

## Pay Guide - Funeral Industry Award

[MA000105]

Published 01 July 2020

The rates in this guide apply from 01 July 2020.

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

### Adult

#### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - not removals or carrying out funerals - first 3 hours	Saturday - not removals or carrying out funerals - after 3 hours	Saturday - carrying out a funeral - 3 hours or less work
Grade 1	\$753.80	\$19.84	\$29.76	\$39.68	\$29.76
Grade 2	\$775.40	\$20.41	\$30.62	\$40.82	\$30.62
Grade 3	\$805.10	\$21.19	\$31.79	\$42.38	\$31.79
Grade 4	\$832.80	\$21.92	\$32.88	\$43.84	\$32.88
Grade 5	\$877.60	\$23.09	\$34.64	\$46.18	\$34.64
Grade 6	\$905.10	\$23.82	\$35.73	\$47.64	\$35.73

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Classification	Saturday - carrying out a funeral - more than 3 hours worked - first 3 hours	Saturday - carrying out a funeral - more than 3 hours worked - after 3 hours	Sunday - not removals	Public holiday - not removals	Afternoon shift - Monday to Friday
Grade 1	\$29.76	\$39.68	\$39.68	\$39.68	\$23.81
Grade 2	\$30.62	\$40.82	\$40.82	\$40.82	\$24.49
Grade 3	\$31.79	\$42.38	\$42.38	\$42.38	\$25.43
Grade 4	\$32.88	\$43.84	\$43.84	\$43.84	\$26.30
Grade 5	\$34.64	\$46.18	\$46.18	\$46.18	\$27.71
Grade 6	\$35.73	\$47.64	\$47.64	\$47.64	\$28.58

**Table 3 of 5**

<b>Classification</b>	<b>Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri</b>	<b>Overtime - shiftwork - first 3 hours</b>	<b>Overtime - shiftwork - after 3 hours</b>	<b>Work on an RDO - shiftworkers</b>	<b>Working through a meal break</b>
Grade 1	\$29.76	\$29.76	\$39.68	\$39.68	\$29.76
Grade 2	\$30.62	\$30.62	\$40.82	\$40.82	\$30.62
Grade 3	\$31.79	\$31.79	\$42.38	\$42.38	\$31.79
Grade 4	\$32.88	\$32.88	\$43.84	\$43.84	\$32.88
Grade 5	\$34.64	\$34.64	\$46.18	\$46.18	\$34.64
Grade 6	\$35.73	\$35.73	\$47.64	\$47.64	\$35.73

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<b>Classification</b>	<b>Overtime - not shiftworkers - first 3 hours</b>	<b>Overtime - not shiftworkers - after 3 hours</b>	<b>Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours</b>	<b>Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours</b>
Grade 1	\$29.76	\$39.68	\$29.76	\$39.68
Grade 2	\$30.62	\$40.82	\$30.62	\$40.82
Grade 3	\$31.79	\$42.38	\$31.79	\$42.38
Grade 4	\$32.88	\$43.84	\$32.88	\$43.84
Grade 5	\$34.64	\$46.18	\$34.64	\$46.18
Grade 6	\$35.73	\$47.64	\$35.73	\$47.64

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<b>Classification</b>	<b>Work on RDO - not shiftworkers</b>	<b>Removals - work started between 7am &amp; 7pm - completed after 7pm and at or before midnight - first 3 hours</b>	<b>Removals - work started between 7am &amp; 7pm - completed after 7pm and at or before midnight - after 3 hours</b>	<b>Removals - where any work on a removal is between midnight and 7am</b>
Grade 1	\$29.76	\$29.76	\$39.68	\$39.68
Grade 2	\$30.62	\$30.62	\$40.82	\$40.82
Grade 3	\$31.79	\$31.79	\$42.38	\$42.38
Grade 4	\$32.88	\$32.88	\$43.84	\$43.84
Grade 5	\$34.64	\$34.64	\$46.18	\$46.18
Grade 6	\$35.73	\$35.73	\$47.64	\$47.64

## Casual

Table 1 of 4

Classification	Hourly pay rate	Saturday - not removals or carrying out funerals - first 3 hours	Saturday - not removals or carrying out funerals - after 3 hours	Saturday - carrying out a funeral - 3 hours or less work	Saturday - carrying out a funeral - more than 3 hours worked - first 3 hours
Grade 1	\$24.80	\$34.72	\$44.64	\$34.72	\$34.72
Grade 2	\$25.51	\$35.72	\$45.92	\$35.72	\$35.72
Grade 3	\$26.49	\$37.08	\$47.68	\$37.08	\$37.08
Grade 4	\$27.40	\$38.36	\$49.32	\$38.36	\$38.36
Grade 5	\$28.86	\$40.41	\$51.95	\$40.41	\$40.41
Grade 6	\$29.78	\$41.69	\$53.60	\$41.69	\$41.69

Table 2 of 4

Classification	Saturday - carrying out a funeral - more than 3 hours worked - after 3 hours	Sunday - not removals	Public holiday - not removals	Afternoon shift - Monday to Friday	Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri
Grade 1	\$44.64	\$44.64	\$44.64	\$28.77	\$34.72
Grade 2	\$45.92	\$45.92	\$45.92	\$29.59	\$35.72
Grade 3	\$47.68	\$47.68	\$47.68	\$30.73	\$37.08
Grade 4	\$49.32	\$49.32	\$49.32	\$31.78	\$38.36
Grade 5	\$51.95	\$51.95	\$51.95	\$33.48	\$40.41
Grade 6	\$53.60	\$53.60	\$53.60	\$34.54	\$41.69

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - shiftwork - first 3 hours</b>	<b>Overtime - shiftwork - after 3 hours</b>	<b>Working through a meal break</b>	<b>Overtime - not shiftworkers - first 3 hours</b>	<b>Overtime - not shiftworkers - after 3 hours</b>
Grade 1	\$34.72	\$44.64	\$34.72	\$34.72	\$44.64
Grade 2	\$35.72	\$45.92	\$35.72	\$35.72	\$45.92
Grade 3	\$37.08	\$47.68	\$37.08	\$37.08	\$47.68
Grade 4	\$38.36	\$49.32	\$38.36	\$38.36	\$49.32
Grade 5	\$40.41	\$51.95	\$40.41	\$40.41	\$51.95
Grade 6	\$41.69	\$53.60	\$41.69	\$41.69	\$53.60

**Table 4 of 4**

<b>Classification</b>	<b>Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours</b>	<b>Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours</b>	<b>Removals - work started between 7am &amp; 7pm - completed after 7pm and at or before midnight - first 3 hours</b>	<b>Removals - work started between 7am &amp; 7pm - completed after 7pm and at or before midnight - after 3 hours</b>	<b>Removals - where any work on a removal is between midnight and 7am</b>
Grade 1	\$34.72	\$44.64	\$34.72	\$44.64	\$44.64
Grade 2	\$35.72	\$45.92	\$35.72	\$45.92	\$45.92
Grade 3	\$37.08	\$47.68	\$37.08	\$47.68	\$47.68
Grade 4	\$38.36	\$49.32	\$38.36	\$49.32	\$49.32
Grade 5	\$40.41	\$51.95	\$40.41	\$51.95	\$51.95
Grade 6	\$41.69	\$53.60	\$41.69	\$53.60	\$53.60

## Allowances

Allowances	Rate
Exhumation allowance	\$93.90 for each body exhumed
Inoculation reimbursement	reimbursement for the cost receiving inoculations
Uniform reimbursement	reimbursement for the cost of buying the uniform
Laundry reimbursement	reimbursement for the cost of washing the uniform
Leading hand allowance - in charge of 3-10 employees	\$0.92 per hour up to a maximum of \$35.10 per week
Leading hand allowance - in charge of 11-19 employees	\$1.39 per hour up to a maximum of \$52.66 per week
Meal allowance	\$13.56 for a meal
Stand-by allowance - Monday to Friday	\$13.16 per period
Stand-by allowance - Saturday, Sunday and public holidays	\$28.08 per period
Tool allowance	\$0.14 per hour, up to a maximum of \$5.24 per week
Vehicle allowance	\$0.80 per km

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