

## Pay Guide - Asphalt Industry Award 2010

[MA000054]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2017.

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

The rates below include inclement weather allowance and industry allowance.

### Adult

#### Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Afternoon or night shift - 5 or more shifts in a row | Afternoon or night shift - less than 5 shifts in a row - first 8 hours | Afternoon or night shift - less than 5 shifts in a row - after 8 hours | Night shift - non-rotating | Saturday - shiftworker | Sunday  |
|----------------|-----------------|-----------------|--|--|--|----------------------------|------------------------|---------|
| Skill level 1  | \$756.95        | \$19.93         | \$22.92  | \$29.90  | \$39.86  | \$25.91                    | \$29.90                | \$39.86 |
| Skill level 2  | \$797.65        | \$21.00         | \$24.15  | \$31.50  | \$42.00  | \$27.30                    | \$31.50                | \$42.00 |
| Skill level 3  | \$828.15        | \$21.80         | \$25.07  | \$32.70  | \$43.60  | \$28.34                    | \$32.70                | \$43.60 |
| Skill level 4  | \$871.35        | \$22.94         | \$26.38  | \$34.41  | \$45.88  | \$29.82                    | \$34.41                | \$45.88 |
| Skill level 5  | \$878.35        | \$23.12         | \$26.59  | \$34.68  | \$46.24  | \$30.06                    | \$34.68                | \$46.24 |

Table 2 of 2

| Classification | Public holiday | Overtime - shiftworker | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - unrelieved shiftworker - first 8 hours | Overtime - unrelieved shiftworker - after 8 hours | Less than 10 hour break between shifts | Less than 8 hour break between shifts - change to shift |
|----------------|----------------|------------------------|---|---|---|---|--|---|
| Skill level 1  | \$49.83        | \$39.86                | \$29.90                                       | \$39.86                                       | \$29.90   | \$39.86   | \$39.86                                | \$39.86   |
| Skill level 2  | \$52.50        | \$42.00                | \$31.50                                       | \$42.00                                       | \$31.50   | \$42.00   | \$42.00                                | \$42.00   |
| Skill level 3  | \$54.50        | \$43.60                | \$32.70                                       | \$43.60                                       | \$32.70   | \$43.60   | \$43.60                                | \$43.60   |
| Skill level 4  | \$57.35        | \$45.88                | \$34.41                                       | \$45.88                                       | \$34.41   | \$45.88   | \$45.88                                | \$45.88   |
| Skill level 5  | \$57.80        | \$46.24                | \$34.68                                       | \$46.24                                       | \$34.68   | \$46.24   | \$46.24                                | \$46.24   |

## Casual

Table 1 of 2

| Classification | Hourly pay rate | Afternoon or night shift - 5 or more shifts in a row | Afternoon or night shift - less than 5 shifts in a row - first 8 hours | Afternoon or night shift - less than 5 shifts in a row - after 8 hours | Night shift - non-rotating | Saturday - shiftworker | Sunday  |
|----------------|-----------------|--|--|--|----------------------------|------------------------|---------|
| Skill level 1  | \$24.91         | \$28.65  | \$37.37  | \$49.82  | \$32.38                    | \$37.37                | \$49.82 |
| Skill level 2  | \$26.25         | \$30.19  | \$39.38  | \$52.50  | \$34.13                    | \$39.38                | \$52.50 |
| Skill level 3  | \$27.25         | \$31.34  | \$40.88  | \$54.50  | \$35.43                    | \$40.88                | \$54.50 |
| Skill level 4  | \$28.68         | \$32.98  | \$43.02  | \$57.36  | \$37.28                    | \$43.02                | \$57.36 |
| Skill level 5  | \$28.90         | \$33.24  | \$43.35  | \$57.80  | \$37.57                    | \$43.35                | \$57.80 |

Table 2 of 2

| Classification | Public holiday | Overtime - shiftworker | Overtime - Monday to Saturday - first 2 hours | Overtime - Monday to Saturday - after 2 hours | Overtime - unrelieved shiftworker - first 8 hours | Overtime - unrelieved shiftworker - after 8 hours |
|----------------|----------------|------------------------|---|---|---|---|
| Skill level 1  | \$62.28        | \$49.82                | \$37.37                                       | \$49.82                                       | \$37.37   | \$49.82   |
| Skill level 2  | \$65.63        | \$52.50                | \$39.38                                       | \$52.50                                       | \$39.38   | \$52.50   |
| Skill level 3  | \$68.13        | \$54.50                | \$40.88                                       | \$54.50                                       | \$40.88   | \$54.50   |
| Skill level 4  | \$71.70        | \$57.36                | \$43.02                                       | \$57.36                                       | \$43.02   | \$57.36   |
| Skill level 5  | \$72.25        | \$57.80                | \$43.35                                       | \$57.80                                       | \$43.35   | \$57.80   |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties and overtime are calculated.

| Allowances  | Rate   |
|---|--|
| Country work - fares reimbursement  | reimbursement for the cost of travel fares to the work location only   |
| Country work - completed work - fares reimbursement                       | reimbursement for the cost of travel fares   |
| Country work - travel time allowance                                      | payment at the minimum hourly rate of pay for time spent travelling, with a maximum payment of 8 hours per day       |
| Country work - travel expenses - meal allowance                           | \$14.96 per meal, with a maximum payment of 3 meals per day  |
| Country work - travel expenses - overnight allowance                      | \$66.82 per night  |
| Distant work - accommodation allowance - whole week                       | \$479.52 per week for reasonable board and lodging   |
| Distant work - accommodation allowance - part of a week                   | reimbursement for the cost of all reasonable living expenses, up to a maximum of \$479.52 per week                   |
| Distant work - incidentals allowance                                      | \$5.11 per night   |
| Distant work - return home reimbursement                                  | reimbursement for the cost of reasonable fares to return home for a weekend, on a maximum of 1 weekend every 4 weeks |
| First aid allowance   | \$3.06 per day   |
| * Inclement weather allowance (already included in the rate tables above) | \$0.83 per hour  |
| * Industry allowance (already included in the rate tables above)          | \$0.81 per hour  |
| Leading hand allowance  | \$0.71 per hour, up to a maximum of \$26.81 per week   |
| Meal allowance - overtime   | \$14.96 for the first meal and \$14.96 or an extra meal after every additional 4 hours of overtime                   |
| Protective clothing and equipment reimbursement                           | reimbursement for the cost of purchasing any protective clothing and equipment required                              |
| Special clothing reimbursement  | reimbursement for the cost of purchasing 3 sets of uniforms  |
| Tool reimbursement  | reimbursement for the cost of purchasing any tools required  |

## 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 our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.