

Restaurant Industry Award

AN160276 Restaurant, Tearoom and Catering Workers Payscale transitioning to RIA Rates effective from 1 July 2011 - 30 June 2012

CLASSIFICATION	Mon-Fri	Mon-Fri	Saturday	Saturday	Sunday	Sunday	Overtime	Overtime	Overtime	Public Hol	Public Hol
	Full-time	Casual	Full-time	Casual	Full-time	Casual	First	First	Excess	Full & Part	
	Part-time	1.25	Part-time	1.35	Part-time	1.45	2 Hours	2 Hours	Mon-Sat	Time	
	Hourly						Mon-Fri	Sat	Sun, RDO		Casual
							1.5	1.75	2	1.6	1.7875
INTRODUCTORY LEVEL											
For maximum of 3 months	15.51	19.39	17.06	20.94	18.61	22.49	23.27	27.14	31.02	24.82	27.72
LEVEL ONE											
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	15.96	19.95	17.56	21.55	19.15	23.14	23.94	27.93	31.92	25.54	28.53
LEVEL TWO											
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	16.57	20.71	18.23	22.37	19.88	24.03	24.86	29.00	33.14	26.51	29.62
LEVEL THREE											
Food & Bev Attend Gr 3, Cook Grade 2; Clerical Grade 2; Kitchen Attend Grade 3; Timekeeper/Storeperson Grade 2 Security Officer Grade 2; Handyperson	17.14	21.43	18.85	23.14	20.57	24.85	25.71	30.00	34.28	27.42	30.64
LEVEL FOUR											
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3, Clerical Grade 3;	18.06	22.58	19.87	24.38	21.67	26.19	27.09	31.61	36.12	28.90	32.28
LEVEL FIVE											
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	19.19	23.99	21.11	25.91	23.03	27.83	28.79	33.58	38.38	30.70	34.30
LEVEL SIX											
Cook (Tradesperson) Grade 5	19.71	24.64	21.68	26.61	23.65	28.58	29.57	34.49	39.42	31.54	35.23
Evening Allowance Mon-Fri: \$0.80 per hour from 10pm to midnight Morning Allowance Mon-Fri: \$1.20 per hour from midnight to 7pm FULL-TIME, PART-TIME Split Shift Allowance: \$1.52							Split shift allowance is only paid if both work periods are atleast two hours long. If one of the work periods is less than two hours, the allowance is halved.				

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Allowances

24.1 MEAL ALLOWANCE

a) An employee required to work overtime for more than two hours without being notified on the previous day or earlier that he or she

will be so required to work shall be supplied with a meal by the employer or paid **\$11.14** meal money.

b) If an employee pursuant to notice has provided a meal and is not required to work overtime or is required to work less than the

amount advised, he or she shall be paid as prescribed above for the meal which he or she has provided but which is surplus

24.3 CLOTHING, EQUIPMENT AND TOOLS

24.3 a): Where a Cook is required to use his or her own tools, the employer must pay an allowance of **\$1.66** per day or part thereof up to a maximum of **\$8.16** per week.

24.3 d): The employer and employee may agree upon an arrangement under which the employee will wash and iron the special clothing for an agreed sum of money. For purposes of this clause black and white attire (not being a dinner suit or evening dress), shoes, hose and or socks are not special clothing.

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Apprentices (Cooking)

4 year

Level	Apprentice hourly base rate
1st Year	\$8.62
2nd Year	\$10.73
3rd Year	\$13.95
4th Year	\$16.46

3.5 year

Level	Apprentice hourly base rate
0-6 months	\$8.62
6-18 months	\$9.93
18-30 months	\$12.75
30-40 months	\$15.25

3 year

Level	Apprentice hourly base rate
1st Year	\$9.93
2nd Year	\$12.75
3rd Year	\$15.25

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WA Junior Rates

CLASSIFICATION	Under 16 years	16 years of age	17 years of age	18 years of age	19 years of age
	INTRODUCTORY LEVEL				
For maximum of 3 months	7.76	8.61	10.16	11.72	13.61
LEVEL ONE					
Food & Bev Attendant Grade 1; Kitchen Attendant Grade 1	7.98	8.87	10.46	12.06	14.01
LEVEL TWO					
Food & Bev Attend Grade 2; Cook Grade 1; Kitchen Attend Grade 2; Storeperson/Security Officer Grade 1 Clerical Grade 1;	8.99	8.99	10.62	12.24	14.09
LEVEL THREE					
Food & Bev Attend Gr 3, Cook Grade 2; Clerical Grade 2; Kitchen Attend Grade 3; Timekeeper/Storeperson Grade 2 Security Officer Grade 2; Handyperson	9.11	9.11	10.76	12.40	14.43
LEVEL FOUR					
Food & Bev Grade 4; Cook (Trade) Grade 3 Storeperson Grade 3, Clerical Grade 3;	9.31	9.31	10.83	12.64	14.76
LEVEL FIVE					
Food & Bev Supervisor; Cook (Trade) Grade 4; Clerical Supervisor	14.96	14.96	15.80	16.65	17.92
LEVEL SIX					
Cook (Tradesperson) Grade 5	15.36	15.36	16.23	17.10	18.40

Junior employees working as liquor service employees must be paid at the adult rate of pay for the classification for the work being performed.

An employer may demand the production of a birth certificate, etc for the purpose of ascertaining the correct age of a junior employee.

Any person who has completed a full apprenticeship as a qualified tradesperson must be paid not less than the standard adult rate.

For penalty rates and casual loadings use the same multipliers for adults.

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