



26 February 2021

Earnings for chefs

At the Fair Work Commission's 4 February and 18 February conferences on *Award Flexibility – Hospitality and Retail Sectors*, there were queries made by Justice Ross on the earnings of chefs relative to the relevant award minimum rates. In response to these queries, the Attorney-General's Department provides the following analysis.

The analysis is based on the Chefs occupation unit group¹. Included in this unit group are Chef de Partie, Commis Chef, Demi Chef, Second Chef and Sous Chef. Cooks, Fast Food Cooks and Kitchenhands are excluded from this unit group. Most chefs have a level of skill commensurate with Associate Degree, Advanced Diploma or Diploma.

The analysis below is based on the Household, Income and Labour Dynamics in Australia (HILDA) survey. The latest data from the HILDA survey is for 2019 and comparisons have therefore been made with the rates for Restaurant Industry Award 2010 as at 1 July 2019.

Table 1: Average earnings of chefs vs. Restaurant Industry Award 2010

Chefs	Hourly		Weekly	
	Median	Mean	Median	Mean
	\$28.15	\$29.45	\$1,126.00	\$1,196.83
Introductory level	\$19.49		\$740.80	
Level 1	\$20.06		\$762.10	
Level 2	\$20.82		\$791.30	
Level 3	\$21.54		\$818.50	
Level 4	\$22.70		\$862.50	
Level 5	\$24.12		\$916.60	
Level 6	\$24.77		\$941.10	

Source: Household Income and Labour Dynamics in Australia (HILDA) survey, wave 19 (2019)

Methodology and considerations:

- The data collection period wave 19 of the HILDA survey commenced in July 2019 and continued until February 2020.
- Earnings data from the HILDA survey have been adjusted to exclude junior employees and adjusted to exclude the 25% casual loading for casual employees. The analysis is limited to employees.
- A full-time employee as defined in the Restaurant Industry Award 2010 is one engaged to work an average of 38 ordinary hours per week. As such, this analysis examines employees in HILDA survey who usually work between 35 and 45 hours per week.

¹ ANZSCO unit group 3513

- The sample size used for this analysis is relatively small and caution should be exercised when interpreting the results (e.g. for the hourly analysis, the accuracy of these results are likely within a dollar or two of the stated amounts).
- Analysis is based on the HILDA survey variable "*usual wages and salary*". This includes an employee's base salary but can also include other items such as penalty rates, overtime loadings, shift loadings etc.