



Employment Services & Solutions Australia  
Unit 5, 329 Collier Road  
Bassendean WA 6054

Phone: 08 9240 4230  
Facsimile: 08 9240 4393  
Email: [admin@essa.net.au](mailto:admin@essa.net.au)  
Web: [www.essa.net.au](http://www.essa.net.au)

## AWARD SUMMARY SHEET

### FAST FOOD AWARD 2020

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](http://www.fwc.gov.au)**

A full copy of the National Employment Standards is available at [www.fairwork.gov.au](http://www.fairwork.gov.au)

These wage rates are payable from the **first full pay period commencing on or after 1 July 2021**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

#### Coverage

4.1 This industry award covers employers throughout Australia in the fast food industry and their employees in the classifications listed in clause 17—Minimum weekly wages to the exclusion of any other modern award. The award does not cover employers in the following industries:

- the hospitality industry; or
- the general retail industry.

4.2 The award does not cover an employee excluded from award coverage by the Act.

4.3 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

4.4 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

4.5 This award covers any employer which supplies labour on an on-hire basis in the industry set out in clause 4.1 in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry. This subclause operates subject to the exclusions from coverage in this award.

4.6 This award covers employers which provide group training services for trainees engaged in the industry and/or parts of industry set out at clause 4.1 and those trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.

4.7 Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

NOTE: Where there is no classification for a particular employee in this award it is possible that the employer and employee are covered by an award with occupational coverage.

## Wage Rates

### Adult (21 years of age and older)

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 *	\$848.50	\$22.33	\$24.56	\$25.68	\$27.91	\$27.91	\$50.24
Level 2	\$899.50	\$23.67	\$26.04	\$27.22	\$29.59	\$35.51	\$53.26
Level 3- In charge of one or no persons	\$913.40	\$24.04	\$26.44	\$27.65	\$30.05	\$36.06	\$54.09
Level 3- In charge of two or more persons	\$924.60	\$24.33	\$26.76	\$27.98	\$30.41	\$36.50	\$54.74

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$27.91	\$30.15	\$31.26	\$33.50	\$33.50	\$55.83
Level 2	\$29.59	\$31.95	\$33.14	\$35.51	\$41.42	\$59.18
Level 3- In charge of one or no persons	\$30.05	\$32.45	\$33.66	\$36.06	\$42.07	\$60.10
Level 3- In charge of two or more persons	\$30.41	\$32.85	\$34.06	\$36.50	\$42.58	\$60.83

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.

### 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 *	\$763.65	\$20.10	\$22.11	\$23.12	\$25.13	\$25.13	\$45.23
Level 2	\$809.55	\$21.30	\$23.43	\$24.50	\$26.63	\$31.95	\$47.93
Level 3- In charge of one or no persons	\$822.06	\$21.63	\$23.79	\$24.87	\$27.04	\$32.45	\$48.67
Level 3- In charge of two or more persons	\$832.14	\$21.90	\$24.09	\$25.19	\$27.38	\$32.85	\$49.28

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$25.13	\$27.14	\$28.14	\$30.15	\$30.15	\$50.25
Level 2	\$26.63	\$28.76	\$29.82	\$31.95	\$37.28	\$53.25
Level 3- In charge of one or no persons	\$27.04	\$29.20	\$30.28	\$32.45	\$37.85	\$54.08
Level 3- In charge of two or more persons	\$27.38	\$29.57	\$30.66	\$32.85	\$38.33	\$54.75

**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 *	\$678.80	\$17.86	\$19.65	\$20.54	\$22.33	\$22.33	\$40.19
Level 2	\$719.60	\$18.94	\$20.83	\$21.78	\$23.68	\$28.41	\$42.62
Level 3- In charge of one or no persons	\$730.72	\$19.23	\$21.15	\$22.11	\$24.04	\$28.85	\$43.27
Level 3- In charge of two or more persons	\$739.68	\$19.47	\$21.42	\$22.39	\$24.34	\$29.21	\$43.81

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$22.33	\$24.11	\$25.00	\$26.79	\$26.79	\$44.65
Level 2	\$23.68	\$25.57	\$26.52	\$28.41	\$33.15	\$47.35
Level 3- In charge of one or no persons	\$24.04	\$25.96	\$26.92	\$28.85	\$33.65	\$48.08
Level 3- In charge of two or more persons	\$24.34	\$26.28	\$27.26	\$29.21	\$34.07	\$48.68

**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 *	\$593.95	\$15.63	\$17.19	\$17.97	\$19.54	\$19.54	\$35.17
Level 2	\$629.65	\$16.57	\$18.23	\$19.06	\$20.71	\$24.86	\$37.28
Level 3- In charge of one or no persons	\$639.38	\$16.83	\$18.51	\$19.35	\$21.04	\$25.25	\$37.87
Level 3- In charge of two or more persons	\$647.22	\$17.03	\$18.73	\$19.58	\$21.29	\$25.55	\$38.32

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$19.54	\$21.10	\$21.88	\$23.45	\$23.45	\$39.08
Level 2	\$20.71	\$22.37	\$23.20	\$24.86	\$29.00	\$41.43
Level 3- In charge of one or no persons	\$21.04	\$22.72	\$23.56	\$25.25	\$29.45	\$42.08
Level 3- In charge of two or more persons	\$21.29	\$22.99	\$23.84	\$25.55	\$29.80	\$42.58

### 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 *	\$509.10	\$13.40	\$14.74	\$15.41	\$16.75	\$16.75	\$30.15
Level 2	\$539.70	\$14.20	\$15.62	\$16.33	\$17.75	\$21.30	\$31.95
Level 3- In charge of one or no persons	\$548.04	\$14.42	\$15.86	\$16.58	\$18.03	\$21.63	\$32.45
Level 3- In charge of two or more persons	\$554.76	\$14.60	\$16.06	\$16.79	\$18.25	\$21.90	\$32.85

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$16.75	\$18.09	\$18.76	\$20.10	\$20.10	\$33.50
Level 2	\$17.75	\$19.17	\$19.88	\$21.30	\$24.85	\$35.50
Level 3- In charge of one or no persons	\$18.03	\$19.47	\$20.19	\$21.63	\$25.24	\$36.05
Level 3- In charge of two or more persons	\$18.25	\$19.71	\$20.44	\$21.90	\$25.55	\$36.50

### 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 *	\$424.25	\$11.16	\$12.28	\$12.83	\$13.95	\$13.95	\$25.11
Level 2	\$449.75	\$11.84	\$13.02	\$13.62	\$14.80	\$17.76	\$26.64
Level 3- In charge of one or no persons	\$456.70	\$12.02	\$13.22	\$13.82	\$15.03	\$18.03	\$27.05
Level 3- In charge of two or more persons	\$462.30	\$12.17	\$13.39	\$14.00	\$15.21	\$18.26	\$27.38

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$13.95	\$15.07	\$15.62	\$16.74	\$16.74	\$27.90
Level 2	\$14.80	\$15.98	\$16.58	\$17.76	\$20.72	\$29.60
Level 3- In charge of one or no persons	\$15.03	\$16.23	\$16.83	\$18.03	\$21.04	\$30.05
Level 3- In charge of two or more persons	\$15.21	\$16.43	\$17.04	\$18.26	\$21.30	\$30.43

**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 *	\$339.40	\$8.93	\$9.82	\$10.27	\$11.16	\$11.16	\$20.09
Level 2	\$359.80	\$9.47	\$10.42	\$10.89	\$11.84	\$14.20	\$21.31
Level 3- In charge of one or no persons	\$365.36	\$9.61	\$10.58	\$11.06	\$12.02	\$14.42	\$21.62
Level 3- In charge of two or more persons	\$369.84	\$9.73	\$10.71	\$11.19	\$12.17	\$14.60	\$21.89

Casual Employees						
Classification	Mon-Fri	Mon-Fri 10pm-Midnight	Mon-Fri Midnight-6am	Saturday	Sunday *	Public Holiday
Level 1 *	\$11.16	\$12.06	\$12.50	\$13.40	\$13.40	\$22.33
Level 2	\$11.84	\$12.78	\$13.26	\$14.20	\$16.57	\$23.67
Level 3- In charge of one or no persons	\$12.02	\$12.98	\$13.46	\$14.42	\$16.83	\$24.04
Level 3- In charge of two or more persons	\$12.17	\$13.14	\$13.63	\$14.60	\$17.03	\$24.33

Allowances	Rate
<b>Cold work allowance</b>	\$0.31 per hour plus \$0.47 per hour for each hour working in temperatures below 0°
<b>District allowance - Broken Hill</b>	\$38.50 per week
<b>Laundry allowance - full-time employees</b>	\$6.25 per week
<b>Laundry allowance - part-time or casual employees</b>	\$1.25 per shift
<b>Meal allowance - overtime</b>	\$13.81 for the first meal and \$12.47 for the second meal
<b>Special clothing reimbursement</b>	reimbursement for the cost of purchasing the clothing and replacement costs, when replacement is due to normal wear and tear
<b>Transfer to another township reimbursement</b>	payment of the whole moving expenses, including fares and transport charges
<b>Transport reimbursement - starting or finishing after 10pm or before 7 am - normal means of transport unavailable</b>	reimbursement for the cost of a taxi fare from the place of employment to the usual place of residence
<b>Working away from usual workplace - excess fares reimbursement</b>	reimbursement for the cost of any fares reasonably incurred in excess of those normally incurred in travelling between home and the usual place of employment
<b>Working away from usual workplace - travelling time reimbursement - Monday to Saturday</b>	payment at the minimum hourly rate for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
<b>Working away from usual workplace - travelling time reimbursement - Sunday and public holidays</b>	payment at the minimum hourly rate + 50% for time spent travelling in excess of time normally spent travelling between home and the usual place of employment
<b>Working away from usual workplace - excess travel costs reimbursement</b>	reimbursement for all extra transport costs incurred
<b>Vehicle allowance - delivery drivers</b>	\$0.42 per km
<b>Vehicle allowance - not delivery drivers</b>	\$0.80 per km

**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	<p>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.</p>
Fast Food Employee Level 3	<p>An employee appointed by the employer to be in charge of a shop, food outlet, or delivery outlet.</p>