

Pay Guide - Cement and Lime Award 2010

[MA000055]

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2019.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

Rates of pay

The rates below include industry disability allowance. If the First aid or Leading hand allowances apply, the rates below should not be used, and should be calculated using [PACT](#).

Full-time & part-time

Table 1 of 2

| Classification | Weekly pay rate | Hourly pay rate | Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours - not continuous shiftworkers | Overtime - Monday to Saturday - after 2 hours - not continuous shiftworkers | Working through a meal break |
|----------------|-----------------|-----------------|---------|----------------|---|---|------------------------------|
| Level 1 | \$803.62 | \$21.14 | \$42.28 | \$52.85 | \$31.71 | \$42.28 | \$31.71 |
| Level 2 | \$842.52 | \$22.17 | \$44.34 | \$55.43 | \$33.26 | \$44.34 | \$33.26 |
| Level 3 | \$867.22 | \$22.82 | \$45.64 | \$57.05 | \$34.23 | \$45.64 | \$34.23 |
| Level 4 | \$884.02 | \$23.26 | \$46.52 | \$58.15 | \$34.89 | \$46.52 | \$34.89 |
| Level 5 | \$900.42 | \$23.69 | \$47.38 | \$59.23 | \$35.54 | \$47.38 | \$35.54 |
| Level 6 | \$925.32 | \$24.35 | \$48.70 | \$60.88 | \$36.53 | \$48.70 | \$36.53 |
| Level 7 | \$951.82 | \$25.04 | \$50.08 | \$62.60 | \$37.56 | \$50.08 | \$37.56 |

Table 2 of 2

| Classification | Afternoon or night shift | Permanent night shift | Saturday - shiftwork | Overtime - continuous shiftwork | Less than 10 hour break between shifts | Changes to shiftwork - more than 48 hours notice - Monday to Friday |
|----------------|--------------------------|-----------------------|----------------------|---------------------------------|--|---|
| Level 1 | \$24.31 | \$27.48 | \$31.71 | \$42.28 | \$42.28 | \$31.71 |
| Level 2 | \$25.50 | \$28.82 | \$33.26 | \$44.34 | \$44.34 | \$33.26 |
| Level 3 | \$26.24 | \$29.67 | \$34.23 | \$45.64 | \$45.64 | \$34.23 |
| Level 4 | \$26.75 | \$30.24 | \$34.89 | \$46.52 | \$46.52 | \$34.89 |
| Level 5 | \$27.24 | \$30.80 | \$35.54 | \$47.38 | \$47.38 | \$35.54 |
| Level 6 | \$28.00 | \$31.66 | \$36.53 | \$48.70 | \$48.70 | \$36.53 |
| Level 7 | \$28.80 | \$32.55 | \$37.56 | \$50.08 | \$50.08 | \$37.56 |

Casual

Table 1 of 2

| Classification | Hourly pay rate | Sunday | Public holiday | Overtime - Monday to Saturday - first 2 hours - not continuous shiftworkers | Overtime - Monday to Saturday - after 2 hours - not continuous shiftworkers | Working through a meal break | Afternoon or night shift |
|----------------|-----------------|---------|----------------|---|---|------------------------------|--------------------------|
| Level 1 | \$26.43 | \$47.57 | \$58.14 | \$37.00 | \$47.57 | \$37.00 | \$29.60 |
| Level 2 | \$27.71 | \$49.88 | \$60.97 | \$38.80 | \$49.88 | \$38.80 | \$31.04 |
| Level 3 | \$28.53 | \$51.35 | \$62.76 | \$39.94 | \$51.35 | \$39.94 | \$31.95 |
| Level 4 | \$29.08 | \$52.34 | \$63.97 | \$40.71 | \$52.34 | \$40.71 | \$32.56 |
| Level 5 | \$29.61 | \$53.30 | \$65.15 | \$41.46 | \$53.30 | \$41.46 | \$33.17 |
| Level 6 | \$30.44 | \$54.79 | \$66.96 | \$42.61 | \$54.79 | \$42.61 | \$34.09 |
| Level 7 | \$31.30 | \$56.34 | \$68.86 | \$43.82 | \$56.34 | \$43.82 | \$35.06 |

Table 2 of 2

| Classification | Permanent night shift | Saturday - shiftwork | Overtime - continuous shiftwork | Less than 10 hour break between shifts | Changes to shiftwork - more than 48 hours notice - Monday to Friday |
|----------------|-----------------------|----------------------|---------------------------------|--|---|
| Level 1 | \$32.77 | \$37.00 | \$47.57 | \$47.57 | \$37.00 |
| Level 2 | \$34.36 | \$38.80 | \$49.88 | \$49.88 | \$38.80 |
| Level 3 | \$35.37 | \$39.94 | \$51.35 | \$51.35 | \$39.94 |
| Level 4 | \$36.05 | \$40.71 | \$52.34 | \$52.34 | \$40.71 |
| Level 5 | \$36.72 | \$41.46 | \$53.30 | \$53.30 | \$41.46 |
| Level 6 | \$37.74 | \$42.61 | \$54.79 | \$54.79 | \$42.61 |
| Level 7 | \$38.81 | \$43.82 | \$56.34 | \$56.34 | \$43.82 |

Allowances

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

| Allowances | Rate |
|---|--|
| * First aid allowance | \$0.57 per hour |
| * Industry disability allowance (already included in the rate tables above) | \$1.65 per hour |
| * Leading hand allowance - in charge of 1-5 employees | \$0.88 per hour |
| * Leading hand allowance - in charge of 6-16 employees | \$1.27 per hour |
| * Leading hand allowance - in charge of 17 or more employees | \$1.65 per hour |
| Meal allowance | \$14.62 for a meal |
| Vehicle allowance | \$0.78 per km |
| Change in locality - travel time allowance - Monday to Saturday - sleeping berth not provided | Payment at the minimum hourly rate up to a maximum of 12 hours out of each 24 hours |
| Change in locality - travel time allowance - Monday to Saturday - sleeping berth provided | Payment at the minimum hourly rate up to a maximum of 8 hours out of each 24 hours |
| Change in locality - travel time allowance - Sunday or public holiday - sleeping berth not provided | Payment at the minimum hourly rate + 50% up to a maximum of 12 hours out of each 24 hours |
| Change in locality - travel time allowance - Sunday or public holiday - sleeping berth provided | Payment at the minimum hourly rate + 50% up to a maximum of 8 hours out of each 24 hours |
| Change in locality - expenses reimbursement | Reimbursement of travel fares and reasonable expenses |
| Change in locality - accommodation allowance | Payment of a reasonable amount for board and lodging, up to \$438.19 per week |
| Temporary transfer - travel allowance | Payment at the minimum hourly rate of pay (including any relevant all-purpose allowances) for travel time in excess of normal travel time and if using own vehicle, \$0.78 per km in excess of the normal distance travelled |
| Stand-by allowance | Payment at the minimum hourly rate of pay (including any relevant all-purpose allowances) until released |

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 us on 13 13 94 or speak with a union, industry association or workplace relations professional.