

SALARY GUIDE • MELBOURNE • 2026

Senior hospitality salaries in Melbourne

Salary ranges for senior kitchen and management roles, and the award minimums that apply to salaried staff from 1 July 2026.

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SECTION 1

Salary ranges by role

What a venue should budget to hire a capable person in each role in Melbourne. Where an award applies, the range starts at or above the minimum salary that can legally cover overtime and penalty rates (Section 2). All figures are annual, full-time and exclude superannuation, payable on top at 12%.

ROLE	SALARY RANGE, MELBOURNE	AWARD POSITION
KITCHEN		
Executive Chef	\$110,000–\$140,000	AWARD-FREE
Head Chef	\$88,000–\$100,000	AWARD-FREE
Sous Chef	\$80,000–\$90,000	AWARD-FREE IN MOST RESTAURANTS Hotels: may be Managerial Staff (Hotels), \$79,521 all-inclusive minimum
Junior Sous Chef	\$80,000–\$85,000	DEPENDS ON DUTIES If cook grade 5: \$79,371 all-inclusive minimum; \$79,521 in hotels
Chef de Partie	\$80,000–\$85,000	AWARD-COVERED Cook grade 5: \$79,371 all-inclusive minimum
MANAGEMENT		
General Manager	\$110,000–\$150,000	AWARD-FREE Single-venue roles; hotel and multi-site GMs are paid above this range
Assistant General Manager	\$100,000–\$120,000	AWARD-FREE IN MOST VENUES Hotels: may be Managerial Staff (Hotels), \$79,521 all-inclusive minimum
Operations Manager	\$100,000–\$120,000	AWARD-FREE
Venue Manager	\$85,000–\$110,000	AWARD-FREE Senior management
F&B Manager	\$80,000–\$100,000	DEPENDS ON DUTIES If classified as a supervisor: \$77,311 all-inclusive minimum; \$79,521 in hotels
Restaurant Manager	\$80,000–\$90,000	DEPENDS ON DUTIES If classified as a supervisor: \$77,311 all-inclusive minimum
Assistant Venue / Restaurant Manager	\$78,000–\$85,000	USUALLY AWARD-COVERED \$77,311 all-inclusive minimum; \$79,521 in hotels
Bar Manager	\$80,000–\$85,000	DEPENDS ON DUTIES If classified as a supervisor: \$77,311 all-inclusive minimum
Functions / Events Manager	\$80,000–\$85,000	DEPENDS ON DUTIES If classified as a supervisor: \$77,311 all-inclusive minimum

SECTION 2

Award minimums for salaried staff

Chef de partie, junior sous chef, supervisor and assistant manager roles are usually covered by the Restaurant Industry Award or the Hospitality Industry (General) Award. Their minimum depends on what the salary is meant to cover.

CLASSIFICATION	AWARD BASE RATE 38-HOUR WEEK ×52	MINIMUM ALL-INCLUSIVE SALARY COVERS OVERTIME AND PENALTIES
Cook grade 4 (demi chef) / food and beverage supervisor Level 5, both awards	\$61,849	\$77,311
Cook grade 5 (chef de partie) Level 6, both awards	\$63,497	\$79,371
Managerial Staff (Hotels) Hospitality Award only, e.g. assistant or duty manager	\$63,617	\$79,521
Award-free roles National Minimum Wage	\$52,255	Not applicable

Example: can I pay an assistant manager \$74,000?

Yes, if overtime and penalties are paid on top

\$74,000 is above the award base rate of \$61,849, so it is compliant as a base salary when overtime, penalty rates and allowances are paid in addition.

No, if it is meant to cover all hours

A salary that absorbs overtime and penalty rates must be at least 25% above the award rate: \$77,311 for a restaurant supervisor, \$79,521 for a hotel assistant manager.

An all-inclusive (annualised) salary also requires

A written agreement

Stating the salary, the award entitlements it covers and the hours limits.

Hours limits

On average no more than 18 penalty-rate hours and 12 overtime hours a week. Hours above these are paid separately.

Signed time records

Start and finish times each pay period, signed or acknowledged by the employee.

Annual reconciliation

Every 12 months and on termination, against what the award would have paid. Any shortfall paid within 14 days.

Sources. 273 Melbourne and Victorian job advertisements with stated pay, October 2026, cross-checked against SEEK salary data. Award figures from the Fair Work Ombudsman, effective 1 July 2026.

Disclaimer. General information only, not legal advice. Award coverage depends on the duties of each role. Check current rates at [fairwork.gov.au](https://www.fairwork.gov.au).