



Australian Hotels Association Victoria
ADVICE ■ SUPPORT ■ NETWORK ■ INFLUENCE



RESTAURANT INDUSTRY AWARD 2020 ADULT WAGE RATE READY RECKONER

Effective from the first full pay period on or after 1 July 2025

Minimum Wages/Penalties

		FULL-TIME/PART-TIME EMPLOYEES				CASUAL EMPLOYEES				OVERTIME ALL EMPLOYEES		
Wage Level	Mon-Fri	Mon-Fri	Saturday	Sunday	Pub. Hol	Mon-Fri	Saturday	Sunday	Pub. Hol	Overtime		
	100%	100%	125%	150%	225%	125%	150%	150%	250%	150%	175%	200%
Intro	\$24.28	\$24.28	\$30.35	\$36.42	\$54.63	\$30.35	\$36.42	\$36.42	\$60.70	\$36.42	\$42.49	\$48.56
Level 1	\$24.95	\$24.95	\$31.19	\$37.43	\$56.14	\$31.19	\$37.43	\$37.43	\$62.38	\$37.43	\$43.66	\$49.90
Level 2	\$25.85	\$25.85	\$32.31	\$38.78	\$58.16	\$32.31	\$38.78	\$38.78	\$64.63	\$38.78	\$45.24	\$51.70
	Mon-Fri	Mon-Fri	Saturday	Sunday	Pub. Hol	Mon-Fri	Saturday	Sunday	Pub. Hol	Overtime		
	100%	100%	125%	150%	225%	125%	150%	175%	250%	150%	175%	200%
Level 3	\$26.70	\$26.70	\$33.38	\$40.05	\$60.08	\$33.38	\$40.05	\$46.73	\$66.75	\$40.05	\$46.73	\$53.40
Level 4	\$28.12	\$28.12	\$35.15	\$42.18	\$63.27	\$35.15	\$42.18	\$49.21	\$70.30	\$42.18	\$49.21	\$56.24
Level 5	\$29.88	\$29.88	\$37.35	\$44.82	\$67.23	\$37.35	\$44.82	\$52.29	\$74.70	\$44.82	\$52.29	\$59.76
Level 6	\$30.68	\$30.68	\$38.35	\$46.02	\$69.03	\$38.35	\$46.02	\$53.69	\$76.70	\$46.02	\$53.69	\$61.36

Late night/Early Morning Penalties

Employees will be entitled to the following additional penalties for work performed at the following times:

ALL EMPLOYEES	
10pm to midnight Mon - Fri	\$2.81 per hour or part hour worked in the penalty period
Midnight to 6am Mon-Fri	\$4.22 per hour or part hour worked in the penalty period

Disclaimer: Whilst due care has been taken in preparing this information, no responsibility is accepted by the Australian Hotels Association(Vic) for the accuracy of the information. The AHA (Vic) does not accept legal liability and is expressly disclaimed for any damage that may arise from any person acting on the information contained therein arising from or connected to the accuracy, reliability or completeness of the information.