

Hospitality Industry (General) Award 2020

For the information of AHA Vic members only

Version: Final

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

	FULL TIME AND PART TIME STAFF					OVERTIME			CASUAL EMPLOYEES			
	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
FOOD AND BEVERAGE		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Introductory	\$ 922.70	\$ 24.28	\$ 30.35	\$ 36.42	\$ 54.63	\$ 36.42	\$ 48.56	\$ 12.14	\$ 30.35	\$ 36.42	\$ 42.49	\$ 60.70
Attendant Grade 1 (Bar Useful)	\$ 948.00	\$ 24.95	\$ 31.19	\$ 37.43	\$ 56.14	\$ 37.43	\$ 49.90	\$ 12.47	\$ 31.19	\$ 37.43	\$ 43.66	\$ 62.38
Attendant Grade 2	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Attendant Grade 3 (TAB Gaming)	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Attendant Grade 4 (Trade)	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Food & Bev Supervisor	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
KITCHEN		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Attendant Grade 1	\$ 948.00	\$ 24.95	\$ 31.19	\$ 37.43	\$ 56.14	\$ 37.43	\$ 49.90	\$ 12.47	\$ 31.19	\$ 37.43	\$ 43.66	\$ 62.38
Attendant Grade 2	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Attendant Grade 3	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Cook Grade 1 (B'fast Grill Cook)	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Cook Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.41	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Cook Grade 3 (Trade/Commis)	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Cook Grade 4 (Trade/Demi)	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70
Cook Grade 5 (Trade/de partie)	\$ 1165.70	\$ 30.68	\$ 38.35	\$ 46.02	\$ 69.03	\$ 46.02	\$ 61.36	\$ 15.34	\$ 38.35	\$ 46.02	\$ 53.69	\$ 76.70

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	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
GUEST SERVICES		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Attendant Grade 1 (Cleaner)	\$ 948.00	\$ 24.95	\$ 31.19	\$ 37.43	\$ 56.14	\$ 37.43	\$ 49.90	\$ 12.47	\$ 31.19	\$ 37.43	\$ 43.66	\$ 62.38
Attendant Grade 2 (Room Att)	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Attendant Grade 3	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Attendant Grade 4	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Guest Services Supervisor	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
FRONT OFFICE		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Attendant Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Attendant Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Attendant Grade 3	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Front Office Supervisor	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70

	FULL TIME AND PART TIME STAFF					OVERTIME			Mon-Fri	Saturday	Sunday	Public Holidays
	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
CLERICAL		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Clerical Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Clerical Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Clerical Grade 3	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Clerical Supervisor	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70

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	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
LEISURE ACTIVITIES		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Attendant Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Attendant Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Attendant Grade 3	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
SECURITY		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Doorperson/Security Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Time Keeper/ SecurityGrade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
STORES AND OTHER ACTIVITIES		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Store person Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Store person Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Store person Grade 3	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30
Gardener Grade 1	\$ 982.40	\$ 25.85	\$ 32.31	\$ 38.78	\$ 58.16	\$ 38.78	\$ 51.70	\$ 12.93	\$ 32.31	\$ 38.78	\$ 45.24	\$ 64.63
Gardener Grade 2	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Gardener Grade 3 (Trade)	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30

Gardener Grade 4 (Trade)	\$ 1135.50	\$ 29.88	\$ 37.35	\$ 44.82	\$ 67.23	\$ 44.82	\$ 59.76	\$ 14.94	\$ 37.35	\$ 44.82	\$ 52.29	\$ 74.70
Handyperson (Level 3)	\$ 1014.70	\$ 26.70	\$ 33.38	\$ 40.05	\$ 60.08	\$ 40.05	\$ 53.40	\$ 13.35	\$ 33.38	\$ 40.05	\$ 46.73	\$ 66.75
Fork-lift Driver (Level 3)	\$ 1068.40	\$ 28.12	\$ 35.15	\$ 42.18	\$ 63.27	\$ 42.18	\$ 56.24	\$ 14.06	\$ 35.15	\$ 42.18	\$ 49.21	\$ 70.30

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	FULL TIME AND PART TIME STAFF					OVERTIME			CASUAL EMPLOYEES			
	Salaries	Hourly (38 Hours)	Saturday	Sunday	Public Holidays	Time & 1/2	Double Time	Half Time	Mon-Fri	Saturday	Sunday	Public Holidays
MANAGERIAL		100%	125%	150%	225%	150%	200%	50%	125%	150%	175%	250%
Base Salary	\$ 1,167.92	\$ 30.73	\$ 38.41	\$ 46.10	\$ 69.14	\$ 46.10	\$ 61.46	\$ 15.37	\$ 38.41	\$ 46.10	\$ 53.78	\$ 76.83
Salaries absorption (managerial hotels)	\$ 75,914.80	\$ 38.41										

After 7pm Allowances (Mon - Fri)	
7pm - midnight	\$2.81 per hour or part there of
Midnight - 7am	\$4.22 per hour or part there of

Split Shift Penalties (7 Days)	
Between 2&3 Hours	\$3.53 per day
More than 3 Hours	\$5.34 per day

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays
Cooking Apprentices		100%	125%	150%	225%
Year 1 @ 55%	\$ 587.62	\$ 15.46	\$ 19.33	\$ 23.19	\$ 34.79
Year 2 @ 65%	\$ 694.46	\$ 18.28	\$ 22.85	\$ 27.42	\$ 41.13
Year 3 @ 80%	\$854.72	\$22.49	\$ 28.11	\$ 33.74	\$ 50.60

	Award Weekly Rate	Hourly (38 Hours)	Saturday	Sunday	Public Holidays
Cooking ADULT Apprentices (Based Upopn Cook Grade 3)		100%	125%	150%	225%
Year 1 @ 80% Level 4	\$854.62	\$ 22.49	\$ 28.11	\$ 33.74	\$ 50.60
Year 2 @ Minimum Wage	\$ 922.64	\$ 24.28	\$ 30.35	\$ 36.42	\$ 54.63
Year 3 @ Minimum Wage	\$922.64	\$24.28	\$ 30.35	\$ 36.42	\$ 54.63

The information contained in this document has been prepared by the AHA (Vic) in this format for the convenience and benefit of members and is based on material originating from third parties. AHA (Vic) does not accept responsibility for the accuracy of the information.