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AWARD SUMMARY SHEET

FAST FOOD AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award is available at www.fwc.gov.au

A full copy of the National Employment Standards is available at www.fairwork.gov.au

These wage rates are payable from the **first full pay period commencing on or after 1 July 2019**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

This industry award covers employers throughout Australia in the fast food industry and their employees listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision **fast food industry** means the industry of taking orders for and/or preparation and/or sale and/or delivery of:

- i. Meals, snacks and/or beverages, which are sold to the public primarily to be consumed away from the point of sale ii. Take away foods and beverages packaged, sold or served in such a manner as to allow their being taken from the point of sale to be consumed elsewhere should the customer so decide, and/or
- iii. Food and/or beverages in food courts and/or in shopping centres and/or in retail complexes, excluding coffee shops, cafes, bars and restaurants providing primarily a sit down service inside the catering establishment.

To avoid doubt, this award does not cover employers in the following industries:

- i. The hospitality industry, or ii. The general retail industry.

For the purpose of this award provision, **hospitality industry** includes hotels; motor inns and motels; boarding establishments; condominiums and establishments of a like nature; health or recreational farms; private hotels, guest houses, serviced apartments; caravan parks; ski lodges; holiday flats or units, ranches or farms; hostels, or any other type of residential or tourist accommodation; wine saloons, wine bars or taverns; liquor booths; resorts; caterers; restaurants operated in or in connection with premises owned or operated by employers otherwise covered by this award; casinos; and function areas and convention or like facilities operating in association with the aforementioned.

For the purpose of this provision **general retail industry** means the sale or hire of goods or services to final consumer for personal, household or business consumption including: food retailing, supermarkets, grocery stores; department stores, clothing and soft goods retailing; furniture, houseware and appliance retailing; recreational goods retailing; personal and household goods retailing; household equipment repair services; bakery shops, where the predominant activity is baking products for sale on the premises; and includes: Customer information and assistance provided by shopping centres or retail complexes; labour hire employees engaged to perform work otherwise covered by this award; and newspaper delivery drivers employed by a newsagent, but does not include: Community pharmacies; pharmacies in hospitals and institutions providing an in-patient service; hair and beauty establishments; hair and beauty work undertaken in the theatrical, amusement and entertainment industries; stand-alone butcher shops; stand-alone nurseries; retail activities conducted from a manufacturing or processing establishment other than seafood processing establishment; clerical functions performed away from the retail establishment; warehousing and distribution; motor vehicle retailing and motor vehicle fuel and parts retailing; fast food operations; restaurants, cafes, hotels and motels; or building, construction, installation, repair and maintenance contractors engaged to perform work at a retail establishment.

Wage Rates

Adult

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$813.60	\$21.41	\$23.55	\$24.62	\$26.76	\$26.76	\$48.17
Level 2	\$862.50	\$22.70	\$24.97	\$26.11	\$28.38	\$34.05	\$51.08
Level 3- In charge of one or no persons	\$875.80	\$23.05	\$25.36	\$26.51	\$28.81	\$34.58	\$51.86
Level 3- In charge of two or more persons	\$886.50	\$23.33	\$25.66	\$26.83	\$29.16	\$35.00	\$52.49

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$26.76	\$28.90	\$29.97	\$32.12	\$32.12	\$53.53
Level 2	\$28.38	\$30.65	\$31.78	\$34.05	\$39.73	\$56.75
Level 3- In charge of one or no persons	\$28.81	\$31.12	\$32.27	\$34.58	\$40.34	\$57.63
Level 3- In charge of two or more persons	\$29.16	\$31.50	\$32.66	\$35.00	\$40.83	\$58.33

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 25 and 26 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

* As from 1 July 2019 Level 1 employee Sunday penalty has dropped from 135% to 125% for permanent employees and casuals dropped from 160% to 150%

20 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$732.24	\$19.27	\$21.20	\$22.16	\$24.09	\$24.09	\$43.36
Level 2	\$776.25	\$20.43	\$22.47	\$23.49	\$25.54	\$30.65	\$45.97
Level 3- In charge of one or no persons	\$788.22	\$20.74	\$22.81	\$23.85	\$25.93	\$31.11	\$46.67
Level 3- In charge of two or more persons	\$797.85	\$21.00	\$23.10	\$24.15	\$26.25	\$31.50	\$47.25

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$24.09	\$26.01	\$26.98	\$28.91	\$28.91	\$48.18
Level 2	\$25.54	\$27.58	\$28.60	\$30.65	\$35.75	\$51.08
Level 3- In charge of one or no persons	\$25.93	\$28.00	\$29.04	\$31.11	\$36.30	\$51.85
Level 3- In charge of two or more persons	\$26.25	\$28.35	\$29.40	\$31.50	\$36.75	\$52.50

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19 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$650.88	\$17.13	\$18.84	\$19.70	\$21.41	\$21.41	\$38.54
Level 2	\$690.00	\$18.16	\$19.98	\$20.88	\$22.70	\$27.24	\$40.86
Level 3- In charge of one or no persons	\$700.64	\$18.44	\$20.28	\$21.21	\$23.05	\$27.66	\$41.49
Level 3- In charge of two or more persons	\$709.20	\$18.66	\$20.53	\$21.46	\$23.33	\$27.99	\$41.99

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$21.41	\$23.13	\$23.98	\$25.70	\$25.70	\$42.83
Level 2	\$22.70	\$24.52	\$25.42	\$27.24	\$31.78	\$45.40
Level 3- In charge of one or no persons	\$23.05	\$24.89	\$25.82	\$27.66	\$32.27	\$46.10
Level 3- In charge of two or more persons	\$23.33	\$25.19	\$26.12	\$27.99	\$32.66	\$46.65

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18 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$569.52	\$14.99	\$16.49	\$17.24	\$18.74	\$18.74	\$33.73
Level 2	\$603.75	\$15.89	\$17.48	\$18.27	\$19.86	\$23.84	\$35.75
Level 3- In charge of one or no persons	\$613.06	\$16.13	\$17.74	\$18.55	\$20.16	\$24.20	\$36.29
Level 3- In charge of two or more persons	\$620.55	\$16.33	\$17.96	\$18.78	\$20.41	\$24.50	\$36.74

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$18.74	\$20.24	\$20.99	\$22.49	\$22.49	\$37.48
Level 2	\$19.86	\$21.45	\$22.25	\$23.84	\$27.81	\$39.73
Level 3- In charge of one or no persons	\$20.16	\$21.78	\$22.58	\$24.20	\$28.23	\$40.33
Level 3- In charge of two or more persons	\$20.41	\$22.05	\$22.86	\$24.50	\$28.58	\$40.83

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17 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$488.16	\$12.85	\$14.14	\$14.78	\$16.06	\$16.06	\$28.91
Level 2	\$517.50	\$13.62	\$14.98	\$15.66	\$17.03	\$20.43	\$30.65
Level 3- In charge of one or no persons	\$525.48	\$13.83	\$15.21	\$15.90	\$17.29	\$20.75	\$31.12
Level 3- In charge of two or more persons	\$531.90	\$14.00	\$15.40	\$16.10	\$17.50	\$21.00	\$31.50

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$16.06	\$17.35	\$17.99	\$19.28	\$19.28	\$32.13
Level 2	\$17.03	\$18.39	\$19.07	\$20.43	\$23.84	\$34.05
Level 3- In charge of one or no persons	\$17.29	\$18.67	\$19.36	\$20.75	\$24.20	\$34.58
Level 3- In charge of two or more persons	\$17.50	\$18.90	\$19.60	\$21.00	\$24.50	\$35.00

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16 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$406.80	\$10.71	\$11.78	\$12.32	\$13.39	\$13.39	\$24.10
Level 2	\$431.25	\$11.35	\$12.49	\$13.05	\$14.19	\$17.03	\$25.54
Level 3- In charge of one or no persons	\$437.90	\$11.52	\$12.67	\$13.25	\$14.40	\$17.28	\$25.92
Level 3- In charge of two or more persons	\$443.25	\$11.66	\$12.83	\$13.41	\$14.58	\$17.49	\$26.24

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$13.39	\$14.46	\$14.99	\$16.07	\$16.07	\$26.78
Level 2	\$14.19	\$15.32	\$15.89	\$17.03	\$19.86	\$28.38
Level 3- In charge of one or no persons	\$14.40	\$15.55	\$16.13	\$17.28	\$20.16	\$28.80
Level 3- In charge of two or more persons	\$14.58	\$15.74	\$16.32	\$17.49	\$20.41	\$29.15

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Under 16 years of age

Permanent Employees- Full Time and Part Time							
Classification	Minimum Weekly Wage	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$325.44	\$8.56	\$9.42	\$9.84	\$10.70	\$10.70	\$19.26
Level 2	\$345.00	\$9.08	\$9.99	\$10.44	\$11.35	\$13.62	\$20.43
Level 3- In charge of one or no persons	\$350.32	\$9.22	\$10.14	\$10.60	\$11.53	\$13.83	\$20.75
Level 3- In charge of two or more persons	\$354.60	\$9.33	\$10.26	\$10.73	\$11.66	\$14.00	\$20.99

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$10.70	\$11.56	\$11.98	\$12.84	\$12.84	\$21.40
Level 2	\$11.35	\$12.26	\$12.71	\$13.62	\$15.89	\$22.70
Level 3- In charge of one or no persons	\$11.53	\$12.45	\$12.91	\$13.83	\$16.14	\$23.05
Level 3- In charge of two or more persons	\$11.66	\$12.60	\$13.06	\$14.00	\$16.33	\$23.33

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Classification

Fast Food Employee Level 1	<p>An employee engaged in the preparation, the receipt of orders, cooking, sale, serving or delivery of meals, snacks and/or beverages which are sold to the public primarily to take away or in food courts in shopping centres.</p> <p>A Fast Food Employee Level 1 will undertake duties as directed within the limits of their competence, skills and training including incidental cleaning and cleaning of toilets.</p>
Fast Food Employee Level 2	An employee who has the major responsibility on a day to day basis for supervising Fast Food employees Level 1 and/or training new employees or an employee required to exercise trade skills.
Fast Food Employee Level 3	An employee appointed by the employer to be in charge of a shop, food outlet, or delivery outlet.