



Annualised Salaries as at 1 July 2021

Note: these rates do not include superannuation (currently 10%). Please see further notes on page 2.

RESTAURANT INDUSTRY AWARD (MA000119)			
LEVEL	ANNUALISED SALARY \$	EXAMPLE ROLE	CLASSIFICATION
INTRODUCTORY	\$54,500	Introductory	A worker who enters the industry and is unable to meet the competency requirements of Level 1.
LEVEL 1	\$56,250	Kitchenhand Food and Beverage Attendant (Beginner)	Kitchen Attendant Grade 1 means an employee engaged in (a) general cleaning duties within a kitchen or food preparation area and scullery, including the cleaning of cooking and general utensils used in a kitchen and restaurant; (b) assisting employees who are cooking; (c) assembly and preparation of ingredients for cooking; and (d) general pantry duties Food and Beverage Attendant Grade 1 means an employee who is engaged in any of the following: (a) picking up glasses; (b) general assistance to food and beverage attendants of a higher grade not including service to customers; (c) removing food plates; (d) setting and/or wiping down tables; (e) cleaning and tidying of associated areas; (f) receipt of monies.
LEVEL 2	\$58,250	Breakfast Cook Kitchenhand (Experienced) F & B Staff (inexperienced)	Cook Grade 1 means an employee who carries out cooking of breakfasts and snacks, baking, pastry cooking or butchering. Kitchen Attendant Grade 2 means an employee who has the appropriate level of training, and who is engaged in specialised non-cooking duties in a kitchen or food preparation area, or supervision of kitchen attendants. Food and Beverage Attendant Grade 2 means an employee who has not achieved the appropriate level of training and who is engaged in: (a) supplying, dispensing or mixing of liquor; (b) assisting in the cellar; (c) undertaking general waiting duties of both food and/or beverage including cleaning of tables; (d) receipt of monies; (e) attending a snack bar; (f) delivery duties; (g) taking reservations, greeting and seating guests.
LEVEL 3	\$60,250	Cook Kitchenhand Supervisor F & B Staff (experienced) Bar staff	Cook Grade 2 means an employee who has the appropriate level of training and who performs cooking duties such as baking, pastry cooking or butchering. Kitchen Attendant Grade 3 means an employee who has the appropriate level of training including a supervisory course, and has the responsibility for the supervision, training and co-ordination of kitchen attendants of a lower grade. Food and Beverage Attendant Grade 3 means an employee who has the appropriate level of training and is engaged in any of the following: (a) supplying, dispensing or mixing of liquor; (b) assisting in the cellar; (c) undertaking general waiting duties of both food and liquor including cleaning of tables; (d) receipt of monies; (e) assisting in the training and supervision of food and beverage attendants of a lower grade; (f) delivery duties; and (g) taking reservations, greeting and seating guests.
LEVEL 4	\$63,500	Chef de Partie Bar Person Barista	Cook Grade 3 (tradesperson) has completed an apprenticeship or who has passed the appropriate trade test or who has the appropriate level of training, and who is engaged in cooking, baking, pastry cooking or butchering duties. Food and Beverage Attendant Grade 4 (tradesperson) means an employee who has the appropriate level of training and who carries out specialised skilled duties in a fine dining room or restaurant.
LEVEL 5	\$67,500	Sous Chef Bar Supervisor/Manager Restaurant Supervisor	Cook Grade 4 (Tradesperson) has completed an apprenticeship or who has passed the appropriate trade test or who has the appropriate level of training and who is engaged to perform general or specialised cooking, butchering, baking or pastry cooking duties and/or supervises and trains other cooks and kitchen employees. Food and Beverage Supervisor means an employee who has the appropriate level of training including a supervisory course and who has the responsibility for supervision, training and co-ordination of food and beverage staff, or stock control for a bar or series of bars.

WHY WORK FOR US?

- Work within beautiful venues, both with views over Manly harbour
- Work with a professional, supportive team
- All salaried staff are provided free meals and non-alcoholic beverages during work shifts
- All staff are eligible to receive our 20% family and friends discount at all venues across all products
- All salaried staff can access full gym memberships at 4Shore Fitness (near both venues) after completion of the probationary period
- Gain access to sporting games and other events (as received from time to time through our suppliers)

ANNUALISED SALARY DEFINITION

Salaried positions are offered at the above rates plus 10% superannuation (in accordance with the current Superannuation Guarantee Charge). Annualised salaries are comprised of:

- a. An amount to compensate you for all of the following items adopting the minimum wage rate under the Award:
 - (i) all ordinary hours worked;
 - (ii) all reasonable additional hours you may be required to work in excess of 40 hours per week and any overtime rates that may be applicable to those additional hours;
 - (iii) public holidays (or substitute public holidays) whether or not you work those days;
 - (iv) any and all applicable penalties and loadings which would otherwise be payable to you under the Act or the Award; and
 - (v) all applicable allowances which would otherwise be payable to you under the Award; and
- b. A further amount over and above the minimum wage rate for the items identified above (**Above Award Payment**)

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