



National Retail
Association

WAGE SUMMARY

Fast Food Industry Award 2020

Wage Summary – Effective 1 July 2025

This wage summary is not yet in effect. The rates of pay prescribed in this summary will be effective from the first full pay period on or after 1 July 2025

On 3 June 2025, the Fair Work Commission handed down its decision in the 2025 Annual Wage Review. **Effective from the first full pay period or on after 1 July 2025**, the minimum rates of pay under this modern award will increase by **3.5%**, per week.

Who does the wage summary apply to?

This summary applies to employers that are operating under the *Fast Food Industry Award 2020*. This award covers businesses primarily engaged in taking orders for and/or preparation and/or sale and/or delivery of:

- meals, snacks and/or beverages, which are sold to the public primarily to be consumed away from the point of sale;
- 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
- 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.

Please note that businesses operating under workplace agreements (such as AWAs, ITEAs, certified agreements, or enterprise agreements) are not bound by this wage summary. Instead, refer to the applicable workplace agreement and if required, call 1800 RETAIL (738 245) for assistance.

Fair Work Ombudsman's Guidelines

The NRA has calculated the figures in this wage summary by rounding to 2 decimal places throughout the calculation process. Where there are discrepancies in rounding from any other pay guide issued by any other agency or entity, we are advised by the Fair Work Ombudsman that these discrepancies are within acceptable limits.

The information contained within this summary has been produced in good faith based on the NRA's professional interpretation of the legislation and award. We can make no guarantee that the information within the summary entirely corresponds with the Fair Work Ombudsman's position, and do not accept any liability for loss or damage sustained on the basis of this information.

This wage summary should not be taken as a statement of the law and should not be taken as a substitute for your own calculations. It is intended as a guide only.

If you require any further assistance regarding this wage summary, please do not hesitate to contact the NRA Hotline on 1800 RETAIL (738 245).

1800 RETAIL
1800 738 245
NRA.NET.AU

CLASSIFICATION LEVELS

Fast Food Employee Level 1

An employee engaged in the preparation, the receipt of 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.

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.

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.

FULL-TIME AND PART-TIME EMPLOYEES

	BASE HOURLY RATE	EVENING Monday - Friday 10.00 pm to 12.00 am	LATE NIGHT Monday - Friday 12.00 am to 6.00 am	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
T FOOD EMPLOYEE LEVEL 1		10%	15%	25%	25%	50%	100%	125%	150%
Adult (21 years and over)	\$ 26.55	\$ 29.21	\$ 30.53	\$ 33.19	\$ 33.19	\$ 39.83	\$ 53.10	\$ 59.74	\$ 66.38
Under 16 years of age	\$ 10.62	\$ 11.68	\$ 12.21	\$ 13.28	\$ 13.28	\$ 15.93	\$ 21.24	\$ 23.90	\$ 26.55
16 years of age	\$ 13.28	\$ 14.61	\$ 15.27	\$ 16.60	\$ 16.60	\$ 19.92	\$ 26.56	\$ 29.88	\$ 33.20
17 years of age	\$ 15.93	\$ 17.52	\$ 18.32	\$ 19.91	\$ 19.91	\$ 23.90	\$ 31.86	\$ 35.84	\$ 39.83
18 years of age	\$ 18.59	\$ 20.45	\$ 21.38	\$ 23.24	\$ 23.24	\$ 27.89	\$ 37.18	\$ 41.83	\$ 46.48
19 years of age	\$ 21.24	\$ 23.36	\$ 24.43	\$ 26.55	\$ 26.55	\$ 31.86	\$ 42.48	\$ 47.79	\$ 53.10
20 years of age	\$ 23.90	\$ 26.29	\$ 27.49	\$ 29.88	\$ 29.88	\$ 35.85	\$ 47.80	\$ 53.78	\$ 59.75
T FOOD EMPLOYEE LEVEL 2					50%				
Adult (21 years and over)	\$ 28.12	\$ 30.93	\$ 32.34	\$ 35.15	\$ 42.18	\$ 42.18	\$ 56.24	\$ 63.27	\$ 70.30
Under 16 years of age	\$ 11.25	\$ 12.38	\$ 12.94	\$ 14.06	\$ 16.88	\$ 16.88	\$ 22.50	\$ 25.31	\$ 28.13
16 years of age	\$ 14.06	\$ 15.47	\$ 16.17	\$ 17.58	\$ 21.09	\$ 21.09	\$ 28.12	\$ 31.64	\$ 35.15
17 years of age	\$ 16.87	\$ 18.56	\$ 19.40	\$ 21.09	\$ 25.31	\$ 25.31	\$ 33.74	\$ 37.96	\$ 42.18
18 years of age	\$ 19.68	\$ 21.65	\$ 22.63	\$ 24.60	\$ 29.52	\$ 29.52	\$ 39.36	\$ 44.28	\$ 49.20
19 years of age	\$ 22.49	\$ 24.74	\$ 25.86	\$ 28.11	\$ 33.74	\$ 33.74	\$ 44.98	\$ 50.60	\$ 56.23
20 years of age	\$ 25.30	\$ 27.83	\$ 29.10	\$ 31.63	\$ 37.95	\$ 37.95	\$ 50.60	\$ 56.93	\$ 63.25

	BASE HOURLY RATE	EVENING Monday - Friday 10.00 pm to 12.00 am	LATE NIGHT Monday - Friday 12.00 am to 6.00 am	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FAST FOOD EMPLOYEE LEVEL 3 In charge of 0 - 1 employees		10%	15%	25%	50%	50%	100%	125%	150%
Adult (21 years and over)	\$ 28.55	\$ 31.41	\$ 32.83	\$ 35.69	\$ 42.83	\$ 42.83	\$ 57.10	\$ 64.24	\$ 71.38
Under 16 years of age	\$ 11.42	\$ 12.56	\$ 13.13	\$ 14.28	\$ 17.13	\$ 17.13	\$ 22.84	\$ 25.70	\$ 28.55
16 years of age	\$ 14.28	\$ 15.71	\$ 16.42	\$ 17.85	\$ 21.42	\$ 21.42	\$ 28.56	\$ 32.13	\$ 35.70
17 years of age	\$ 17.13	\$ 18.84	\$ 19.70	\$ 21.41	\$ 25.70	\$ 25.70	\$ 34.26	\$ 38.54	\$ 42.83
18 years of age	\$ 19.99	\$ 21.99	\$ 22.99	\$ 24.99	\$ 29.99	\$ 29.99	\$ 39.98	\$ 44.98	\$ 49.98
19 years of age	\$ 22.84	\$ 25.12	\$ 26.27	\$ 28.55	\$ 34.26	\$ 34.26	\$ 45.68	\$ 51.39	\$ 57.10
20 years of age	\$ 25.70	\$ 28.27	\$ 29.56	\$ 32.13	\$ 38.55	\$ 38.55	\$ 51.40	\$ 57.83	\$ 64.25
FAST FOOD EMPLOYEE LEVEL 3 In charge of 2+ employees									
Adult (21 years and over)	\$ 28.90	\$ 31.79	\$ 33.24	\$ 36.13	\$ 43.35	\$ 43.35	\$ 57.80	\$ 65.03	\$ 72.25
Under 16 years of age	\$ 11.56	\$ 12.72	\$ 13.29	\$ 14.45	\$ 17.34	\$ 17.34	\$ 23.12	\$ 26.01	\$ 28.90
16 years of age	\$ 14.45	\$ 15.90	\$ 16.62	\$ 18.06	\$ 21.68	\$ 21.68	\$ 28.90	\$ 32.51	\$ 36.13
17 years of age	\$ 17.34	\$ 19.07	\$ 19.94	\$ 21.68	\$ 26.01	\$ 26.01	\$ 34.68	\$ 39.02	\$ 43.35
18 years of age	\$ 20.23	\$ 22.25	\$ 23.26	\$ 25.29	\$ 30.35	\$ 30.35	\$ 40.46	\$ 45.52	\$ 50.58
19 years of age	\$ 23.12	\$ 25.43	\$ 26.59	\$ 28.90	\$ 34.68	\$ 34.68	\$ 46.24	\$ 52.02	\$ 57.80
20 years of age	\$ 26.01	\$ 28.61	\$ 29.91	\$ 32.51	\$ 39.02	\$ 39.02	\$ 52.02	\$ 58.52	\$ 65.03

CASUAL EMPLOYEES

	CASUAL HOURLY RATE	EVENING Monday - Friday 10.00 pm to 12.00 am	LATE NIGHT Monday - Friday 12.00 am to 6.00 am	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FAST FOOD EMPLOYEE LEVEL 1	25%	35%	40%	50%	50%	75%	125%	150%	175%
Adult (21 years and over)	\$ 33.19	\$ 35.84	\$ 37.17	\$ 39.83	\$ 39.83	\$ 46.46	\$ 59.74	\$ 66.38	\$ 73.01
Under 16 years of age	\$ 13.28	\$ 14.34	\$ 14.87	\$ 15.93	\$ 15.93	\$ 18.59	\$ 23.90	\$ 26.55	\$ 29.21
16 years of age	\$ 16.60	\$ 17.93	\$ 18.59	\$ 19.92	\$ 19.92	\$ 23.24	\$ 29.88	\$ 33.20	\$ 36.52
17 years of age	\$ 19.91	\$ 21.51	\$ 22.30	\$ 23.90	\$ 23.90	\$ 27.88	\$ 35.84	\$ 39.83	\$ 43.81
18 years of age	\$ 23.24	\$ 25.10	\$ 26.03	\$ 27.89	\$ 27.89	\$ 32.53	\$ 41.83	\$ 46.48	\$ 51.12
19 years of age	\$ 26.55	\$ 28.67	\$ 29.74	\$ 31.86	\$ 31.86	\$ 37.17	\$ 47.79	\$ 53.10	\$ 58.41
20 years of age	\$ 29.88	\$ 32.27	\$ 33.46	\$ 35.85	\$ 35.85	\$ 41.83	\$ 53.78	\$ 59.75	\$ 65.73
FAST FOOD EMPLOYEE LEVEL 2					75%				
Adult (21 years and over)	\$ 35.15	\$ 37.96	\$ 39.37	\$ 42.18	\$ 49.21	\$ 49.21	\$ 63.27	\$ 70.30	\$ 77.33
Under 16 years of age	\$ 14.06	\$ 15.19	\$ 15.75	\$ 16.88	\$ 19.69	\$ 19.69	\$ 25.31	\$ 28.13	\$ 30.94
16 years of age	\$ 17.58	\$ 18.98	\$ 19.68	\$ 21.09	\$ 24.61	\$ 24.61	\$ 31.64	\$ 35.15	\$ 38.67
17 years of age	\$ 21.09	\$ 22.77	\$ 23.62	\$ 25.31	\$ 29.52	\$ 29.52	\$ 37.96	\$ 42.18	\$ 46.39
18 years of age	\$ 24.60	\$ 26.57	\$ 27.55	\$ 29.52	\$ 34.44	\$ 34.44	\$ 44.28	\$ 49.20	\$ 54.12
19 years of age	\$ 28.11	\$ 30.36	\$ 31.49	\$ 33.74	\$ 39.36	\$ 39.36	\$ 50.60	\$ 56.23	\$ 61.85
20 years of age	\$ 31.63	\$ 34.16	\$ 35.42	\$ 37.95	\$ 44.28	\$ 44.28	\$ 56.93	\$ 63.25	\$ 69.58

	CASUAL HOURLY RATE	EVENING Monday - Friday 10.00 pm to 12.00 am	LATE NIGHT Monday - Friday 12.00 am to 6.00 am	SATURDAY	SUNDAY	OVERTIME First 2 hours Monday - Saturday	OVERTIME Thereafter Monday - Saturday & Sunday	PUBLIC HOLIDAY	OVERTIME Public Holiday
FAST FOOD EMPLOYEE LEVEL 3 In charge of 0 - 1 employees	25%	35%	40%	50%	75%	75%	125%	150%	175%
Adult (21 years and over)	\$ 35.69	\$ 38.54	\$ 39.97	\$ 42.83	\$ 49.96	\$ 49.96	\$ 64.24	\$ 71.38	\$ 78.51
Under 16 years of age	\$ 14.28	\$ 15.42	\$ 15.99	\$ 17.13	\$ 19.99	\$ 19.99	\$ 25.70	\$ 28.55	\$ 31.41
16 years of age	\$ 17.85	\$ 19.28	\$ 19.99	\$ 21.42	\$ 24.99	\$ 24.99	\$ 32.13	\$ 35.70	\$ 39.27
17 years of age	\$ 21.41	\$ 23.13	\$ 23.98	\$ 25.70	\$ 29.98	\$ 29.98	\$ 38.54	\$ 42.83	\$ 47.11
18 years of age	\$ 24.99	\$ 26.99	\$ 27.99	\$ 29.99	\$ 34.98	\$ 34.98	\$ 44.98	\$ 49.98	\$ 54.97
19 years of age	\$ 28.55	\$ 30.83	\$ 31.98	\$ 34.26	\$ 39.97	\$ 39.97	\$ 51.39	\$ 57.10	\$ 62.81
20 years of age	\$ 32.13	\$ 34.70	\$ 35.98	\$ 38.55	\$ 44.98	\$ 44.98	\$ 57.83	\$ 64.25	\$ 70.68
FAST FOOD EMPLOYEE LEVEL 3 In charge of 2+ employees									
Adult (21 years and over)	\$ 36.13	\$ 39.02	\$ 40.46	\$ 43.35	\$ 50.58	\$ 50.58	\$ 65.03	\$ 72.25	\$ 79.48
Under 16 years of age	\$ 14.45	\$ 15.61	\$ 16.18	\$ 17.34	\$ 20.23	\$ 20.23	\$ 26.01	\$ 28.90	\$ 31.79
16 years of age	\$ 18.06	\$ 19.51	\$ 20.23	\$ 21.68	\$ 25.29	\$ 25.29	\$ 32.51	\$ 36.13	\$ 39.74
17 years of age	\$ 21.68	\$ 23.41	\$ 24.28	\$ 26.01	\$ 30.35	\$ 30.35	\$ 39.02	\$ 43.35	\$ 47.69
18 years of age	\$ 25.29	\$ 27.31	\$ 28.32	\$ 30.35	\$ 35.40	\$ 35.40	\$ 45.52	\$ 50.58	\$ 55.63
19 years of age	\$ 28.90	\$ 31.21	\$ 32.37	\$ 34.68	\$ 40.46	\$ 40.46	\$ 52.02	\$ 57.80	\$ 63.58
20 years of age	\$ 32.51	\$ 35.11	\$ 36.41	\$ 39.02	\$ 45.52	\$ 45.52	\$ 58.52	\$ 65.03	\$ 71.53

ALLOWANCES

Description	Frequency	Amount
Meal allowance (where employee cannot reasonably return home)		
An employee required to work not less than one hour overtime after her or his ordinary time of ending work shall be paid a meal allowance where 24 hours' notice has not been given	Per meal	\$16.65
Provided that where such overtime work exceeds four hours a further meal allowance	Per meal	\$15.04
Special Clothing allowance (where the employee has supplied or paid for the garment)		
Where the employer requires the employee to wear any protective or special clothing such as a uniform, dress or other clothing	Per garment	Reimburse cost of purchasing item
Where the employer requires an employee to wear any protective or special clothing such as a uniform, dress or other clothing and the item needs replacing due to normal wear and tear	Per garment	Reimburse cost of replacing item
Laundry allowance		
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>full-time employee</i>	Per week	\$6.25
Where an employee is required to launder any special uniform, dress or other clothing and is a <i>part-time or casual employee</i>	Per shift	\$1.25
Cold Work Disability allowance		
Employees principally employed on any day to enter cold chambers and/or to stock and refill refrigerated storages such as dairy cases or freezer cabinets	Per hour	\$0.35
Provided that where the employee is required to work in a cold chamber where the temperature is below 0 degrees Celsius	Per hour	\$0.89

Description	Frequency	Amount
Transport allowance		
Where an employer requests an employee to use their own motor vehicle in the performance of their duties	Per km	\$0.98
Where an employee is primarily engaged as a delivery driver and uses their own motor vehicle in the performance of their duties	Per km	\$0.52
Excess Travelling Costs allowance		
Where an employee is required by their employer to move temporarily from one branch or shop to another for a period not exceeding 3 weeks	Per shift	Reimburse cost of additional transport
Travelling Time Reimbursement		
An employee who on any day is required to work at a place away from their usual place of employment and travel time is in excess of the time normally spent travelling to and from their home to their usual place of employment	Per excess time/fare	Ordinary rate of pay (150% on Sundays or Public Holidays) + Cost of excess fare
An employee who on any day is required to work at a place away from their usual place of employment and the employer provides transport to and from a pick up point	Per travelling time	Ordinary rate of pay (150% on Sundays or Public Holidays)
Transfer of Employee Reimbursement		
Where an employer transfers an employee from one township to another	Per move	Reimburse all moving expenses incurred (including fares and transport charges of the employee + family)
Transport of Employee Reimbursement (where not a shift worker)		
Where an employee commences and/or ceases work after 10PM or prior to 7AM on any day AND the employee's regular means of transport is not available/ the employee is unable to arrange their own alternative transport AND the employer does not provide adequate transport to the employee	Per taxi fare	Reimburse cost to and from the place of employment to the employee's usual place of residence

Description	Frequency	Amount
District Allowance		
New South Wales		
An employee in the County of Yancowinna (Broken Hill)	Per week	\$44.19