The Proposed Agreement limits the ability of VenuesLive to roster a broken shift and is the same as the Existing Agreement

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Cancellation of shifts by VenuesLive</i>	Cancel with 24 hours' notice, or six hours' notice if an event is postponed or cancelled for reasons outside VenuesLive's control, or due to a material change in the number of patrons expected to attend an event. If cancelled with less than six hours' notice, employee entitled three or four hours' payment in lieu (clause 7)	At least seven days' notice is to be given to cancel a rostered shift (clause 14.1 and 14.2). If an employee reports for work and is not allowed to start, the employee is entitled to be paid for three hours' work (clause 18.2(f))	No change from the Existing Agreement (clause 7)	The Proposed Agreement is more generous as it guarantees an employee payment for the minimum engagement if the employee's shift is cancelled with less than six hours' notice while under the Modern Award, the employee is only entitled to payment for the minimum engagement if they report for work. The Proposed Agreement is the same as the Existing Agreement
<i>Alteration of duration of shift by VenuesLive</i>	Alter with 24 hours' notice, or six hours' notice if an event is postponed or cancelled for reasons outside VenuesLive's control, or due to a material change in the number of patrons expected to attend an event. If altered with less than six hours' notice, employee entitled to minimum engagement (clause 7)	At least seven days' notice is to be given to cancel a rostered shift (clause 14.1 and 14.2). If an employee reports for work and is not allowed to start, the employee is entitled to be paid for three hours' work (clause 18.2(f))	No change from the Existing Agreement (clause 7)	The Proposed Agreement is the same as the Existing Agreement
<i>Cancellation of shifts by employees</i>	If cancelling 72 or more hours before the start of the rostered shift, employee must notify by telephone email or SMS. If cancelling less than 72 hours before shift must do so by telephone and, where practicable, at least 24 hours before start of shift (clause 7(f))	No provision	No change from the Existing Agreement (clause 7(f))	The Proposed Agreement clarifies the procedures that an employee must follow to cancel a shift but requires, where practicable, that employees provide at least 24 hours' notice when cancelling a shift. The Proposed Agreement is the same as the Existing Agreement

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Break between shifts</i>	Minimum break 10 hours between shifts, or eight hours by agreement (clause 6). If insufficient break, paid at overtime rates until break is taken (clause 9)	Minimum break 10 hours between shifts (or eight by agreement). If insufficient break, paid double time until 10 (or eight) hours off work (clause 20.5)	No change from the Existing Agreement (clause 9)	The Proposed Agreement provides that overtime rates will be paid if there is an insufficient break between shifts while the Modern Award provides that employees are paid at double time. The Proposed Agreement is the same as the Existing Agreement
<i>Offers and requests for casual conversion</i>	No provision	Right to request casual conversion (clause 11.8)	Introduces offers and requests for conversion from casual employment to full-time or part-time employment in accordance with the National Employment Standards (clause 11)	The Proposed Agreement is offering casual conversion / employee request entitlements in accordance with the National Employment Standards
Pay				
<i>Rates of pay</i>	See comparison of rates in attached schedule	See comparison of rates in attached schedule	See comparison of rates in attached schedule	The rates under the Proposed Agreement are 3.00% greater than what are currently being paid under the Existing Agreement. In the attached schedule, VenuesLive details the difference between the rates under the Proposed Agreement and the rates that would be paid under the Modern Award
<i>Increases</i>	No provision for further wage increases	In accordance with decisions of the Minimum Wage Panel of the Fair Work Commission	Increases of: - 3.00% from the first full pay period to commence from Start Date - 3.00% from the first full pay period to commence on or after 1 July 2022 (clause 13(a)(i) and (ii))	The Proposed Agreement provides for 3.00% wages increases effective the Start Date and 1 July 2022

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Casual loading</i>	25% (clause 12(a))	25% (clause 11.5)	No change from the Existing Agreement (clause 13(a)) but introduces a specific subclause which reflects that the 25% casual loading is paid to employees to compensate them for not having particular benefits under the National Employment Standards (clause 13(b))	The Proposed Agreement is equivalent to the Modern Award and other than the introduction of subclause 13(b) which reflects that casual loading is paid to compensate employees for not having particular benefits under the National Employment Standards, is the same as the Existing Agreement
<i>Payment of wages</i>	Paid fortnightly in arrears by EFT (clause 13)	Paid weekly or fortnightly in arrears by cash, cheque or EFT. To be paid no later than Thursday following end of pay period (clause 17.1)	No change from the Existing Agreement (clause 14)	The Proposed Agreement is the same as the Existing Agreement
Overtime				
<i>Rate</i>	See comparison of rates in attached schedule	See comparison of rates in attached schedule	See comparison of rates in attached schedule	The rates under the Proposed Agreement are 3.00% greater than what are currently being paid under the Existing Agreement. In the attached schedule, VenuesLive details the difference between the rates under the Proposed Agreement and the rates that would be paid under the Modern Award
<i>When payable</i>	In excess of 12 hours in any one shift or in excess of 152 hours in any four week period (clause 9)	In excess of 10 hours in any one shift or in excess of 38 hours in any one week (clauses 11.2, 11.4 and 20)	In excess of 10 hours in any one shift or in excess of 38 hours in any week, Monday to Sunday (clause 9)	The Proposed Agreement allows employees to work a 10 hour shift instead of a 12 hour shift under the Existing Agreement before overtime is payable and allows an employee's hours to be worked over a 38 hour week instead of a four week period, and is the same as the Modern Award.

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
Breaks				
<i>Meal</i>	If an employee is rostered to work a shift of five hours in duration, but less than 10 hours in duration, the employee will be entitled to a 30 minute rest break of which 20 minutes will be paid. If an employee is rostered to work a shift of 10 hours in duration or more, the employee will be entitled to two 30 minute rest breaks of which 20 minutes will be paid (clause 8)	No meal breaks for casual employees (however there are rest breaks as detailed below)	No change from the Existing Agreement (clause 8)	<p>While under the Modern Award, an employee is not entitled to a meal break (although they may be entitled to a rest break), under the Proposed Agreement (which is the same as the Existing Agreement), employees receive:</p> <ul style="list-style-type: none"> (a) a 30 minute rest break, of which 20 minutes is paid, when working a shift of at least five hours, but less than 10 hours, duration; or (b) two 30 minute rest breaks, of which 20 minutes of each is paid, when working a shift of 10 hours duration or more. <p>The result is that each of an employee's breaks are for an additional 10 minutes</p>

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Rest</i>	For shifts of four hours duration, but less than five hours duration, subject to operational requirements, employees will be entitled to a short paid rest break of up to 10 minutes (clause 8)	If work five hours, entitled to a 20 minute paid rest break. If required to work a further five hours, entitled to a further 20 minute paid rest break (clause 15)	No change from the Existing Agreement (clause 8)	<p>Under the Proposed Agreement, an employee working a shift of four hours duration, but less than five hours duration, has an entitlement to a short paid rest break of up to 10 minutes which is the same as under the Existing Agreement.</p> <p>The rest break entitlement under the Modern Award is incorporated into the meal break entitlement under the Proposed Agreement detailed above</p>
Mixed functions				
<i>Higher duties</i>	if performing higher duties, paid at the rate for the higher job classification, unless such work exceeds a total of four hour on any day, in which case paid at the higher rate for the entire shift (clause 12(d))	If required to perform work at a higher classification, paid at the higher rate, unless such work is more than four hours on any day, in which case paid at the higher rate for all hours worked on that day (clause 16.4)	No change from the Existing Agreement (clause 13(e))	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement
Public holidays				
<i>Which days</i>	New Years Day, Australia Day, Good Friday, Easter Saturday, Easter Sunday, Easter Monday, Anzac Day, Queen's Birthday, Labour Day, Christmas Day, Boxing Day, and any other day gazetted or proclaimed (clause 17)	Refers to the NES, specifying New Years Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Queen's Birthday, Christmas Day, Boxing Day, and any other day gazetted or proclaimed (clause 26)	No change from the Existing Agreement (clause 18)	The Proposed Agreement guarantees that Easter Saturday is a public holiday for the purposes of the Agreement and is the same as the Existing Agreement

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Payment</i>	See comparison of rates in attached schedule	See comparison of rates in attached schedule	See comparison of rates in attached schedule	The rates under the Proposed Agreement are 3.00% greater than what are currently being paid under the Existing Agreement. In the attached schedule, VenuesLive details the difference between the rates under the Proposed Agreement and the rates that would be paid under the Modern Award
Leave				
<i>Unpaid parental leave</i>	In accordance with the Act (clause 20)	No provision, so in accordance with the Act	No change from the Existing Agreement (clause 21)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement
<i>Unpaid carer's leave</i>	In accordance with the Act (clause 18)	In accordance with the Act (clause 22)	No change from the Existing Agreement (clause 19)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement
<i>Unpaid compassionate leave</i>	In accordance with the Act (clause 19)	In accordance with the Act (clause 22)	No change from the Existing Agreement (clause 20)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement
<i>Long service leave</i>	In accordance with the Act (clause 21)	No provision, so in accordance with applicable legislation	No change from the Existing Agreement (clause 22)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Domestic violence leave</i>	<p>An employee experiencing domestic violence is entitled to:</p> <p>(a) access unpaid carer's leave for medical appointments, legal proceedings or other activities relating to domestic violence; and</p> <p>(b) support and flexibility in the management of the taking of that leave</p> <p>(clause 22)</p>	In accordance with the Act (clause 25)	An employee experiencing Family and domestic violence is entitled to 5 days unpaid family and domestic leave in a 12 month period in accordance with the National Employment Standards (clause 23)	The Proposed Agreement maintains support for an employee experiencing domestic violence but is amended to align with the National Employment Standards
Termination				
<i>With notice by employer</i>	Effective end of current shift without reasons (clause 23(a))	Casual employee may be dismissed without notice (clause 11.3)	No change from the Existing Agreement (clause 24(a))	The Proposed Agreement requires that, other than for serious misconduct, notice of dismissal be effective at the end of the employee's current shift, rather than at any time under the Modern Award and is the same as the Existing Agreement
<i>Without notice by employer</i>	Effective immediately for serious misconduct (clause 23(b))	Casual employee may be dismissed without notice (clause 11.3)	Introduces changes consistent with the definition of serious misconduct provided for in the <i>Fair Work Regulations</i> (Cth) (clause 24(b))	The Proposed Agreement is equivalent to the Modern Award, however, introduces changes consistent with the definition of serious misconduct provided for in the <i>Fair Work Regulations</i> (Cth)

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<i>Suspension</i>	Paid suspension for remainder of shift if VenuesLive investigating conduct giving grounds to terminate without notice. Not paid for future shifts (clause 23(c))	No provision	No change from the Existing Agreement (clause 24(c))	The Proposed Agreement allows for an employee to be suspended with pay while VenuesLive investigates conduct which may give grounds to dismiss the employee for serious misconduct and is the same as the Existing Agreement																				
Uniforms	Required to provide a uniform deposit, VenuesLive to confirm the amount of the deposit with an employee on commencement (clause 15)	Where required to wear protective clothing, the employer must reimburse on proof of purchase for the cost of purchasing special clothing and equipment (clause 18.3(c)) Notation that uniform remains the employer's property and must be returned on termination of employment (clause 18.3(e))	No change from the Existing Agreement (clause 16)	The Proposed Agreement is the same as the Existing Agreement																				
Superannuation	Paid in accordance with legislation. Hostplus (or other fund nominated by VenuesLive) is the default fund if employee not exercise choice (clause 14)	Paid in accordance with legislation with right for employee to make voluntary contributions. Limited funds, including Hostplus, available for contributions (clause 19)	No change from the Existing Agreement (clause 15)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement																				
Junior percentages	<table border="0"> <tr> <td>Under 17</td> <td>60%</td> </tr> <tr> <td>17 to under 18</td> <td>70%</td> </tr> <tr> <td>18 to under 19</td> <td>80%</td> </tr> <tr> <td>19 to under 20</td> <td>90%</td> </tr> <tr> <td>20 years and older</td> <td>100%</td> </tr> </table> (clause 12(c))	Under 17	60%	17 to under 18	70%	18 to under 19	80%	19 to under 20	90%	20 years and older	100%	<table border="0"> <tr> <td>Under 17 years</td> <td>55%</td> </tr> <tr> <td>17 and under 18</td> <td>65%</td> </tr> <tr> <td>18 and under 19</td> <td>75%</td> </tr> <tr> <td>19 and under 20</td> <td>85%</td> </tr> <tr> <td>20 years and older</td> <td>100%</td> </tr> </table> (clause 16.2)	Under 17 years	55%	17 and under 18	65%	18 and under 19	75%	19 and under 20	85%	20 years and older	100%	No change from the Existing Agreement (clause 13(d))	A junior employee under the Proposed Agreement is paid a greater percentage of the relevant adult rate than under the Modern Award but the same percentage as under the Existing Agreement
Under 17	60%																							
17 to under 18	70%																							
18 to under 19	80%																							
19 to under 20	90%																							
20 years and older	100%																							
Under 17 years	55%																							
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18 and under 19	75%																							
19 and under 20	85%																							
20 years and older	100%																							

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
Flexibility clause	Based on model clause but dealing with any matter arising under the Existing Agreement (clause 10)	Model clause (clause 5)	No change from the Existing Agreement (clause 10)	The mandatory flexibility clause required under the Act in the Proposed Agreement can deal with any matter under the Proposed Agreement and is the same as the Existing Agreement
Consultation about change	Based on model clause (clause 4)	Model clause (clause 27)	No change from the Existing Agreement (clause 4)	The Proposed Agreement contains the mandatory consultant clause required under the Act and is the same as the Existing Agreement
Dispute Resolution	Based on model clause (clause 3)	Model clause (clause 29)	No change from the Existing Agreement (clause 3)	The Proposed Agreement is equivalent to the Modern Award and is the same as the Existing Agreement
Renegotiation	VenuesLive to use reasonable endeavours to start discussions for a replacement agreement six months before expiry of the nominal term of the Existing Agreement (clause 24)	No provision	Introduces a new date of 31 January 2022 to start discussions for a replacement enterprise agreement (clause 25)	The Proposed Agreement is equivalent to the Existing Agreement but sets a new date to start discussions for a replacement enterprise agreement
Allowances				
<i>Laundry Allowance</i>	Entitled to allowance (currently \$2.61 per shift) if required to launder own uniform (clause 15)	Entitled to allowance (currently \$1.32 per day up to \$6.62 per week) if required to launder own uniform (clause 18.3(e))	The allowances is paid in the same circumstances as under the Existing Agreement but has been increased to \$2.84 per shift with increases during the nominal term of the Proposed Agreement (clause 16)	The allowance is greater under the Proposed Agreement

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
<i>Overtime Meal Allowance</i>	Entitled, at VenuesLive's election, to be provided with a meal or an allowance (currently \$12.13) if required to work two or more hours' overtime after completing their ordinary hours (clause 9)	Entitled, at employer's election, to be provided with a meal or an allowance (currently \$12.05) if required to work two hours of overtime or more (clause 18.3(b))	The allowances is paid in the same circumstances as under the Existing Agreement but has been increased to \$13.19 with increases during the nominal term of the Proposed Agreement (clause 9)	The allowance is greater under the Proposed Agreement
<i>Transportation allowance</i>	Entitled to allowance (currently \$0.78 per kilometre) if required to use own vehicle for travelling on business for VenuesLive (clause 16)	Entitled to allowance (currently \$0.78 per kilometre) if required to use own vehicle for travelling on VenuesLive's business (clause 18.3(f))	No change from the Existing Agreement (clause 17)	The Proposed Agreement is the same as the Existing Agreement
<i>Tractor plant allowance</i>	No provision	An employee in charge of a tractor plant is entitled to receive an additional payment of \$26.33 per week or \$0.69 per hour (clause 18.2(e))	No change from the Existing Agreement	Employees working under the Proposed Agreement would not be entitled to this allowance under the Modern Award
<i>First aid allowance</i>	No provision	An employee appointed to perform first aid duties must be paid for ordinary hours an allowance of \$17.55 per week or \$0.46 per hour (clause 18.2(d))	No change from the Existing Agreement	Employees working under the Proposed Agreement would not be entitled to this allowance under the Modern Award
<i>Tool allowance</i>	No provision	A tradesperson required to provide hand tools at their own expense is entitled to an allowance of \$14.20 per week unless they are a carpenter in which case the tradesperson is entitled to an allowance of \$27.70 per week (clause 18.3(d))	No change from the Existing Agreement	Employees working under the Proposed Agreement would not be entitled to this allowance under the Modern Award

Condition	Existing Agreement	Modern Award	Proposed Agreement	Comments
Union recognition	VenuesLive recognises that employees have a right to be a member of an industrial organisation (clause 25)	No provision	No change from the Existing Agreement (clause 26)	The Proposed Agreement expressly recognises employees' right to be a member of an industrial organisation and is the same as the Existing Agreement
Union / staff consultation	VenuesLive will, at the request of the Union, hold an unpaid meeting once a year attended by representatives of the Union at which employees may attend to discuss matters that affect employees (clause 26)	No provision	No change from the Existing Agreement (clause 27)	The Proposed Agreement requires VenuesLive to hold an annual unpaid meeting where employees can discuss matters that affect employees and is the same as the Existing Agreement

Comparison of rates under Modern Award as at 30 September 2021** and Proposed Agreement

Ordinary hours	Introductory Level			Level One			Level Two			Level Three		
	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #
<i>Monday to Friday</i>	\$24.80	\$25.54	3.00%	\$25.51	\$26.46	3.72%	\$26.49	\$27.32	3.13%	\$27.40	\$28.59	4.34%
<i>Saturday</i>	\$24.80	\$30.65	23.59%	\$25.51	\$31.75	24.46%	\$26.49	\$32.78	23.74%	\$27.40	\$34.31	25.22%
<i>Sunday</i>	\$34.72	\$35.76	3.00%	\$35.72	\$37.04	3.70%	\$37.08	\$38.24	3.13%	\$38.36	\$40.03	4.35%
<i>Public holiday</i>	\$54.56	\$56.20	3.01%	\$56.13	\$58.31	3.88%	\$58.27	\$60.10	3.14%	\$60.28	\$62.90	4.35%
Overtime hours												
<i>General – first two hours</i>	\$29.76	\$30.65	3.00%	\$30.62	\$31.75	3.69%	\$31.79	\$32.78	3.11%	\$32.88	\$34.31	4.35%
<i>General – third hour</i>	\$29.76	\$30.65	3.00%	\$30.62	\$31.75	3.69%	\$31.79	\$32.78	3.11%	\$32.88	\$34.31	4.35%
<i>General – thereafter</i>	\$39.68	\$40.87	3.00%	\$40.82	\$42.33	3.70%	\$42.38	\$43.71	3.14%	\$43.84	\$45.75	4.36%
<i>Sunday – first two hours</i>	\$29.76	\$35.76	20.16%	\$30.62	\$37.04	20.97%	\$31.79	\$38.24	20.29%	\$32.88	\$40.03	21.75%
<i>Sunday – third hour</i>	\$29.76	\$35.76	20.16%	\$30.62	\$37.04	20.97%	\$31.79	\$38.24	20.29%	\$32.88	\$40.03	21.75%
<i>Sunday – thereafter</i>	\$39.68	\$40.87	3.00%	\$40.82	\$42.33	3.70%	\$42.38	\$43.71	3.14%	\$43.84	\$45.75	4.36%
<i>Public holiday – first two hours</i>	\$49.60	\$56.20	13.31%	\$51.03	\$58.31	14.27%	\$52.98	\$60.10	13.44%	\$54.80	\$62.90	14.78%
<i>Public holidays – thereafter</i>	\$49.60	\$56.20	13.31%	\$51.03	\$58.31	14.27%	\$52.98	\$60.10	13.44%	\$54.80	\$62.90	14.78%

* Maximum modern award rate, actual modern award rate may be lower depending on actual role

Rounded to the nearest 0.05%

**These rates are scheduled to increase on 1/11/2021 as a consequence of the Fair Work Commission's annual wage decision

	Level Four			Level Five			Level Six			Level Seven		
Ordinary hours	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #	Modern Award*	EA	Premium #
<i>Monday to Friday</i>	\$28.86	\$29.74	3.05%	\$29.78	\$30.67	3.00%	\$30.68	\$31.71	3.36%	\$31.50	\$37.01	17.49%
<i>Saturday</i>	\$28.86	\$35.68	23.63%	\$29.78	\$36.80	23.57%	\$30.68	\$38.05	24.02%	\$31.50	\$44.40	40.95%
<i>Sunday</i>	\$40.41	\$41.63	3.02%	\$41.69	\$42.94	3.00%	\$42.95	\$44.39	3.35%	\$44.10	\$51.81	17.48%
<i>Public holiday</i>	\$63.50	\$65.42	3.02%	\$65.51	\$67.48	3.01%	\$67.49	\$69.76	3.36%	\$69.30	\$81.41	17.47%
Overtime hours												
<i>General – first two hours</i>	\$34.64	\$35.69	3.03%	\$35.73	\$36.80	3.00%	\$36.81	\$38.05	3.37%	\$37.80	\$44.40	17.46%
<i>General – third hour</i>	\$34.64	\$35.69	3.03%	\$35.73	\$36.80	3.00%	\$36.81	\$38.05	3.37%	\$37.80	\$44.40	17.46%
<i>General – thereafter</i>	\$46.18	\$47.58	3.03%	\$47.64	\$49.07	3.00%	\$49.08	\$50.74	3.38%	\$50.40	\$59.21	17.48%
<i>Sunday – first two hours</i>	\$34.64	\$41.63	20.18%	\$35.73	\$42.94	20.18%	\$36.81	\$44.39	20.59%	\$37.80	\$51.81	37.06%
<i>Sunday – third hour</i>	\$34.64	\$41.63	20.18%	\$35.73	\$42.94	20.18%	\$36.81	\$44.39	20.59%	\$37.80	\$51.81	37.06%
<i>Sunday – thereafter</i>	\$46.18	\$47.58	3.03%	\$47.64	\$49.07	3.00%	\$49.08	\$50.74	3.38%	\$50.40	\$59.21	17.48%
<i>Public holiday – first two hours</i>	\$57.73	\$65.42	13.32%	\$59.55	\$67.48	13.32%	\$61.35	\$69.76	13.71%	\$63.00	\$81.41	29.22%
<i>Public holidays – thereafter</i>	\$57.73	\$65.42	13.32%	\$59.55	\$67.48	13.32%	\$61.35	\$69.76	13.71%	\$63.00	\$81.41	29.22%

* Maximum modern award rate, actual modern award rate may be lower depending on actual role

Rounded to the nearest 0.05%