

Pay Guide - Sugar Industry Award

[MA000087]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

Adult

Full-time & part-time - Field work

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Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday - day workers	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Overtime - Monday to Friday - first 3 hours - day workers
Cultivation/cane production inductee/trainee	\$780.00	\$20.53	\$30.80	\$41.06	\$23.10	\$23.61	\$30.80
Cultivation/cane production level 1	\$838.50	\$22.07	\$33.11	\$44.14	\$24.83	\$25.38	\$33.11
Cultivation/cane production level 2	\$867.50	\$22.83	\$34.25	\$45.66	\$25.68	\$26.25	\$34.25
Cane haulage inductee/trainee	\$818.70	\$21.54	\$32.31	\$43.08	\$24.23	\$24.77	\$32.31
Cane haulage 1	\$838.50	\$22.07	\$33.11	\$44.14	\$24.83	\$25.38	\$33.11
Cane haulage 2	\$867.50	\$22.83	\$34.25	\$45.66	\$25.68	\$26.25	\$34.25
Cane harvesting inductee/trainee	\$838.50	\$22.07	\$33.11	\$44.14	\$24.83	\$25.38	\$33.11
Cane harvesting 1	\$867.50	\$22.83	\$34.25	\$45.66	\$25.68	\$26.25	\$34.25
Cane harvesting 2	\$899.50	\$23.67	\$35.51	\$47.34	\$26.63	\$27.22	\$35.51
Cane testing 1	\$774.60	\$20.38	\$30.57	\$40.76	\$22.93	\$23.44	\$30.57
Cane testing 2	\$822.30	\$21.64	\$32.46	\$43.28	\$24.35	\$24.89	\$32.46
Cane testing 3	\$867.50	\$22.83	\$34.25	\$45.66	\$25.68	\$26.25	\$34.25
Cane testing 4	\$921.20	\$24.24	\$36.36	\$48.48	\$27.27	\$27.88	\$36.36

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Classification	Overtime - Monday to Friday - after 3 hours - day workers	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
Cultivation/cane production inductee/trainee	\$41.06	\$30.80	\$41.06	\$41.06	\$41.06	\$51.33
Cultivation/cane production level 1	\$44.14	\$33.11	\$44.14	\$44.14	\$44.14	\$55.18
Cultivation/cane production level 2	\$45.66	\$34.25	\$45.66	\$45.66	\$45.66	\$57.08
Cane haulage inductee/trainee	\$43.08	\$32.31	\$43.08	\$43.08	\$43.08	\$53.85
Cane haulage 1	\$44.14	\$33.11	\$44.14	\$44.14	\$44.14	\$55.18
Cane haulage 2	\$45.66	\$34.25	\$45.66	\$45.66	\$45.66	\$57.08

Classification	Overtime - Monday to Friday - after 3 hours - day workers	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
Cane harvesting inductee/trainee	\$44.14	\$33.11	\$44.14	\$44.14	\$44.14	\$55.18
Cane harvesting 1	\$45.66	\$34.25	\$45.66	\$45.66	\$45.66	\$57.08
Cane harvesting 2	\$47.34	\$35.51	\$47.34	\$47.34	\$47.34	\$59.18
Cane testing 1	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$50.95
Cane testing 2	\$43.28	\$32.46	\$43.28	\$43.28	\$43.28	\$54.10
Cane testing 3	\$45.66	\$34.25	\$45.66	\$45.66	\$45.66	\$57.08
Cane testing 4	\$48.48	\$36.36	\$48.48	\$48.48	\$48.48	\$60.60

Full-time & part-time - Field work - Single contract hourly rate

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
Cultivation/cane production inductee/trainee	\$897.18	\$23.61	\$44.14	\$26.18	\$26.69	\$44.14	\$54.40
Cultivation/cane production level 1	\$964.44	\$25.38	\$47.45	\$28.14	\$28.69	\$47.45	\$58.49
Cultivation/cane production level 2	\$997.50	\$26.25	\$49.08	\$29.11	\$29.68	\$49.08	\$60.50
Cane haulage inductee/trainee	\$941.26	\$24.77	\$46.31	\$27.46	\$28.00	\$46.31	\$57.08
Cane haulage 1	\$964.44	\$25.38	\$47.45	\$28.14	\$28.69	\$47.45	\$58.49
Cane haulage 2	\$997.50	\$26.25	\$49.08	\$29.11	\$29.68	\$49.08	\$60.50
Cane harvesting inductee/trainee	\$964.44	\$25.38	\$47.45	\$28.14	\$28.69	\$47.45	\$58.49
Cane harvesting 1	\$997.50	\$26.25	\$49.08	\$29.11	\$29.68	\$49.08	\$60.50
Cane harvesting 2	\$1,034.36	\$27.22	\$50.89	\$30.18	\$30.77	\$50.89	\$62.73
Cane testing 1	\$890.72	\$23.44	\$43.82	\$25.98	\$26.49	\$43.82	\$54.01
Cane testing 2	\$945.82	\$24.89	\$46.53	\$27.59	\$28.13	\$46.53	\$57.35
Cane testing 3	\$997.50	\$26.25	\$49.08	\$29.11	\$29.68	\$49.08	\$60.50
Cane testing 4	\$1,059.44	\$27.88	\$52.12	\$30.91	\$31.51	\$52.12	\$64.24

Casual - Field work

Table 1 of 2

Classification	Hourly pay rate	Saturday or Sunday - day workers	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Overtime - Monday to Friday - first 3 hours - day workers
Cultivation/cane production inductee/trainee	\$25.66	\$35.93	\$51.33	\$28.23	\$28.74	\$38.49
Cultivation/cane production level 1	\$27.59	\$38.62	\$55.18	\$30.35	\$30.90	\$41.38
Cultivation/cane production level 2	\$28.54	\$39.95	\$57.08	\$31.39	\$31.96	\$42.81
Cane haulage inductee/trainee	\$26.93	\$37.70	\$53.85	\$29.62	\$30.16	\$40.39
Cane haulage 1	\$27.59	\$38.62	\$55.18	\$30.35	\$30.90	\$41.38
Cane haulage 2	\$28.54	\$39.95	\$57.08	\$31.39	\$31.96	\$42.81
Cane harvesting inductee/trainee	\$27.59	\$38.62	\$55.18	\$30.35	\$30.90	\$41.38
Cane harvesting 1	\$28.54	\$39.95	\$57.08	\$31.39	\$31.96	\$42.81
Cane harvesting 2	\$29.59	\$41.42	\$59.18	\$32.55	\$33.14	\$44.38
Cane testing 1	\$25.48	\$35.67	\$50.95	\$28.02	\$28.53	\$38.21
Cane testing 2	\$27.05	\$37.87	\$54.10	\$29.76	\$30.30	\$40.58
Cane testing 3	\$28.54	\$39.95	\$57.08	\$31.39	\$31.96	\$42.81
Cane testing 4	\$30.30	\$42.42	\$60.60	\$33.33	\$33.94	\$45.45

Table 2 of 2

Classification	Overtime - Monday to Friday - after 3 hours - day workers	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
Cultivation/cane production inductee/trainee	\$51.33	\$38.49	\$51.33	\$51.33	\$46.19	\$56.46
Cultivation/cane production level 1	\$55.18	\$41.38	\$55.18	\$55.18	\$49.66	\$60.69
Cultivation/cane production level 2	\$57.08	\$42.81	\$57.08	\$57.08	\$51.37	\$62.78
Cane haulage inductee/trainee	\$53.85	\$40.39	\$53.85	\$53.85	\$48.47	\$59.24
Cane haulage 1	\$55.18	\$41.38	\$55.18	\$55.18	\$49.66	\$60.69
Cane haulage 2	\$57.08	\$42.81	\$57.08	\$57.08	\$51.37	\$62.78
Cane harvesting inductee/trainee	\$55.18	\$41.38	\$55.18	\$55.18	\$49.66	\$60.69
Cane harvesting 1	\$57.08	\$42.81	\$57.08	\$57.08	\$51.37	\$62.78
Cane harvesting 2	\$59.18	\$44.38	\$59.18	\$59.18	\$53.26	\$65.09
Cane testing 1	\$50.95	\$38.21	\$50.95	\$50.95	\$45.86	\$56.05
Cane testing 2	\$54.10	\$40.58	\$54.10	\$54.10	\$48.69	\$59.51

Classification	Overtime - Monday to Friday - after 3 hours - day workers	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
Cane testing 3	\$57.08	\$42.81	\$57.08	\$57.08	\$51.37	\$62.78
Cane testing 4	\$60.60	\$45.45	\$60.60	\$60.60	\$54.54	\$66.66

Casual - Field work - Single contract hourly rate

Classification	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
Cultivation/cane production inductee/trainee	\$28.74	\$51.33	\$31.31	\$31.82	\$49.27	\$59.54
Cultivation/cane production level 1	\$30.90	\$55.18	\$33.66	\$34.21	\$52.97	\$64.00
Cultivation/cane production level 2	\$31.96	\$57.08	\$34.82	\$35.39	\$54.79	\$66.21
Cane haulage inductee/trainee	\$30.16	\$53.85	\$32.85	\$33.39	\$51.70	\$62.47
Cane haulage 1	\$30.90	\$55.18	\$33.66	\$34.21	\$52.97	\$64.00
Cane haulage 2	\$31.96	\$57.08	\$34.82	\$35.39	\$54.79	\$66.21
Cane harvesting inductee/trainee	\$30.90	\$55.18	\$33.66	\$34.21	\$52.97	\$64.00
Cane harvesting 1	\$31.96	\$57.08	\$34.82	\$35.39	\$54.79	\$66.21
Cane harvesting 2	\$33.14	\$59.18	\$36.10	\$36.69	\$56.81	\$68.64
Cane testing 1	\$28.53	\$50.95	\$31.08	\$31.59	\$48.91	\$59.10
Cane testing 2	\$30.30	\$54.10	\$33.00	\$33.54	\$51.94	\$62.76
Cane testing 3	\$31.96	\$57.08	\$34.82	\$35.39	\$54.79	\$66.21
Cane testing 4	\$33.94	\$60.60	\$36.97	\$37.57	\$58.18	\$70.30

Junior - Full-time & part-time - Field work

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday or Sunday - day workers	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Overtime - Monday to Friday - first 3 hours - day workers
17 years and under	\$485.80	\$12.78	\$19.17	\$25.56	\$15.63	\$16.20	\$19.17
18 - 19 years	\$607.25	\$15.98	\$23.97	\$31.96	\$18.83	\$19.40	\$23.97

Table 2 of 2

Classification	Overtime - Monday to Friday - after 3 hours - day workers	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
17 years and under	\$25.56	\$19.17	\$25.56	\$25.56	\$25.56	\$31.95
18 - 19 years	\$31.96	\$23.97	\$31.96	\$31.96	\$31.96	\$39.95

Junior - Full-time & part-time - Field work - Single contract hourly rate

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
17 years and under	\$558.60	\$14.70	\$27.48	\$17.55	\$18.12	\$27.48	\$33.87
18 - 19 years	\$698.44	\$18.38	\$34.36	\$21.23	\$21.80	\$34.36	\$42.35

Junior - Casual - Field work

Table 1 of 2

Classification	Hourly pay rate	Saturday or Sunday - day workers	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Overtime - Monday to Friday - first 3 hours - day workers	Overtime - Monday to Friday - after 3 hours - day workers
17 years and under	\$15.98	\$22.37	\$31.95	\$18.83	\$19.40	\$23.96	\$31.95
18 - 19 years	\$19.98	\$27.97	\$39.95	\$22.83	\$23.40	\$29.96	\$39.95

Table 2 of 2

Classification	Overtime - Saturday or RDO - first 3 hours - day workers	Overtime - Saturday or RDO - after 3 hours - day workers	Overtime - Sunday - day workers	Delayed meal break - day workers	Public holiday
17 years and under	\$23.96	\$31.95	\$31.95	\$28.76	\$35.15
18 - 19 years	\$29.96	\$39.95	\$39.95	\$35.96	\$43.95

Junior - Casual - Field work - Single contract hourly rate

Classification	Hourly pay rate	Overtime - Monday to Sunday - shiftworkers	Afternoon shift	Night shift	Delayed meal break - day workers	Public holiday
17 years and under	\$17.89	\$31.95	\$20.74	\$21.31	\$30.67	\$37.06
18 - 19 years	\$22.37	\$39.95	\$25.22	\$25.79	\$38.35	\$46.34

Allowances

Allowances	Rate
All employees	
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Unrelieved meal break	30 minutes pay at ordinary rates

Allowances	Rate
Vehicle allowance	\$0.80 per km
Field work employees only	
Work in water and cleaning drains allowance	\$1.06 per hour for each hour spent cleaning drains

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.