



Australian Government

Fair Work


OMBUDSMAN

PAY GUIDE

for the

Joinery and Building Trades Award 2010 [MA000029]

Effective from 01 July 2014.

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This guide was developed by the Fair Work Ombudsman and is derived from the above award which commenced operating on 01 January 2010.

Who should use the guide?

This guide is a helpful tool for all employees and employers who are covered by the above award to identify their wages.

The guide contains information about:

- who the award covers
- wage rates, including rates for casual employees, junior employees, trainees and apprentices if these employees are covered by the award
- penalties for working at particular times or under particular arrangements, including some common penalty rates
- allowances.

The award may provide other terms and conditions that are not contained in this guide, which must also be complied with.

What if an agreement applies to covered employees?

All employees covered by the award must not be paid less than the minimum wage rates contained in this guide. The terms of an agreement or award cannot exclude the terms of the National Employment Standards (the NES).

It is important to note that any other entitlements and conditions in this guide will not apply to employees covered by an agreement-based instrument (detailed below).

Employees and employers should refer to their agreement-based instrument for their employment conditions and entitlements.

If you have feedback on information in this Pay Guide, please contact
paycheckfeedback@fwo.gov.au

Coverage

This award covers employers throughout Australia of employees in the joinery and building trades industries and occupations who are covered by the classifications in this award and those employees. However, this award does not cover:

- an employer who is outside the scope of clause 4.8(a) unless such employer employs an employee covered by clause 4.8(b) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee;
- an employee excluded from award coverage by the Act;
- employers or employees engaged in the manufacture of glass from raw materials;
- employers or employees covered by the Building and Construction General On-site Award 2010; or
- employers or employees covered by the Vehicle Manufacturing, Repair, Services and Retail Award 2010.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)) or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry (or industries) set out in clause 4.8(a) in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry (or those industries).

This award covers any employer which supplies on hire employees in occupations set out in clause 4.8(b) covered by classifications in this award and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.

Clauses 4.4 and 4.5 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry (or industries), parts of industry and/or occupations set out at clauses 4.8(a) and 4.8(b) and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.7 operates subject to the exclusions from coverage in this award.

Joinery and building trades industries and occupations means:

the following industries:

- joinery work
- shopfitting
- prefabricated building
- stonemasonry
- glass and glazing contracting
- glass and glazing work

the following occupations:

- carver

- letter cutter
- carpenter
- joiner
- signwriter
- painter
- stonemason
- plasterer

Released under the
Freedom of Information Act
by the Fair Work Ombudsman

Wages

The tables below have minimum hourly rates of pay and some of the most commonly used penalty rates.

Important: The tables below don't include all of the penalty rates under the award. You'll find a comprehensive list of penalty rates, and information about when they apply, in the Penalty Guide below.

You can calculate additional penalty rates under the award using [PayCheck Plus](#) at www.fairwork.gov.au

Important: If an industry allowance applies, it is included in the rates below. If an employee is entitled to other all-purpose allowances, the penalty rates below won't apply. All-purpose allowances are allowances added to a person's base rate of pay before other entitlements (like penalty rates) are calculated. You can calculate penalty rates that include all-purpose allowances using [PayCheck Plus](#) at www.fairwork.gov.au.

Adult

Full-time & part-time

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$16.86	\$25.29	\$33.73	\$25.29	\$33.73	\$33.73
Level 2	\$17.35	\$26.03	\$34.71	\$26.03	\$34.71	\$34.71
Level 3	\$18.02	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04
Level 4	\$18.64	\$27.96	\$37.27	\$27.96	\$37.27	\$37.27
Level 5	\$19.64	\$29.46	\$39.27	\$29.46	\$39.27	\$39.27
Level 6	\$20.25	\$30.38	\$40.51	\$30.38	\$40.51	\$40.51
Level 7	\$20.87	\$31.30	\$41.74	\$31.30	\$41.74	\$41.74

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$17.60	\$26.40	\$35.20	\$26.40	\$35.20	\$35.20
Level 2	\$18.09	\$27.13	\$36.18	\$27.13	\$36.18	\$36.18
Level 3	\$18.75	\$28.13	\$37.51	\$28.13	\$37.51	\$37.51
Level 4	\$19.37	\$29.06	\$38.75	\$29.06	\$38.75	\$38.75
Level 5	\$20.37	\$30.56	\$40.75	\$30.56	\$40.75	\$40.75
Level 6	\$20.99	\$31.48	\$41.98	\$31.48	\$41.98	\$41.98
Level 7	\$21.60	\$32.41	\$43.21	\$32.41	\$43.21	\$43.21

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Casual

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$21.08 (25.00%)	\$29.51	\$37.94	\$29.51	\$37.94	\$37.94
Level 2	\$21.69 (25.00%)	\$30.37	\$39.04	\$30.37	\$39.04	\$39.04
Level 3	\$22.52 (25.00%)	\$31.53	\$40.54	\$31.53	\$40.54	\$40.54
Level 4	\$23.30 (25.00%)	\$32.61	\$41.93	\$32.61	\$41.93	\$41.93
Level 5	\$24.55 (25.00%)	\$34.36	\$44.18	\$34.36	\$44.18	\$44.18
Level 6	\$25.32 (25.00%)	\$35.44	\$45.57	\$35.44	\$45.57	\$45.57
Level 7	\$26.09 (25.00%)	\$36.52	\$46.95	\$36.52	\$46.95	\$46.95

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$22.00 (25.00%)	\$30.80	\$39.60	\$30.80	\$39.60	\$39.60

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 2	\$22.61 (25.00%)	\$31.65	\$40.70	\$31.65	\$40.70	\$40.70
Level 3	\$23.44 (25.00%)	\$32.82	\$42.20	\$32.82	\$42.20	\$42.20
Level 4	\$24.22 (25.00%)	\$33.90	\$43.59	\$33.90	\$43.59	\$43.59
Level 5	\$25.47 (25.00%)	\$35.65	\$45.84	\$35.65	\$45.84	\$45.84
Level 6	\$26.24 (25.00%)	\$36.73	\$47.22	\$36.73	\$47.22	\$47.22
Level 7	\$27.01 (25.00%)	\$37.81	\$48.61	\$37.81	\$48.61	\$48.61

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list

Industry allowance is included in the rates of pay in the table above.

Junior

Junior provisions are not covered in this Award.

Apprentice

Industry allowance is included in the rates of pay in the tables titled 'Joinery, shopfitting, stonemasonry or outside work' below.

Full-time & part-time

4 year apprenticeship starting before 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$8.84 (45.00%)	\$13.25	\$17.67	\$13.25	\$17.67	\$17.67
Second year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.57 (45.00%)	\$14.36	\$19.14	\$14.36	\$19.14	\$19.14
Second year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Fourth year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Fourth year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship starting on or after 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64
Second year	\$11.78 (60.00%)	\$17.67	\$23.56	\$17.67	\$23.56	\$23.56

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11
Second year	\$12.52 (60.00%)	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting before 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Third year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Third year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting on or after 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$15.91 (81.00%)	\$23.86	\$31.81	\$23.86	\$31.81	\$31.81
Second year	\$16.69 (85.00%)	\$25.04	\$33.38	\$25.04	\$33.38	\$33.38
Third year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Fourth year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.64 (81.00%)	\$24.96	\$33.28	\$24.96	\$33.28	\$33.28
Second year	\$17.43 (85.00%)	\$26.14	\$34.85	\$26.14	\$34.85	\$34.85
Third year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Fourth year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.30 (83.00%)	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60
Second year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Third year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$17.03 (83.00%)	\$25.55	\$34.07	\$25.55	\$34.07	\$34.07
Second year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Third year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Please note: This industrial instrument contains provisions for school based apprentices, please refer to the industrial instrument for further information.

Trainee

This award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 22 of the award.

For detail of the supported wage provisions see the full version of the award.

Penalty Guide

The penalty guide below contains information about the penalties that are provided for in this award.

For full-time and part-time employees, the penalty amount in this table should be applied to the relevant rate of pay, being the base hourly rate plus any applicable all-purpose allowances.

For casual and part-time with loading employees, the way in which the penalty amount is applied depends upon the interaction between the casual/part-time loading and the penalty rate. The code displayed in the 'Amount' column of the penalty guide tells you which of the following calculations to use. If there is no code, the penalty does not apply to the casual/part-time with loading employees.

Code	Casual/Part Time Rates Calculation
A	(rate of pay + casual/part time loading) x penalty
B	(base hourly rate x casual/part time loading) + (rate of pay x penalty)
C	rate of pay + penalty
D	rate of pay + casual/part time loading
E	rate of pay x penalty (no casual/part time loading)
F	(rate of pay + penalty) x casual/part time loading

Casual/part-time loading is generally calculated on the base hourly rate, whereas a penalty is calculated on the relevant rate of pay, including the base hourly rate plus any applicable all-purpose allowances.

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - after the 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate after the first two hours.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.6(a)	Overtime Saturday - 1st 2 hours	Overtime worked before 12 noon on a Saturday for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime worked after 12 noon on a Saturday.	200.00% (Loading) B	Per hour	Any time
30.6(b)	Overtime - Sunday	Overtime worked on a Sunday.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. First two hours.	150.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates with a minimum of a quarter of an hour, until such time as the monies due are paid. after first two hours.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An shift worker who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
28.3(b)vi	Overtime - RDO	The rate for where an employer, for emergency reasons, requires an employee to work on the employee's paid shift off.	300.00% (Loading) B	Per hour	Any time
28.3(c)	Overtime - shiftwork	Employee engaged on stonemasonry work on shiftwork between 3pm and 11pm.	150.00% (Loading) B	Per hour	15:00 - 23:00
28.3(c)	Overtime (shift work) - thereafter	Stonemason working shift vwork overtime after 11.00pm until 7.00am	200.00% (Loading) B	Per hour	23:30 - 07:00
28.3(d)(i)	Afternoon or night shift	Time worked on an afternoon or night shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	150.00% (Loading) B	Per hour	Any time
28.3(d)(i)	Early morning or early afternoon shift	Time worked on a night or afternoon shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity	125.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. For the first two hours. See note 2	150.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - after the 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		each day the employee works on shiftwork. After the first two hours. See note 2			
28.3(e)	Shift work - Public holiday	A shiftworker working on a public holiday must be paid for a minimum of four hours work at the penalty rate. A public holiday in any week is not a break in continuity for the purposes of this provision.	250.00% (Loading) B	Per hour	Any time
28.3(e)	Part-day Christmas Eve/ New Year's Eve public holiday - South Australia	For all work performed on 24 December (Christmas Eve) or 31 December (New Year's Eve) between 7.00pm and midnight. Only applies in South Australia.	250.00% (Loading) B	Per hour	19:00 - 00:00
29.1	Working through break	All work done during a meal break and thereafter until a meal break is taken must be paid for at the penalty rate, except where the employee and employer agree to an alternative arrangement.	200.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - shiftwork	Shiftworkers not employed on the second or third shifts of a day when two or three shifts are worked - Monday to Friday All work done by shiftworkers on Monday to Friday outside of ordinary hours is paid at the penalty rate.	200.00% (Loading) B	Per hour	Any time
30.2(b)	Overtime - shiftwork	Shiftworkers employed on the second or third shifts of a day when two or three shifts are worked	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		All overtime work done by shiftworkers employed on the second or third shifts of a day when two or three shifts are worked is paid at the penalty rate.			
30.4(c)	Consecutive hours off work	Where an employee does overtime work and resumes or continues work without having 10 consecutive hours off duty, they must be paid at the penalty rate until they are released from duty. They are then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary hours occurring during the absence In the case of a shift worker eight hours are to be substituted for 10 hours when overtime is worked.	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime thereafter - Saturday	Overtime worked before 12 noon on a Saturday after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.7	Overtime - Public holiday	Overtime worked on a public holiday is paid for a minimum of four hours.	250.00% (Loading) B	Per hour	Any time

Note

When a job finishes after proceeding on shiftwork for more than one week, or the employee terminates their services during the week, the employee must be paid at the rate applicable for employees who are employed continuously for five shifts Monday to Friday in any week .

Allowances

Full-time, Part-time, Casual

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of one employee is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>91.2% of the standard rate per week extra. (91.2/38=2.4% per hour rate)</p>	Yes	1/07/2014	\$0.4713 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.40%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week</p> <p>A leading hand in charge of two to five employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>200.2% of the standard rate per week extra. (200.2/38=5.268421% per hour rate)</p>	Yes	1/07/2014	\$1.0346 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.27%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of six to ten employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>256.30% of the standard rate per week extra. (256.30/38=6.744737% per hour)</p>	Yes	1/07/2014	\$1.3245 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.74%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of eleven or more employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>340.90% of the standard rate per week extra. (340.90/38=8.9710526% per hour rate)</p>	Yes	1/07/2014	\$1.7616 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.97%)
24.1(b)(i)	Industry allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid the allowance to compensate for the disabilities associated with the industry.</p>	Yes	1/07/2014	\$0.7359 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.75%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(b)	Industry allowance	<p>All purpose allowance expressed as per hour.</p> <p>A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:</p> <ul style="list-style-type: none"> - in respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period and - in the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks. 	Yes	1/07/2014	\$0.7462 per hour (3.80%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee employed in the following occupations must be paid an allowance per week for supplying and maintaining tools:</p> <ul style="list-style-type: none"> - carpenter and/or joiner - carver - joiner special class - joiner-setter out - letter cutter - prefab setter - prefab tradesperson - shopfitter - stonemason 	Yes	1/07/2014	\$0.7808 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Plasterer must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.6450 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Glazier must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.2739 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed in the occupation of Assembler A must be paid an allowance per week for supplying and maintaining tools.	Yes	1/07/2014	\$0.2332 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. A Glass worker must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/20 4	\$0.1892 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed as a Painter must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/2014	\$0.1876 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(d)	Stonemasons—cutting tools allowance	<p>All purpose allowance expressed as per hour.</p> <p>The tool allowance provided in clause 24.1(c)(i) of the award does not include stonemasonry cutting tools, except mash hammers, squares, pitching tools and straight-edges up to one metre in length.</p> <p>The employer may elect to provide such tools.</p> <p>Where the tools are provided by an employee, the employer must reimburse the employee for the cost of the tools and must pay the employee an allowance.</p>	Yes	1/07/2013	\$0.0600 per hour
24.2(a)	First aid allowance	An employee trained to give first aid currently holding recognised first aid qualifications and appointed by the employer to perform first aid duty, will be paid the allowance.	No	1/07/2014	\$0.3907 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)
24.2(b)	Meal allowance	<p>An employee required to work overtime for at least one and a half hours after working ordinary hours must be paid the allowance to meet the cost of a meal</p> <p>The allowance is not payable in circumstances covered by the provisions relating to living away from home for a distant job (clause 24.5(a)).</p>	No	1/07/2014	\$13.9500 per occasion

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.2(e)	Vehicle allowance	Motor vehicle allowance An employee engaged on glass and glazing work who reaches agreement with their employer to use their own motor vehicle on the employer's business must be paid an allowance.	No	1/07/2014	\$0.7800 per km
24.3(a)	Asbestos allowance	An employee required to wear protective equipment required by the appropriate occupational health authority when using materials containing asbestos or working in close proximity to an employee using such materials must be paid the allowance while wearing such equipment.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(b)	Other	Bagging An employee engaged in bagging brick or concrete structures must be paid the allowance.	No	1/07/2014	\$0.5695 per hour (2.90%)
24.3(c)	Cold work disability allowance	An employee working for more than one hour in a place where the temperature is reduced by artificial means below zero degrees Celsius must be paid the allowance. Where such work continues for more than two hours, the employee is entitled to 20 minutes rest after every two hours work without loss of pay, not including the allowance.	No	1/07/2014	\$0.6284 per hour or part thereof (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(d)	Computing quantities allowance	An employee who is regularly required to compute or estimate quantities of materials in respect to the work performed by other employees must be paid the allowance. The allowance does not apply to an employee classified and paid as a leading hand or setter-out.	No	1/07/2014	\$4.5754 per day or part of a day (23.30%)
24.3(e)	Confined spaces allowance	An employee required to work in a confined space must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part thereof (4.00%)
24.3(f)	Dirty work allowance	An employee engaged in unusually dirty work must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(g)	Explosive powered tools allowance	An operator of explosive powered tools who is required to use them must be paid the allowance for each day on which such a tool is used.	No	1/07/2014	\$1.4924 per day (7.60%)
24.3(h)	Grindstone allowance	A carpenter and/or joiner must be paid the allowance where a grindstone or wheel is not made available by the employer.	No	1/07/2014	\$0.1772 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.90%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 5.5kg and under 9kg must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing 9kg or over and up to 18kg must be paid the allowance.	No	1/07/2014	\$1.1389 per hour (5.80%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 18kg must be paid the allowance.	No	1/07/2014	\$1.6102 per hour (8.20%)
24.3(j)	Bitumen work allowance	An employee handling hot bitumen or asphalt or dipping materials in creosote must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius. See note 3	No	1/07/2014	\$0.6284 per hour or part of an hour (3.20%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means in excess of 54 degrees Celsius. See note 3	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)
24.3(l)	Insulation allowance	An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool or other similar recognised insulating material or working in the immediate vicinity so as to be affected by its use must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(m)(i)	Wet work allowance	An employee who is working where water is continually dripping on them so that clothing and boots become wet, or where there is water underfoot, must be paid the allowance while so engaged.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(m)(ii)	Wet work allowance	An employee engaged on stonemasonry work in a cemetery who is required to work under unusually muddy or sloppy conditions must be paid the allowance instead of the usual wet work allowance provided in clause 24.3(m)(i) of the award.	No	1/07/2014	\$0.7462 per hour (3.80%)
24.3(n)	Towers allowance	An employee who is working on a chimney stack, spire tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo where the construction exceeds 15 metres in height must be paid the allowance for all work above 15 metres. A further payment of the allowance is made for work above each additional 15 metres	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(o)	Roof repairs allowance	An employee engaged on roof repairs must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(p)	Scaffold allowance	A tradesperson holding a scaffolding certificate or rigging certificate issued by the relevant State or Territory authority who is required to act on that certificate must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(q)	Second-hand timber allowance	An employee whose tools are damaged by nails, dumps or other foreign matter on second hand timber the employee is working on must be paid the allowance on each day on which the employee's tools are damaged. The damage must be reported immediately to the employer's representative on the job to prove the claim.	No	1/07/2014	\$2.4742 per day (12.60%)
24.3(r)	Spray application—painter's allowance	An employee engaged on all spray applications carried out in other than a properly constructed booth approved by the relevant State authority must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance for the first four hours or part thereof, on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$4.5557 per hour or part thereof (23.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance after the first four hours on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$0.9426 per hour (4.80%)
24.3(t)(i)	Toxic substance allowance	<p>An employee using toxic substances or similar materials is paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials.</p>	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(t)(i)	Toxic substance allowance	<p>An employee working in close proximity to an employee using toxic substances or similar materials must be paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials</p>	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(u)	Handling money allowance	<p>Collection of monies</p> <p>An employee engaged on glass and glazing work who in the course of their duties is authorised to collect, and does collect, monies on behalf of the employer must be paid 29.3% of the standard rate per week extra.</p> <p>(29.3% per week / 38 = 0.771053% per hour)</p>	No	1/07/2014	\$0.1514 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.77%)
24.5(b)	Vehicle allowance	<p>An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises.</p> <p>Alternatively, if the employee is required to use their own car, they must be paid the allowance.</p> <p>The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.</p>	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per full working week (of seven days) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$454.7500 per full working week
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per day (where the job is for less than a full working week) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$65.0600 per day

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey, on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey, and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey (see below).	No	1/07/2014	\$20.8100 to cover expenses
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey (see above), and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey.	No	1/07/2014	\$13.9500 per meal

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(xii)	Away from home/ usual place of employment	An employee who is provided with full board and lodging, who - works ordinary hours as required on the day before and the day after a weekend - notifies no later than Tuesday of each week of their intention to return to their usual residence at the weekend and - actually returns to their usual residence on the weekend must be paid an allowance.	No	1/07/2014	\$38.1200 for each occasion
24.5(b)ii	Travel allowance	Stonemasonry work at a cemetery An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business, must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises. Alternatively, if the employee is required to use their own car, they must be paid the allowance. The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(c)ii	Travel allowance	<p>Performing glass and glazing work away from the usual place of business</p> <p>An employee engaged on glass and glazing work who is directed to commence work at the usual starting time at a location other than the employer's usual place of business must be paid at ordinary time rates for the first hour each way and thereafter at overtime rates for any excess travelling time involved and must be:</p> <ul style="list-style-type: none"> - reimbursed for any fares incurred in excess of those normally expended in travelling to and from their usual residence to the employer's usual place of business or - paid an allowance per kilometre travelled in excess of those normally expended in travelling to and from their usual residence to their employer's usual place of business, where an employer requests an employee to use their own motor vehicle and the employee agrees to do so 	No	1/07/2014	\$0.7800 per km

Frequency of Payment

Wages must be paid and be available no later than the time of ending of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements must be made.

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Pay Guide - Background

This guide provides information on wages, loadings and allowances.

Employers that an award applies to must provide at least the minimum terms and conditions in that award to all employees to whom the award applies.

One of the responsibilities of the Fair Work Ombudsman is to ensure compliance with the Fair Work Act 2009.

If an employer is able to demonstrate that they have paid at least the rates published in this guide, including wages, allowances and loadings, the Fair Work Ombudsman will be satisfied that the employer has met those obligations under the award. The employer will need to have paid the wage rate for all hours worked and for the correct classification for the work the employee does.

The Fair Work Act 2009 requires that time and wages records be kept and pay slips issued. Employers will also need to demonstrate that this requirement has been complied with.

Who is not covered by this guide?

Despite the coverage provisions of this guide, conditions in this guide do not apply to an employee or employer while the employee or employer is covered by one of the following agreements:

- Australian Workplace Agreements (AWA)
- Certified agreements (made before 27 March 2006)
- Collective agreements (made between 27 March 2006 and 30 June 2009)
- Enterprise agreements (made after 01 July 2009)
- Individual Transitional Employment Agreements (ITEA)
- Old IR Agreements (made before 1997)
- Preserved Collective State Agreements (made in a state system before 27 March 2006)
- Preserved Individual State agreement (made in a state system before 27 March 2006)
- Section 170MX Awards (made before 27 March 2006)
- Workplace Determinations

The guide will also not apply to employees covered by an enterprise specific award-based transitional instrument, including:

- pre-reform awards (made prior to 27 March 2006)
- notional agreements preserving state awards (made in a state system before 27 March 2006)

For more information on the award, you can access a full version at <http://www.fairwork.gov.au/listofawards>.

IMPORTANT NOTE: 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.

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Australian Government

Fair Work

OMBUDSMAN

PAY GUIDE

for the

Joinery and Building Trades Award 2010 [MA000029]

Effective from 01 July 2014.

Published 26 June 2014 

This guide was developed by the Fair Work Ombudsman and is derived from the above award which commenced operating on 01 January 2010.

Who should use the guide?

This guide is a helpful tool for all employees and employers who are covered by the above award to identify their wages.

The guide contains information about:

- who the award covers
- wage rates, including rates for casual employees, junior employees, trainees and apprentices if these employees are covered by the award
- penalties for working at particular times or under particular arrangements, including some common penalty rates
- allowances.

The award may provide other terms and conditions that are not contained in this guide, which must also be complied with.

What if an agreement applies to covered employees?

All employees covered by the award must not be paid less than the minimum wage rates contained in this guide. The terms of an agreement or award cannot exclude the terms of the National Employment Standards (the NES).

It is important to note that any other entitlements and conditions in this guide will not apply to employees covered by an agreement-based instrument (detailed below).

Employees and employers should refer to their agreement-based instrument for their employment conditions and entitlements.

If you have feedback on information in this Pay Guide, please contact
paycheckfeedback@fwo.gov.au

Coverage

This award covers employers throughout Australia of employees in the joinery and building trades industries and occupations who are covered by the classifications in this award and those employees. However, this award does not cover:

- an employer who is outside the scope of clause 4.8(a) unless such employer employs an employee covered by clause 4.8(b) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee;
- an employee excluded from award coverage by the Act;
- employers or employees engaged in the manufacture of glass from raw materials;
- employers or employees covered by the Building and Construction General On-site Award 2010; or
- employers or employees covered by the Vehicle Manufacturing, Repair, Services and Retail Award 2010.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)) or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry (or industries) set out in clause 4.8(a) in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry (or those industries).

This award covers any employer which supplies on hire employees in occupations set out in clause 4.8(b) covered by classifications in this award and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.

Clauses 4.4 and 4.5 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry (or industries), parts of industry and/or occupations set out at clauses 4.8(a) and 4.8(b) and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.7 operates subject to the exclusions from coverage in this award.

Joinery and building trades industries and occupations means:

the following industries:

- joinery work
- shopfitting
- prefabricated building
- stonemasonry
- glass and glazing contracting
- glass and glazing work

the following occupations:

- carver

- letter cutter
- carpenter
- joiner
- signwriter
- painter
- stonemason
- plasterer

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Wages

The tables below have minimum hourly rates of pay and some of the most commonly used penalty rates.

Important: The tables below don't include all of the penalty rates under the award. You'll find a comprehensive list of penalty rates, and information about when they apply, in the Penalty Guide below.

You can calculate additional penalty rates under the award using [PayCheck Plus](#) at www.fairwork.gov.au

Important: If an industry allowance applies, it is included in the rates below. If an employee is entitled to other all-purpose allowances, the penalty rates below won't apply. All-purpose allowances are allowances added to a person's base rate of pay before other entitlements (like penalty rates) are calculated. You can calculate penalty rates that include all-purpose allowances using [PayCheck Plus](#) at www.fairwork.gov.au.

Adult

Full-time & part-time

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$16.87	\$25.30	\$33.73	\$25.30	\$33.73	\$33.73
Level 2	\$17.35	\$26.03	\$34.71	\$26.03	\$34.71	\$34.71
Level 3	\$18.02	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04
Level 4	\$18.64	\$27.96	\$37.27	\$27.96	\$37.27	\$37.27
Level 5	\$19.64	\$29.46	\$39.27	\$29.46	\$39.27	\$39.27
Level 6	\$20.25	\$30.38	\$40.51	\$30.38	\$40.51	\$40.51
Level 7	\$20.87	\$31.30	\$41.74	\$31.30	\$41.74	\$41.74

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$17.60	\$26.40	\$35.20	\$26.40	\$35.20	\$35.20
Level 2	\$18.09	\$27.13	\$36.18	\$27.13	\$36.18	\$36.18
Level 3	\$18.75	\$28.13	\$37.51	\$28.13	\$37.51	\$37.51
Level 4	\$19.37	\$29.06	\$38.75	\$29.06	\$38.75	\$38.75
Level 5	\$20.37	\$30.56	\$40.75	\$30.56	\$40.75	\$40.75
Level 6	\$20.99	\$31.48	\$41.98	\$31.48	\$41.98	\$41.98
Level 7	\$21.60	\$32.41	\$43.21	\$32.41	\$43.21	\$43.21

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Casual

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$21.08 (25.00%)	\$29.52	\$37.95	\$29.52	\$37.95	\$37.95
Level 2	\$21.69 (25.00%)	\$30.37	\$39.04	\$30.37	\$39.04	\$39.04
Level 3	\$22.52 (25.00%)	\$31.53	\$40.54	\$31.53	\$40.54	\$40.54
Level 4	\$23.30 (25.00%)	\$32.61	\$41.93	\$32.61	\$41.93	\$41.93
Level 5	\$24.55 (25.00%)	\$34.36	\$44.18	\$34.36	\$44.18	\$44.18
Level 6	\$25.32 (25.00%)	\$35.44	\$45.57	\$35.44	\$45.57	\$45.57
Level 7	\$26.09 (25.00%)	\$36.52	\$46.95	\$36.52	\$46.95	\$46.95

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$22.00 (25.00%)	\$30.80	\$39.60	\$30.80	\$39.60	\$39.60

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 2	\$22.61 (25.00%)	\$31.65	\$40.70	\$31.65	\$40.70	\$40.70
Level 3	\$23.44 (25.00%)	\$32.82	\$42.20	\$32.82	\$42.20	\$42.20
Level 4	\$24.22 (25.00%)	\$33.90	\$43.59	\$33.90	\$43.59	\$43.59
Level 5	\$25.47 (25.00%)	\$35.65	\$45.84	\$35.65	\$45.84	\$45.84
Level 6	\$26.24 (25.00%)	\$36.73	\$47.22	\$36.73	\$47.22	\$47.22
Level 7	\$27.01 (25.00%)	\$37.81	\$48.61	\$37.81	\$48.61	\$48.61

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list

Industry allowance is included in the rates of pay in the table above.

Junior

Junior provisions are not covered in this Award.

Apprentice

Industry allowance is included in the rates of pay in the tables titled 'Joinery, shopfitting, stonemasonry or outside work' below.

Full-time & part-time

4 year apprenticeship starting before 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$8.84 (45.00%)	\$13.25	\$17.67	\$13.25	\$17.67	\$17.67
Second year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.57 (45.00%)	\$14.36	\$19.14	\$14.36	\$19.14	\$19.14
Second year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Fourth year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Fourth year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship starting on or after 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64
Second year	\$11.78 (60.00%)	\$17.67	\$23.56	\$17.67	\$23.56	\$23.56

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11
Second year	\$12.52 (60.00%)	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting before 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Third year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Third year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting on or after 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$15.91 (81.00%)	\$23.86	\$31.81	\$23.86	\$31.81	\$31.81
Second year	\$16.69 (85.00%)	\$25.04	\$33.38	\$25.04	\$33.38	\$33.38
Third year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Fourth year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.64 (81.00%)	\$24.96	\$33.28	\$24.96	\$33.28	\$33.28
Second year	\$17.43 (85.00%)	\$26.14	\$34.85	\$26.14	\$34.85	\$34.85
Third year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Fourth year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.30 (83.00%)	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60
Second year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Third year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$17.03 (83.00%)	\$25.55	\$34.07	\$25.55	\$34.07	\$34.07
Second year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Third year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Please note: This industrial instrument contains provisions for school based apprentices, please refer to the industrial instrument for further information.

Trainee

This award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 22 of the award.

For detail of the supported wage provisions see the full version of the award.

Penalty Guide

The penalty guide below contains information about the penalties that are provided for in this award.

For full-time and part-time employees, the penalty amount in this table should be applied to the relevant rate of pay, being the base hourly rate plus any applicable all-purpose allowances.

For casual and part-time with loading employees, the way in which the penalty amount is applied depends upon the interaction between the casual/part-time loading and the penalty rate. The code displayed in the 'Amount' column of the penalty guide tells you which of the following calculations to use. If there is no code, the penalty does not apply to the casual/part-time with loading employees.

Code	Casual/Part Time Rates Calculation
A	(rate of pay + casual/part time loading) x penalty
B	(base hourly rate x casual/part time loading) + (rate of pay x penalty)
C	rate of pay + penalty
D	rate of pay + casual/part time loading
E	rate of pay x penalty (no casual/part time loading)
F	(rate of pay + penalty) x casual/part time loading

Casual/part-time loading is generally calculated on the base hourly rate, whereas a penalty is calculated on the relevant rate of pay, including the base hourly rate plus any applicable all-purpose allowances.

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - after the 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate after the first two hours.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.6(a)	Overtime Saturday - 1st 2 hours	Overtime worked before 12 noon on a Saturday for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime worked after 12 noon on a Saturday.	200.00% (Loading) B	Per hour	Any time
30.6(b)	Overtime - Sunday	Overtime worked on a Sunday.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. First two hours.	150.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates with a minimum of a quarter of an hour, until such time as the monies due are paid. after first two hours.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An shift worker who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
28.3(b)vi	Overtime - RDO	The rate for where an employer, for emergency reasons, requires an employee to work on the employee's paid shift off.	300.00% (Loading) B	Per hour	Any time
28.3(c)	Overtime - shiftwork	Employee engaged on stonemasonry work on shiftwork between 3pm and 11pm.	150.00% (Loading) B	Per hour	15:00 - 23:00
28.3(c)	Overtime (shift work) - thereafter	Stonemason working shift vwork overtime after 11.00pm until 7.00am	200.00% (Loading) B	Per hour	23:30 - 07:00
28.3(d)(i)	Afternoon or night shift	Time worked on an afternoon or night shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	150.00% (Loading) B	Per hour	Any time
28.3(d)(i)	Early morning or early afternoon shift	Time worked on a night or afternoon shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity	125.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. For the first two hours. See note 2	150.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - after the 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		each day the employee works on shiftwork. After the first two hours. See note 2			
28.3(e)	Shift work - Public holiday	A shiftworker working on a public holiday must be paid for a minimum of four hours work at the penalty rate. A public holiday in any week is not a break in continuity for the purposes of this provision.	250.00% (Loading) B	Per hour	Any time
28.3(e)	Part-day Christmas Eve/ New Year's Eve public holiday - South Australia	For all work performed on 24 December (Christmas Eve) or 31 December (New Year's Eve) between 7.00pm and midnight. Only applies in South Australia.	250.00% (Loading) B	Per hour	19:00 - 00:00
29.1	Working through break	All work done during a meal break and thereafter until a meal break is taken must be paid for at the penalty rate, except where the employee and employer agree to an alternative arrangement.	200.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - shiftwork	Shiftworkers not employed on the second or third shifts of a day when two or three shifts are worked - Monday to Friday All work done by shiftworkers on Monday to Friday outside of ordinary hours is paid at the penalty rate.	200.00% (Loading) B	Per hour	Any time
30.2(b)	Overtime - shiftwork	Shiftworkers employed on the second or third shifts of a day when two or three shifts are worked	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		All overtime work done by shiftworkers employed on the second or third shifts of a day when two or three shifts are worked is paid at the penalty rate.			
30.4(c)	Consecutive hours off work	Where an employee does overtime work and resumes or continues work without having 10 consecutive hours off duty, they must be paid at the penalty rate until they are released from duty. They are then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary hours occurring during the absence In the case of a shift worker eight hours are to be substituted for 10 hours when overtime is worked.	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime thereafter - Saturday	Overtime worked before 12 noon on a Saturday after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.7	Overtime - Public holiday	Overtime worked on a public holiday is paid for a minimum of four hours.	250.00% (Loading) B	Per hour	Any time

Note

When a job finishes after proceeding on shiftwork for more than one week, or the employee terminates their services during the week, the employee must be paid at the rate applicable for employees who are employed continuously for five shifts Monday to Friday in any week .

Allowances

Full-time, Part-time, Casual

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of one employee is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>91.2% of the standard rate per week extra. (91.2/38=2.4% per hour rate)</p>	Yes	1/07/2014	\$0.4713 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.40%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week</p> <p>A leading hand in charge of two to five employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>200.2% of the standard rate per week extra. (200.2/38=5.268421% per hour rate)</p>	Yes	1/07/2014	\$1.0346 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.27%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of six to ten employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>256.30% of the standard rate per week extra. (256.30/38=6.744737% per hour)</p>	Yes	1/07/2014	\$1.3245 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.74%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of eleven or more employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>340.90% of the standard rate per week extra. (340.90/38=8.9710526% per hour rate)</p>	Yes	1/07/2014	\$1.7616 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.97%)
24.1(b)(i)	Industry allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid the allowance to compensate for the disabilities associated with the industry.</p>	Yes	1/07/2014	\$0.7359 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.75%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(b)	Industry allowance	<p>All purpose allowance expressed as per hour.</p> <p>A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:</p> <ul style="list-style-type: none"> - in respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period and - in the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks. 	Yes	1/07/2014	\$0.7462 per hour (3.80%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee employed in the following occupations must be paid an allowance per week for supplying and maintaining tools:</p> <ul style="list-style-type: none"> - carpenter and/or joiner - carver - joiner special class - joiner-setter out - letter cutter - prefab setter - prefab tradesperson - shopfitter - stonemason 	Yes	1/07/2014	\$0.7808 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Plasterer must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.6450 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Glazier must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.2739 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed in the occupation of Assembler A must be paid an allowance per week for supplying and maintaining tools.	Yes	1/07/2014	\$0.2332 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. A Glass worker must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/20 4	\$0.1892 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed as a Painter must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/2014	\$0.1876 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(d)	Stonemasons—cutting tools allowance	<p>All purpose allowance expressed as per hour.</p> <p>The tool allowance provided in clause 24.1(c)(i) of the award does not include stonemasonry cutting tools, except mash hammers, squares, pitching tools and straight-edges up to one metre in length.</p> <p>The employer may elect to provide such tools.</p> <p>Where the tools are provided by an employee, the employer must reimburse the employee for the cost of the tools and must pay the employee an allowance.</p>	Yes	1/07/2013	\$0.0600 per hour
24.2(a)	First aid allowance	An employee trained to give first aid currently holding recognised first aid qualifications and appointed by the employer to perform first aid duty, will be paid the allowance.	No	1/07/2014	\$0.3907 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)
24.2(b)	Meal allowance	<p>An employee required to work overtime for at least one and a half hours after working ordinary hours must be paid the allowance to meet the cost of a meal</p> <p>The allowance is not payable in circumstances covered by the provisions relating to living away from home for a distant job (clause 24.5(a)).</p>	No	1/07/2014	\$13.9500 per occasion

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.2(e)	Vehicle allowance	Motor vehicle allowance An employee engaged on glass and glazing work who reaches agreement with their employer to use their own motor vehicle on the employer's business must be paid an allowance.	No	1/07/2014	\$0.7800 per km
24.3(a)	Asbestos allowance	An employee required to wear protective equipment required by the appropriate occupational health authority when using materials containing asbestos or working in close proximity to an employee using such materials must be paid the allowance while wearing such equipment.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(b)	Other	Bagging An employee engaged in bagging brick or concrete structures must be paid the allowance.	No	1/07/2014	\$0.5695 per hour (2.90%)
24.3(c)	Cold work disability allowance	An employee working for more than one hour in a place where the temperature is reduced by artificial means below zero degrees Celsius must be paid the allowance. Where such work continues for more than two hours, the employee is entitled to 20 minutes rest after every two hours work without loss of pay, not including the allowance.	No	1/07/2014	\$0.6284 per hour or part thereof (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(d)	Computing quantities allowance	An employee who is regularly required to compute or estimate quantities of materials in respect to the work performed by other employees must be paid the allowance. The allowance does not apply to an employee classified and paid as a leading hand or setter-out.	No	1/07/2014	\$4.5754 per day or part of a day (23.30%)
24.3(e)	Confined spaces allowance	An employee required to work in a confined space must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part thereof (4.00%)
24.3(f)	Dirty work allowance	An employee engaged in unusually dirty work must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(g)	Explosive powered tools allowance	An operator of explosive powered tools who is required to use them must be paid the allowance for each day on which such a tool is used.	No	1/07/2014	\$1.4924 per day (7.60%)
24.3(h)	Grindstone allowance	A carpenter and/or joiner must be paid the allowance where a grindstone or wheel is not made available by the employer.	No	1/07/2014	\$0.1772 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.90%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 5.5kg and under 9kg must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing 9kg or over and up to 18kg must be paid the allowance.	No	1/07/2014	\$1.1389 per hour (5.80%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 18kg must be paid the allowance.	No	1/07/2014	\$1.6102 per hour (8.20%)
24.3(j)	Bitumen work allowance	An employee handling hot bitumen or asphalt or dipping materials in creosote must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius. See note 3	No	1/07/2014	\$0.6284 per hour or part of an hour (3.20%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means in excess of 54 degrees Celsius. See note 3	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)
24.3(l)	Insulation allowance	An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool or other similar recognised insulating material or working in the immediate vicinity so as to be affected by its use must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(m)(i)	Wet work allowance	An employee who is working where water is continually dripping on them so that clothing and boots become wet, or where there is water underfoot, must be paid the allowance while so engaged.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(m)(ii)	Wet work allowance	An employee engaged on stonemasonry work in a cemetery who is required to work under unusually muddy or sloppy conditions must be paid the allowance instead of the usual wet work allowance provided in clause 24.3(m)(i) of the award.	No	1/07/2014	\$0.7462 per hour (3.80%)
24.3(n)	Towers allowance	An employee who is working on a chimney stack, spire tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo where the construction exceeds 15 metres in height must be paid the allowance for all work above 15 metres. A further payment of the allowance is made for work above each additional 15 metres	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(o)	Roof repairs allowance	An employee engaged on roof repairs must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(p)	Scaffold allowance	A tradesperson holding a scaffolding certificate or rigging certificate issued by the relevant State or Territory authority who is required to act on that certificate must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(q)	Second-hand timber allowance	An employee whose tools are damaged by nails, dumps or other foreign matter on second hand timber the employee is working on must be paid the allowance on each day on which the employee's tools are damaged. The damage must be reported immediately to the employer's representative on the job to prove the claim.	No	1/07/2014	\$2.4742 per day (12.60%)
24.3(r)	Spray application—painter's allowance	An employee engaged on all spray applications carried out in other than a properly constructed booth approved by the relevant State authority must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance for the first four hours or part thereof, on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$4.5557 per hour or part thereof (23.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance after the first four hours on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$0.9426 per hour (4.80%)
24.3(t)(i)	Toxic substance allowance	<p>An employee using toxic substances or similar materials is paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials.</p>	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(t)(i)	Toxic substance allowance	<p>An employee working in close proximity to an employee using toxic substances or similar materials must be paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials</p>	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(u)	Handling money allowance	<p>Collection of monies</p> <p>An employee engaged on glass and glazing work who in the course of their duties is authorised to collect, and does collect, monies on behalf of the employer must be paid 29.3% of the standard rate per week extra.</p> <p>(29.3% per week / 38 = 0.771053% per hour)</p>	No	1/07/2014	\$0.1514 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.77%)
24.5(b)	Vehicle allowance	<p>An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises.</p> <p>Alternatively, if the employee is required to use their own car, they must be paid the allowance.</p> <p>The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.</p>	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per full working week (of seven days) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$454.7500 per full working week
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per day (where the job is for less than a full working week) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$65.0600 per day

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey, on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey, and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey (see below).	No	1/07/2014	\$20.8100 to cover expenses
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey (see above), and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey.	No	1/07/2014	\$13.9500 per meal

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(xii)	Away from home/ usual place of employment	An employee who is provided with full board and lodging, who - works ordinary hours as required on the day before and the day after a weekend - notifies no later than Tuesday of each week of their intention to return to their usual residence at the weekend and - actually returns to their usual residence on the weekend must be paid an allowance.	No	1/07/2014	\$38.1200 for each occasion
24.5(b)ii	Travel allowance	Stonemasonry work at a cemetery An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business, must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises. Alternatively, if the employee is required to use their own car, they must be paid the allowance. The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(c)ii	Travel allowance	<p>Performing glass and glazing work away from the usual place of business</p> <p>An employee engaged on glass and glazing work who is directed to commence work at the usual starting time at a location other than the employer's usual place of business must be paid at ordinary time rates for the first hour each way and thereafter at overtime rates for any excess travelling time involved and must be:</p> <ul style="list-style-type: none"> - reimbursed for any fares incurred in excess of those normally expended in travelling to and from their usual residence to the employer's usual place of business or - paid an allowance per kilometre travelled in excess of those normally expended in travelling to and from their usual residence to their employer's usual place of business, where an employer requests an employee to use their own motor vehicle and the employee agrees to do so 	No	1/07/2014	\$0.7800 per km

Frequency of Payment

Wages must be paid and be available no later than the time of ending of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements must be made.

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Pay Guide - Background

This guide provides information on wages, loadings and allowances.

Employers that an award applies to must provide at least the minimum terms and conditions in that award to all employees to whom the award applies.

One of the responsibilities of the Fair Work Ombudsman is to ensure compliance with the Fair Work Act 2009.

If an employer is able to demonstrate that they have paid at least the rates published in this guide, including wages, allowances and loadings, the Fair Work Ombudsman will be satisfied that the employer has met those obligations under the award. The employer will need to have paid the wage rate for all hours worked and for the correct classification for the work the employee does.

The Fair Work Act 2009 requires that time and wages records be kept and pay slips issued. Employers will also need to demonstrate that this requirement has been complied with.

Who is not covered by this guide?

Despite the coverage provisions of this guide, conditions in this guide do not apply to an employee or employer while the employee or employer is covered by one of the following agreements:

- Australian Workplace Agreements (AWA)
- Certified agreements (made before 27 March 2006)
- Collective agreements (made between 27 March 2006 and 30 June 2009)
- Enterprise agreements (made after 01 July 2009)
- Individual Transitional Employment Agreements (ITEA)
- Old IR Agreements (made before 1997)
- Preserved Collective State Agreements (made in a state system before 27 March 2006)
- Preserved Individual State agreement (made in a state system before 27 March 2006)
- Section 170MX Awards (made before 27 March 2006)
- Workplace Determinations

The guide will also not apply to employees covered by an enterprise specific award-based transitional instrument, including:

- pre-reform awards (made prior to 27 March 2006)
- notional agreements preserving state awards (made in a state system before 27 March 2006)

For more information on the award, you can access a full version at <http://www.fairwork.gov.au/listofawards>.

IMPORTANT NOTE: 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.

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PAY GUIDE for the **Joinery and Building Trades Award 2010 [MA000029]**

Effective from 01 July 2014.

Published 05 January 2015 

This guide was developed by the Fair Work Ombudsman and is derived from the above award which commenced operating on 01 January 2010.

Who should use the guide?

This guide is a helpful tool for all employees and employers who are covered by the above award to identify their wages.

The guide contains information about:

- who the award covers
- wage rates, including rates for casual employees, junior employees, trainees and apprentices if these employees are covered by the award
- penalties for working at particular times or under particular arrangements, including some common penalty rates
- allowances.

The award may provide other terms and conditions that are not contained in this guide, which must also be complied with.

What if an agreement applies to covered employees?

All employees covered by the award must not be paid less than the minimum wage rates contained in this guide. The terms of an agreement or award cannot exclude the terms of the National Employment Standards (the NES).

It is important to note that any other entitlements and conditions in this guide will not apply to employees covered by an agreement-based instrument (detailed below).

Employees and employers should refer to their agreement-based instrument for their employment conditions and entitlements.

If you have feedback on information in this Pay Guide, please contact
paycheckfeedback@fwo.gov.au

Coverage

This award covers employers throughout Australia of employees in the joinery and building trades industries and occupations who are covered by the classifications in this award and those employees. However, this award does not cover:

- an employer who is outside the scope of clause 4.8(a) unless such employer employs an employee covered by clause 4.8(b) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee;
- an employee excluded from award coverage by the Act;
- employers or employees engaged in the manufacture of glass from raw materials;
- employers or employees covered by the Building and Construction General On-site Award 2010; or
- employers or employees covered by the Vehicle Manufacturing, Repair, Services and Retail Award 2010.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry (or industries) set out in clause 4.8(a) in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry (or those industries).

This award covers any employer which supplies on-hire employees in occupations set out in clause 4.8(b) covered by classifications in this award and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.

Clauses 4.4 and 4.5 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry (or industries), parts of industry and/or occupations set out at clauses 4.8(a) and 4.8(b) and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.7 operates subject to the exclusions from coverage in this award.

Joinery and building trades industries and occupations means:

the following industries:

- joinery work
- shopfitting
- prefabricated building
- stonemasonry
- glass and glazing contracting
- glass and glazing work

the following occupations:

- carver
- letter cutter
- carpenter
- joiner

- signwriter
- painter
- stonemason
- plasterer

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Wages

The tables below have minimum hourly rates of pay and some of the most commonly used penalty rates.

Important: The tables below don't include all of the penalty rates under the award. You'll find a comprehensive list of penalty rates, and information about when they apply, in the Penalty Guide below.

You can calculate additional penalty rates under the award using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Important: If an industry allowance applies, it is included in the rates below. If an employee is entitled to other all-purpose allowances, the penalty rates below won't apply. All-purpose allowances are allowances added to a person's base rate of pay before other entitlements (like penalty rates) are calculated. You can calculate penalty rates that include all-purpose allowances using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Adult

Full-time & part-time

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$16.87	\$25.30	\$33.73	\$25.30	\$33.73	\$33.73
Level 2	\$17.35	\$26.03	\$34.71	\$26.03	\$34.71	\$34.71
Level 3	\$18.02	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04
Level 4	\$18.64	\$27.96	\$37.27	\$27.96	\$37.27	\$37.27
Level 5	\$19.64	\$29.46	\$39.27	\$29.46	\$39.27	\$39.27
Level 6	\$20.25	\$30.38	\$40.51	\$30.38	\$40.51	\$40.51
Level 7	\$20.87	\$31.30	\$41.74	\$31.30	\$41.74	\$41.74

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$17.60	\$26.40	\$35.20	\$26.40	\$35.20	\$35.20
Level 2	\$18.09	\$27.13	\$36.18	\$27.13	\$36.18	\$36.18
Level 3	\$18.75	\$28.13	\$37.51	\$28.13	\$37.51	\$37.51
Level 4	\$19.37	\$29.06	\$38.75	\$29.06	\$38.75	\$38.75
Level 5	\$20.37	\$30.56	\$40.75	\$30.56	\$40.75	\$40.75
Level 6	\$20.99	\$31.48	\$41.98	\$31.48	\$41.98	\$41.98
Level 7	\$21.60	\$32.41	\$43.21	\$32.41	\$43.21	\$43.21

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Casual

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$21.08 (25.00%)	\$29.52	\$37.95	\$29.52	\$37.95	\$37.95
Level 2	\$21.69 (25.00%)	\$30.37	\$39.04	\$30.37	\$39.04	\$39.04
Level 3	\$22.52 (25.00%)	\$31.53	\$40.54	\$31.53	\$40.54	\$40.54
Level 4	\$23.30 (25.00%)	\$32.61	\$41.93	\$32.61	\$41.93	\$41.93
Level 5	\$24.55 (25.00%)	\$34.36	\$44.18	\$34.36	\$44.18	\$44.18
Level 6	\$25.32 (25.00%)	\$35.44	\$45.57	\$35.44	\$45.57	\$45.57
Level 7	\$26.09 (25.00%)	\$36.52	\$46.95	\$36.52	\$46.95	\$46.95

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$22.00 (25.00%)	\$30.80	\$39.60	\$30.80	\$39.60	\$39.60
Level 2	\$22.61 (25.00%)	\$31.65	\$40.70	\$31.65	\$40.70	\$40.70
Level 3	\$23.44 (25.00%)	\$32.82	\$42.20	\$32.82	\$42.20	\$42.20
Level 4	\$24.22 (25.00%)	\$33.90	\$43.59	\$33.90	\$43.59	\$43.59
Level 5	\$25.47 (25.00%)	\$35.65	\$45.84	\$35.65	\$45.84	\$45.84
Level 6	\$26.24 (25.00%)	\$36.73	\$47.22	\$36.73	\$47.22	\$47.22
Level 7	\$27.01 (25.00%)	\$37.81	\$48.61	\$37.81	\$48.61	\$48.61

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Junior

Junior provisions are not covered in this Award.

Apprentice

Industry allowance is included in the rates of pay in the tables titled 'Joinery, shopfitting, stonemasonry or outside work' below.

Full-time & part-time

4 year apprenticeship starting before 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$8.84 (45.00%)	\$13.25	\$17.67	\$13.25	\$17.67	\$17.67
Second year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.57 (45.00%)	\$14.36	\$19.14	\$14.36	\$19.14	\$19.14
Second year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list

4 year apprenticeship**Other than joinery, shopfitting, stonemasonry or outside work**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Fourth year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Fourth year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship starting on or after 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work
Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64
Second year	\$11.78 (60.00%)	\$17.67	\$23.56	\$17.67	\$23.56	\$23.56

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed before ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11
Second year	\$12.52 (60.00%)	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting before 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship**Other than joinery, shopfitting, stonemasonry or outside work**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Third year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Third year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting on or after 1/1/2014**Other than joinery, shopfitting, stonemasonry or outside work****Work performed on or after 1/1/2014**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year adult apprenticeship
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$15.91 (81.00%)	\$23.86	\$31.81	\$23.86	\$31.81	\$31.81
Second year	\$16.69 (85.00%)	\$25.04	\$33.38	\$25.04	\$33.38	\$33.38
Third year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Fourth year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.64 (81.00%)	\$24.96	\$33.28	\$24.96	\$33.28	\$33.28
Second year	\$17.43 (85.00%)	\$26.14	\$34.85	\$26.14	\$34.85	\$34.85
Third year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Fourth year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.30 (83.00%)	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60
Second year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Third year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$17.03 (83.00%)	\$25.55	\$34.07	\$25.55	\$34.07	\$34.07
Second year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Third year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Please note: This industrial instrument contains provisions for school based apprentices, please refer to the industrial instrument for further information.

Trainee

This award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 22 of the award.

For detail of the supported wage provisions see the full version of the award.

Penalty Guide

The penalty guide below contains information about the penalties that are provided for in this award.

For full-time and part-time employees, the penalty amount in this table should be applied to the relevant rate of pay, being the base hourly rate plus any applicable all-purpose allowances.

For casual and part-time with loading employees, the way in which the penalty amount is applied depends upon the interaction between the casual/part-time loading and the penalty rate. The code displayed in the 'Amount' column of the penalty guide tells you which of the following calculations to use. If there is no code, the penalty does not apply to the casual/part-time with loading employees.

Code	Casual/Part Time Rates Calculation
A	(rate of pay + casual/part time loading) x penalty
B	(base hourly rate x casual/part time loading) + (rate of pay x penalty)
C	rate of pay + penalty
D	rate of pay + casual/part time loading
E	rate of pay x penalty (no casual/part time loading)
F	(rate of pay + penalty) x casual/part time loading

Casual/part-time loading is generally calculated on the base hourly rate, whereas a penalty is calculated on the relevant rate of pay, including the base hourly rate plus any applicable all-purpose allowances.

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - after the 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - 1st 2 hours	Overtime worked before 12 noon on a Saturday for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime worked after 12 noon on a Saturday.	200.00% (Loading) B	Per hour	Any time
30.6(b)	Overtime - Sunday	Overtime worked on a Sunday.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. First two hours.	150.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. after first two hours.			
26.3	Waiting time	An shift worker who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid.	200.00% (Loading) B	Per hour	Any time
28.3(b)vi	Overtime - RDO	The rate for where an employer, for emergency reasons, requires an employee to work on the employee's paid shift off.	300 00% (Loading) B	Per hour	Any time
28.3(c)	Overtime - shiftwork	Employee engaged on stonemasonry work on shiftwork between 3pm and 11pm	150.00% (Loading) B	Per hour	15:00 - 23:00
28.3(c)	Overtime (shift work) - thereafter	Stonemason working shift work overtime after 11.00pm until 7.00am	200.00% (Loading) B	Per hour	23:30 - 07:00
28.3(d)(i)	Afternoon or night shift	Time worked on an afternoon or night shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	150.00% (Loading) B	Per hour	Any time
28.3(d)(i)	Early morning or early afternoon shift	Time worked on a night or afternoon shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	125.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for	150.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		each day the employee works on shiftwork. For the first two hours. See note 2			
28.3(d)ii	Shift work	Employed for less than five consecutive shifts - Monday to Friday - after the 1st two hours An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. After the first two hours. See note 2	200.00% (Loading) B	Per hour	Any time
28.3(e)	Shift work - Public holiday	A shiftworker working on a public holiday must be paid for a minimum of four hours work at the penalty rate. A public holiday in any week is not a break in continuity for the purposes of this provision.	250.00% (Loading) B	Per hour	Any time
28.3(e)	Part-day Christmas Eve/ New Year's Eve public holiday - South Australia	For all work performed on 24 December (Christmas Eve) or 31 December (New Year's Eve) between 7.00pm and midnight. Only applies in South Australia.	250.00% (Loading) B	Per hour	19:00 - 00:00
29.1	Working through break	All work done during a meal break and thereafter until a meal break is taken must be paid for at the penalty rate, except where the employee and employer agree to an alternative arrangement.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - shiftwork	<p>Shiftworkers not employed on the second or third shifts of a day when two or three shifts are worked - Monday to Friday</p> <p>All work done by shiftworkers on Monday to Friday outside of ordinary hours is paid at the penalty rate.</p>	200.00% (Loading) B	Per hour	Any time
30.2(b)	Overtime - shiftwork	<p>Shiftworkers employed on the second or third shifts of a day when two or three shifts are worked</p> <p>All overtime work done by shiftworkers employed on the second or third shifts of a day when two or three shifts are worked is paid at the penalty rate.</p>	200.00% (Loading) B	Per hour	Any time
30.4(c)	Consecutive hours off work	<p>Where an employee does overtime work and resumes or continues work without having 10 consecutive hours off duty, they must be paid at the penalty rate until they are released from duty.</p> <p>They are then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary hours occurring during the absence.</p> <p>In the case of a shift worker eight hours are to be substituted for 10 hours when overtime is worked.</p>	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime thereafter - Saturday	Overtime worked before 12 noon on a Saturday after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.7	Overtime - Public holiday	Overtime worked on a public holiday is paid for a minimum of four hours.	250.00% (Loading) B	Per hour	Any time

Note

When a job finishes after proceeding on shiftwork for more than one week, or the employee terminates their services during the week, the employee must be paid at the rate applicable for employees who are employed continuously for five shifts Monday to Friday in any week .

Allowances**Full-time, Part-time, Casual**

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of one employee is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher</p> <p>91.2% of the standard rate per week extra. (91.2/38=2.4% per hour rate)</p>	Yes	1/07/2014	\$0.4713 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.40%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of two to five employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>200.2% of the standard rate per week extra. (200.2/38=5.268421% per hour rate)</p>	Yes	1/07/2014	\$1.0346 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.27%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of six to ten employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>256.30% of the standard rate per week extra. (256.30/38=6.744737% per hour)</p>	Yes	1/07/2014	\$1.3245 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.74%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of eleven or more employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>340.90% of the standard rate per week extra. (340.90/38=8.9710526% per hour rate)</p>	Yes	1/07/2014	\$1.7616 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.97%)
24.1(b)(i)	Industry allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid the allowance to compensate for the disabilities associated with the industry.</p> <p>142.4% of the standard rate per week extra. (142.4%/38 = 3.75% per hour rate)</p>	Yes	1/07/2014	\$0.7359 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.75%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(b)	Industry allowance	<p>All purpose allowance expressed as per hour.</p> <p>A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:</p> <ul style="list-style-type: none"> - in respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period and - in the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks. 	Yes	1/07/2014	\$0.7462 per hour (3.80%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee employed in the following occupations must be paid an allowance per week for supplying and maintaining tools:</p> <ul style="list-style-type: none"> - carpenter and/or joiner - carver - joiner special class - joiner-setter out - letter cutter - prefab setter - prefab tradesperson - shopfitter - stonemason 	Yes	1/07/2014	\$0.7808 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Plasterer must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.6450 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Glazier must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.2739 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed in the occupation of Assembler A must be paid an allowance per week for supplying and maintaining tools.	Yes	1/07/2014	\$0.2332 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. A Glass worker must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/20 4	\$0.1892 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed as a Painter must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/2014	\$0.1876 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(d)	Stonemasons—cutting tools allowance	<p>All purpose allowance expressed as per hour.</p> <p>The tool allowance provided in clause 24.1(c)(i) of the award does not include stonemasonry cutting tools, except mash hammers, squares, pitching tools and straight-edges up to one metre in length.</p> <p>The employer may elect to provide such tools.</p> <p>Where the tools are provided by an employee, the employer must reimburse the employee for the cost of the tools and must pay the employee an allowance.</p>	Yes	1/07/2013	\$0.0600 per hour
24.2(a)	First aid allowance	An employee trained to give first aid currently holding recognised first aid qualifications and appointed by the employer to perform first aid duty, will be paid the allowance.	No	1/07/2014	\$0.3907 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)
24.2(b)	Meal allowance	<p>An employee required to work overtime for at least one and a half hours after working ordinary hours must be paid the allowance to meet the cost of a meal</p> <p>The allowance is not payable in circumstances covered by the provisions relating to living away from home for a distant job (clause 24.5(a)).</p>	No	1/07/2014	\$13.9500 per occasion

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.2(e)	Vehicle allowance	Motor vehicle allowance An employee engaged on glass and glazing work who reaches agreement with their employer to use their own motor vehicle on the employer's business must be paid an allowance.	No	1/07/2014	\$0.7800 per km
24.3(a)	Asbestos allowance	An employee required to wear protective equipment required by the appropriate occupational health authority when using materials containing asbestos or working in close proximity to an employee using such materials must be paid the allowance while wearing such equipment.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(b)	Other	Bagging An employee engaged in bagging brick or concrete structures must be paid the allowance.	No	1/07/2014	\$0.5695 per hour (2.90%)
24.3(c)	Cold work disability allowance	An employee working for more than one hour in a place where the temperature is reduced by artificial means below zero degrees Celsius must be paid the allowance. Where such work continues for more than two hours, the employee is entitled to 20 minutes rest after every two hours work without loss of pay, not including the allowance.	No	1/07/2014	\$0.6284 per hour or part thereof (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(d)	Computing quantities allowance	An employee who is regularly required to compute or estimate quantities of materials in respect to the work performed by other employees must be paid the allowance. The allowance does not apply to an employee classified and paid as a leading hand or setter-out.	No	1/07/2014	\$4.5754 per day or part of a day (23.30%)
24.3(e)	Confined spaces allowance	An employee required to work in a confined space must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part thereof (4.00%)
24.3(f)	Dirty work allowance	An employee engaged in unusually dirty work must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(g)	Explosive powered tools allowance	An operator of explosive powered tools who is required to use them must be paid the allowance for each day on which such a tool is used.	No	1/07/2014	\$1.4924 per day (7.60%)
24.3(h)	Grindstone allowance	A carpenter and/or joiner must be paid the allowance where a grindstone or wheel is not made available by the employer.	No	1/07/2014	\$0.1772 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.90%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 5.5kg and under 9kg must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing 9kg or over and up to 18kg must be paid the allowance.	No	1/07/2014	\$1.1389 per hour (5.80%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 18kg must be paid the allowance.	No	1/07/2014	\$1.6102 per hour (8.20%)
24.3(j)	Bitumen work allowance	An employee handling hot bitumen or asphalt or dipping materials in creosote must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius. See note 3	No	1/07/2014	\$0.6284 per hour or part of an hour (3.20%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means in excess of 54 degrees Celsius. See note 3	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)
24.3(l)	Insulation allowance	An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool or other similar recognised insulating material or working in the immediate vicinity so as to be affected by its use must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(m)(i)	Wet work allowance	An employee who is working where water is continually dripping on them so that clothing and boots become wet, or where there is water underfoot, must be paid the allowance while so engaged.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(m)(ii)	Wet work allowance	An employee engaged on stonemasonry work in a cemetery who is required to work under unusually muddy or sloppy conditions must be paid the allowance instead of the usual wet work allowance provided in clause 24.3(m)(i) of the award.	No	1/07/2014	\$0.7462 per hour (3.80%)
24.3(n)	Towers allowance	An employee who is working on a chimney stack, spire tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo where the construction exceeds 15 metres in height must be paid the allowance for all work above 15 metres. A further payment of the allowance is made for work above each additional 15 metres	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(o)	Roof repairs allowance	An employee engaged on roof repairs must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(p)	Scaffold allowance	A tradesperson holding a scaffolding certificate or rigging certificate issued by the relevant State or Territory authority who is required to act on that certificate must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(q)	Second-hand timber allowance	An employee whose tools are damaged by nails, dumps or other foreign matter on second hand timber the employee is working on must be paid the allowance on each day on which the employee's tools are damaged. The damage must be reported immediately to the employer's representative on the job to prove the claim.	No	1/07/2014	\$2.4742 per day (12.60%)
24.3(r)	Spray application—painter's allowance	An employee engaged on all spray applications carried out in other than a properly constructed booth approved by the relevant State authority must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance for the first four hours or part thereof, on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$4.5557 first four hours or part thereof (23.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance after the first four hours on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$0.9426 per hour (4.80%)
24.3(t)(i)	Toxic substance allowance	<p>An employee using toxic substances or similar materials is paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials.</p>	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(t)(i)	Toxic substance allowance	<p>An employee working in close proximity to an employee using toxic substances or similar materials must be paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials</p>	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(u)	Handling money allowance	<p>Collection of monies</p> <p>An employee engaged on glass and glazing work who in the course of their duties is authorised to collect, and does collect, monies on behalf of the employer must be paid 29.3% of the standard rate per week extra.</p> <p>(29.3% per week / 38 = 0.771053% per hour)</p>	No	1/07/2014	\$0.1514 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.77%)
24.5(b)	Vehicle allowance	<p>An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises.</p> <p>Alternatively, if the employee is required to use their own car, they must be paid the allowance.</p> <p>The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.</p>	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per full working week (of seven days) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$454.7500 per full working week
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per day (where the job is for less than a full working week) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$65.0600 per day

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey, on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey, and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey (see below).	No	1/07/2014	\$20.8100 to cover expenses
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey (see above), and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey.	No	1/07/2014	\$13.9500 per meal

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(xii)	Away from home/ usual place of employment	An employee who is provided with full board and lodging, who - works ordinary hours as required on the day before and the day after a weekend - notifies no later than Tuesday of each week of their intention to return to their usual residence at the weekend and - actually returns to their usual residence on the weekend must be paid an allowance.	No	1/07/2014	\$38.1200 for each occasion
24.5(b)ii	Travel allowance	Stonemasonry work at a cemetery An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business, must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises. Alternatively, if the employee is required to use their own car, they must be paid the allowance. The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(c)ii	Travel allowance	<p>Performing glass and glazing work away from the usual place of business</p> <p>An employee engaged on glass and glazing work who is directed to commence work at the usual starting time at a location other than the employer's usual place of business must be paid at ordinary time rates for the first hour each way and thereafter at overtime rates for any excess travelling time involved and must be:</p> <ul style="list-style-type: none"> - reimbursed for any fares incurred in excess of those normally expended in travelling to and from their usual residence to the employer's usual place of business or - paid an allowance per kilometre travelled in excess of those normally expended in travelling to and from their usual residence to their employer's usual place of business, where an employer requests an employee to use their own motor vehicle and the employee agrees to do so 	No	1/07/2014	\$0.7800 per km

Frequency of Payment

Wages must be paid and be available no later than the time of ending of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements must be made.

Pay Guide - Background

This guide provides information on wages, loadings and allowances.

Employers that an award applies to must provide at least the minimum terms and conditions in that award to all employees to whom the award applies.

One of the responsibilities of the Fair Work Ombudsman is to ensure compliance with the Fair Work Act 2009.

If an employer is able to demonstrate that they have paid at least the rates published in this guide, including wages, allowances and loadings, the Fair Work Ombudsman will be satisfied that the employer has met those obligations under the award. The employer will need to have paid the wage rate for all hours worked and for the correct classification for the work the employee does.

The Fair Work Act 2009 requires that time and wages records be kept and pay slips issued. Employers will also need to demonstrate that this requirement has been complied with.

Who is not covered by this guide?

Despite the coverage provisions of this guide conditions in this guide do not apply to an employee or employer while the employee or employer is covered by one of the following agreements:

- Australian Workplace Agreements (AWA)
- Certified agreements (made before 27 March 2006)
- Collective agreements (made between 27 March 2006 and 30 June 2009)
- Enterprise agreements (made after 01 July 2009)
- Individual Transitional Employment Agreements (ITEA)
- Old IR Agreements (made before 1997)
- Preserved Collective State Agreements (made in a state system before 27 March 2006)
- Preserved Individual State agreement (made in a state system before 27 March 2006)
- Section 170MX Awards (made before 27 March 2006)
- Workplace Determinations

The guide will also not apply to employees covered by an enterprise specific award-based transitional instrument, including:

- pre-reform awards (made prior to 27 March 2006)
- notional agreements preserving state awards (made in a state system before 27 March 2006)

For more information on the award, you can access a full version at <http://fairwork.gov.au/listofawards>.

IMPORTANT NOTE: 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.

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Fair Work
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Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 22 May 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

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

Rates of pay

The rates in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

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Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

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Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52	\$37.96
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36	\$39.04
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54	\$40.55
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62	\$41.94
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37	\$44.19
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44	\$45.56
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52	\$46.96

Table 2 of 3

Classification	Public holiday	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$46.39	\$37.96	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$47.71	\$39.04	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$49.56	\$40.55	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$51.26	\$41.94	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$54.01	\$44.19	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$55.69	\$45.56	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$57.39	\$46.96	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96	\$46.96

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Freedom of Information Act
by the Fair Work Ombudsman

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$ 7.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - f rst 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 3 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift Monday to Fr day	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16.65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

**Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice textbook reimbursement	reimbursement of the cost of textbooks within 6 months of starting the apprenticeship or within 3 months of starting training with the registered training organisation (whichever is later)
Apprentice training fees reimbursement	reimbursement of all fees charged by the registered training organisation (RTO)
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5.75 per week

Allowances	Rate
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher

Allowances	Rate
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38.12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof

Allowances	Rate
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour for all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace

Allowances	Rate
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.



Fair Work
OMBUDSMAN

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 09 November 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

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

Rates of pay

The rates in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52	\$37.96
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36	\$39.04
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54	\$40.55
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62	\$41.94
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37	\$44.19
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44	\$45.56
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52	\$46.96

Table 2 of 3

Classification	Public holiday	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$46.39	\$37.96	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$47.71	\$39.04	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$49.56	\$40.55	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$51.26	\$41.94	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$54.01	\$44.19	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$55.69	\$45.56	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$57.39	\$46.96	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96	\$46.96

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworkers	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 3 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16.65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 4 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5.75 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher

Allowances	Rate
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38.12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour for all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres

Allowances	Rate
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.



Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 13 December 2016

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2014.

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 in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52	\$37.96
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36	\$39.04
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54	\$40.55
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62	\$41.94
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37	\$44.19
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44	\$45.56
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52	\$46.96

Table 2 of 3

Classification	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$46.39	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$47.71	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$49.56	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$51.26	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$54.01	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$55.69	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$57.39	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 3 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16.65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5.75 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour

Allowances	Rate
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38.12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet

Allowances	Rate
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour or all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace

Allowances	Rate
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

Released under the
Freedom of Information Act
by the Fair Work Ombudsman

PAY GUIDE

for the

Joinery and Building Trades Award 2010 [MA000029]

Effective from 01 January 2015.

Published 15 December 2014 

This guide was developed by the Fair Work Ombudsman and is derived from the above award which commenced operating on 01 January 2010.

Who should use the guide?

This guide is a helpful tool for all employees and employers who are covered by the above award to identify their wages.

The guide contains information about:

- who the award covers
- wage rates, including rates for casual employees, junior employees, trainees and apprentices if these employees are covered by the award
- penalties for working at particular times or under particular arrangements, including some common penalty rates
- allowances.

The award may provide other terms and conditions that are not contained in this guide, which must also be complied with.

What if an agreement applies to covered employees?

All employees covered by the award must not be paid less than the minimum wage rates contained in this guide. The terms of an agreement or award cannot exclude the terms of the National Employment Standards (the NES).

It is important to note that any other entitlements and conditions in this guide will not apply to employees covered by an agreement-based instrument (detailed below).

Employees and employers should refer to their agreement-based instrument for their employment conditions and entitlements.

If you have feedback on information in this Pay Guide, please contact
paycheckfeedback@fwo.gov.au

Coverage

This award covers employers throughout Australia of employees in the joinery and building trades industries and occupations who are covered by the classifications in this award and those employees. However, this award does not cover:

- an employer who is outside the scope of clause 4.8(a) unless such employer employs an employee covered by clause 4.8(b) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee;
- an employee excluded from award coverage by the Act;
- employers or employees engaged in the manufacture of glass from raw materials;
- employers or employees covered by the Building and Construction General On-site Award 2010; or
- employers or employees covered by the Vehicle Manufacturing, Repair, Services and Retail Award 2010.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry (or industries) set out in clause 4.8(a) in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry (or those industries).

This award covers any employer which supplies on-hire employees in occupations set out in clause 4.8(b) covered by classifications in this award and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.

Clauses 4.4 and 4.5 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry (or industries), parts of industry and/or occupations set out at clauses 4.8(a) and 4.8(b) and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.7 operates subject to the exclusions from coverage in this award.

Joinery and building trades industries and occupations means:

the following industries:

- joinery work
- shopfitting
- prefabricated building
- stonemasonry
- glass and glazing contracting
- glass and glazing work

the following occupations:

- carver
- letter cutter
- carpenter
- joiner

- signwriter
- painter
- stonemason
- plasterer

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Wages

The tables below have minimum hourly rates of pay and some of the most commonly used penalty rates.

Important: The tables below don't include all of the penalty rates under the award. You'll find a comprehensive list of penalty rates, and information about when they apply, in the Penalty Guide below.

You can calculate additional penalty rates under the award using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Important: If an industry allowance applies, it is included in the rates below. If an employee is entitled to other all-purpose allowances, the penalty rates below won't apply. All-purpose allowances are allowances added to a person's base rate of pay before other entitlements (like penalty rates) are calculated. You can calculate penalty rates that include all-purpose allowances using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Adult

Full-time & part-time

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$16.87	\$25.30	\$33.73	\$25.30	\$33.73	\$33.73
Level 2	\$17.35	\$26.03	\$34.71	\$26.03	\$34.71	\$34.71
Level 3	\$18.02	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04
Level 4	\$18.64	\$27.96	\$37.27	\$27.96	\$37.27	\$37.27
Level 5	\$19.64	\$29.46	\$39.27	\$29.46	\$39.27	\$39.27
Level 6	\$20.25	\$30.38	\$40.51	\$30.38	\$40.51	\$40.51
Level 7	\$20.87	\$31.30	\$41.74	\$31.30	\$41.74	\$41.74

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$17.60	\$26.40	\$35.20	\$26.40	\$35.20	\$35.20
Level 2	\$18.09	\$27.13	\$36.18	\$27.13	\$36.18	\$36.18
Level 3	\$18.75	\$28.13	\$37.51	\$28.13	\$37.51	\$37.51
Level 4	\$19.37	\$29.06	\$38.75	\$29.06	\$38.75	\$38.75
Level 5	\$20.37	\$30.56	\$40.75	\$30.56	\$40.75	\$40.75
Level 6	\$20.99	\$31.48	\$41.98	\$31.48	\$41.98	\$41.98
Level 7	\$21.60	\$32.41	\$43.21	\$32.41	\$43.21	\$43.21

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Casual

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$21.08 (25.00%)	\$29.52	\$37.95	\$29.52	\$37.95	\$37.95
Level 2	\$21.69 (25.00%)	\$30.37	\$39.04	\$30.37	\$39.04	\$39.04
Level 3	\$22.52 (25.00%)	\$31.53	\$40.54	\$31.53	\$40.54	\$40.54
Level 4	\$23.30 (25.00%)	\$32.61	\$41.93	\$32.61	\$41.93	\$41.93
Level 5	\$24.55 (25.00%)	\$34.36	\$44.18	\$34.36	\$44.18	\$44.18
Level 6	\$25.32 (25.00%)	\$35.44	\$45.57	\$35.44	\$45.57	\$45.57
Level 7	\$26.09 (25.00%)	\$36.52	\$46.95	\$36.52	\$46.95	\$46.95

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$22.00 (25.00%)	\$30.80	\$39.60	\$30.80	\$39.60	\$39.60
Level 2	\$22.61 (25.00%)	\$31.65	\$40.70	\$31.65	\$40.70	\$40.70
Level 3	\$23.44 (25.00%)	\$32.82	\$42.20	\$32.82	\$42.20	\$42.20
Level 4	\$24.22 (25.00%)	\$33.90	\$43.59	\$33.90	\$43.59	\$43.59
Level 5	\$25.47 (25.00%)	\$35.65	\$45.84	\$35.65	\$45.84	\$45.84
Level 6	\$26.24 (25.00%)	\$36.73	\$47.22	\$36.73	\$47.22	\$47.22
Level 7	\$27.01 (25.00%)	\$37.81	\$48.61	\$37.81	\$48.61	\$48.61

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Junior

Junior provisions are not covered in this Award.

Apprentice

Industry allowance is included in the rates of pay in the tables titled 'Joinery, shopfitting, stonemasonry or outside work' below.

Full-time & part-time

4 year apprenticeship starting before 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$8.84 (45.00%)	\$13.25	\$17.67	\$13.25	\$17.67	\$17.67
Second year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.57 (45.00%)	\$14.36	\$19.14	\$14.36	\$19.14	\$19.14
Second year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list

4 year apprenticeship**Other than joinery, shopfitting, stonemasonry or outside work**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Fourth year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Fourth year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship starting on or after 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work
Work performed on or after ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Completed Year 12, First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60
Completed Year 12, Second year	\$12.76 (65.00%)	\$19.15	\$25.53	\$19.15	\$25.53	\$25.53
Did not complete Year 12, First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64
Did not complete Year 12, Second year	\$11.78 (60.00%)	\$17.67	\$23.56	\$17.67	\$23.56	\$23.56

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed on or after ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Completed Year 12, First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07
Completed Year 12, Second year	\$13.50 (65.00%)	\$20.25	\$27.00	\$20.25	\$27.00	\$27.00
Did not complete Year 12, First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11
Did not complete Year 12, Second year	\$12.52 (60.00%)	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting before 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Third year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Third year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting on or after 1/1/2014**Other than joinery, shopfitting, stonemasonry or outside work****Work performed on or after 1/1/2014**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work**Work performed on or after 1/1/2014**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year adult apprenticeship**Other than joinery, shopfitting, stonemasonry or outside work**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$15.91 (81.00%)	\$23.86	\$31.81	\$23.86	\$31.81	\$31.81
Second year	\$16.69 (85.00%)	\$25.04	\$33.38	\$25.04	\$33.38	\$33.38
Third year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Fourth year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.64 (81.00%)	\$24.96	\$33.28	\$24.96	\$33.28	\$33.28
Second year	\$17.43 (85.00%)	\$26.14	\$34.85	\$26.14	\$34.85	\$34.85
Third year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Fourth year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.30 (83.00%)	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60
Second year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Third year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$17.03 (83.00%)	\$25.55	\$34.07	\$25.55	\$34.07	\$34.07
Second year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Third year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Please note: This industrial instrument contains provisions for school based apprentices, please refer to the industrial instrument for further information.

Trainee

This award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 22 of the award.

For detail of the supported wage provisions see the full version of the award.

Penalty Guide

The penalty guide below contains information about the penalties that are provided for in this award.

For full-time and part-time employees, the penalty amount in this table should be applied to the relevant rate of pay, being the base hourly rate plus any applicable all-purpose allowances.

For casual and part-time with loading employees, the way in which the penalty amount is applied depends upon the interaction between the casual/part-time loading and the penalty rate. The code displayed in the 'Amount' column of the penalty guide tells you which of the following calculations to use. If there is no code, the penalty does not apply to the casual/part-time with loading employees.

Code	Casual/Part Time Rates Calculation
A	(rate of pay + casual/part time loading) x penalty
B	(base hourly rate x casual/part time loading) + (rate of pay x penalty)
C	rate of pay + penalty
D	rate of pay + casual/part time loading
E	rate of pay x penalty (no casual/part time loading)
F	(rate of pay + penalty) x casual/part time loading

Casual/part-time loading is generally calculated on the base hourly rate, whereas a penalty is calculated on the relevant rate of pay, including the base hourly rate plus any applicable all-purpose allowances.

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate for the first two hours	150.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - after the 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - 1st 2 hours	Overtime worked before 12 noon on a Saturday for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - after	Overtime worked after 12 noon on a Saturday.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
	the 1st 2 hours or after 12 noon				
30.6(b)	Overtime - Sunday	Overtime worked on a Sunday.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. First two hours.	150.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. after first two hours.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An shift worker who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid.	200.00% (Loading) B	Per hour	Any time
28.3(b)vi	Overtime - RDO	The rate for where an employer, for emergency reasons, requires an employee to work on the employee's paid shift off.	300.00% (Loading) B	Per hour	Any time
28.3(c)	Overtime - shiftwork	Employee engaged on stonemasonry work on shiftwork between 3pm and 11pm.	150.00% (Loading) B	Per hour	15:00 - 23:00

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
28.3(c)	Overtime (shift work) - thereafter	Stonemason working shift work overtime after 11.00pm until 7.00am	200.00% (Loading) B	Per hour	23:30 - 07:00
28.3(d)(i)	Afternoon or night shift	Time worked on an afternoon or night shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	150.00% (Loading) B	Per hour	Any time
28.3(d)(i)	Early morning or early afternoon shift	Time worked on a night or afternoon shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	125.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	<p>Employed for less than five consecutive shifts - Monday to Friday - 1st two hours</p> <p>An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. For the first two hours.</p> <p>See note 2</p>	150.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	<p>Employed for less than five consecutive shifts - Monday to Friday - after the 1st two hours</p> <p>An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. After the first two hours.</p> <p>See note 2</p>	200.00% (Loading) B	Per hour	Any time
28.3(e)	Shift work - Public holiday	A shiftworker working on a public holiday must be paid for a minimum of four hours work at the penalty rate.	250.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		A public holiday in any week is not a break in continuity for the purposes of this provision.			
28.3(e)	Part-day Christmas Eve/ New Year's Eve public holiday - South Australia	For all work performed on 24 December (Christmas Eve) or 31 December (New Year's Eve) between 7.00pm and midnight. Only applies in South Australia.	250.00% (Loading) B	Per hour	19:00 - 00:00
29.1	Working through break	All work done during a meal break and thereafter until a meal break is taken must be paid for at the penalty rate, except where the employee and employer agree to an alternative arrangement.	200.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - shiftwork	Shiftworkers not employed on the second or third shifts of a day when two or three shifts are worked - Monday to Friday All work done by shiftworkers on Monday to Friday outside of ordinary hours is paid at the penalty rate	200.00% (Loading) B	Per hour	Any time
30.2(b)	Overtime - shiftwork	Shiftworkers employed on the second or third shifts of a day when two or three shifts are worked All overtime work done by shiftworkers employed on the second or third shifts of a day when two or three shifts are worked is paid at the penalty rate.	200.00% (Loading) B	Per hour	Any time
30.4(c)	Consecutive hours off work	Where an employee does overtime work and resumes or continues work without having 10 consecutive hours off duty, they must be paid at the penalty rate until they are released from duty.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		They are then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary hours occurring during the absence. In the case of a shift worker eight hours are to be substituted for 10 hours when overtime is worked.			
30.6(a)	Overtime thereafter - Saturday	Overtime worked before 12 noon on a Saturday after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.7	Overtime - Public holiday	Overtime worked on a public holiday is paid for a minimum of four hours.	250.00% (Loading) B	Per hour	Any time

Note

When a job finishes after proceeding on shiftwork for more than one week, or the employee terminates their services during the week, the employee must be paid at the rate applicable for employees who are employed continuously for five shifts Monday to Friday in any week .

Allowances

Full-time, Part-time, Casual

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of one employee is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>91.2% of the standard rate per week extra. (91.2/38=2.4% per hour rate)</p>	Yes	1/07/2014	\$0.4713 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.40%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of two to five employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>200.2% of the standard rate per week extra. (200.2/38=5.268421% per hour rate)</p>	Yes	1/07/2014	\$1.0346 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.27%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of six to ten employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>256.30% of the standard rate per week extra. (256.30/38=6.744737% per hour)</p>	Yes	1/07/2014	\$1.3245 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.74%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of eleven or more employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>340.90% of the standard rate per week extra. (340.90/38=8.9710526% per hour rate)</p>	Yes	1/07/2014	\$1.7616 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.97%)
24.1(b)(i)	Industry allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid the allowance to compensate for the disabilities associated with the industry.</p> <p>142.4% of the standard rate per week extra. (142.4%/38 = 3.75% per hour rate)</p>	Yes	1/07/2014	\$0.7359 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.75%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(b)	Industry allowance	<p>All purpose allowance expressed as per hour.</p> <p>A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:</p> <ul style="list-style-type: none"> - in respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period and - in the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks. 	Yes	1/07/2014	\$0.7462 per hour (3.80%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee employed in the following occupations must be paid an allowance per week for supplying and maintaining tools:</p> <ul style="list-style-type: none"> - carpenter and/or joiner - carver - joiner special class - joiner-setter out - letter cutter - prefab setter - prefab tradesperson - shopfitter - stonemason 	Yes	1/07/2014	\$0.7808 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Plasterer must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.6450 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Glazier must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.2739 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed in the occupation of Assembler A must be paid an allowance per week for supplying and maintaining tools.	Yes	1/07/2014	\$0.2332 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. A Glass worker must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/20 4	\$0.1892 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed as a Painter must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/2014	\$0.1876 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(d)	Stonemasons—cutting tools allowance	<p>All purpose allowance expressed as per hour.</p> <p>The tool allowance provided in clause 24.1(c)(i) of the award does not include stonemasonry cutting tools, except mash hammers, squares, pitching tools and straight-edges up to one metre in length.</p> <p>The employer may elect to provide such tools.</p> <p>Where the tools are provided by an employee, the employer must reimburse the employee for the cost of the tools and must pay the employee an allowance.</p>	Yes	1/07/2013	\$0.0600 per hour
24.2(a)	First aid allowance	An employee trained to give first aid currently holding recognised first aid qualifications and appointed by the employer to perform first aid duty, will be paid the allowance.	No	1/07/2014	\$0.3907 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)
24.2(b)	Meal allowance	<p>An employee required to work overtime for at least one and a half hours after working ordinary hours must be paid the allowance to meet the cost of a meal</p> <p>The allowance is not payable in circumstances covered by the provisions relating to living away from home for a distant job (clause 24.5(a)).</p>	No	1/07/2014	\$13.9500 per occasion

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.2(e)	Vehicle allowance	Motor vehicle allowance An employee engaged on glass and glazing work who reaches agreement with their employer to use their own motor vehicle on the employer's business must be paid an allowance.	No	1/07/2014	\$0.7800 per km
24.3(a)	Asbestos allowance	An employee required to wear protective equipment required by the appropriate occupational health authority when using materials containing asbestos or working in close proximity to an employee using such materials must be paid the allowance while wearing such equipment.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(b)	Other	Bagging An employee engaged in bagging brick or concrete structures must be paid the allowance.	No	1/07/2014	\$0.5695 per hour (2.90%)
24.3(c)	Cold work disability allowance	An employee working for more than one hour in a place where the temperature is reduced by artificial means below zero degrees Celsius must be paid the allowance. Where such work continues for more than two hours, the employee is entitled to 20 minutes rest after every two hours work without loss of pay, not including the allowance.	No	1/07/2014	\$0.6284 per hour or part thereof (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(d)	Computing quantities allowance	An employee who is regularly required to compute or estimate quantities of materials in respect to the work performed by other employees must be paid the allowance. The allowance does not apply to an employee classified and paid as a leading hand or setter-out.	No	1/07/2014	\$4.5754 per day or part of a day (23.30%)
24.3(e)	Confined spaces allowance	An employee required to work in a confined space must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part thereof (4.00%)
24.3(f)	Dirty work allowance	An employee engaged in unusually dirty work must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(g)	Explosive powered tools allowance	An operator of explosive powered tools who is required to use them must be paid the allowance for each day on which such a tool is used.	No	1/07/2014	\$1.4924 per day (7.60%)
24.3(h)	Grindstone allowance	A carpenter and/or joiner must be paid the allowance where a grindstone or wheel is not made available by the employer.	No	1/07/2014	\$0.1772 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.90%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 5.5kg and under 9kg must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing 9kg or over and up to 18kg must be paid the allowance.	No	1/07/2014	\$1.1389 per hour (5.80%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 18kg must be paid the allowance.	No	1/07/2014	\$1.6102 per hour (8.20%)
24.3(j)	Bitumen work allowance	An employee handling hot bitumen or asphalt or dipping materials in creosote must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius. See note 3	No	1/07/2014	\$0.6284 per hour or part of an hour (3.20%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means in excess of 54 degrees Celsius. See note 3	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)
24.3(l)	Insulation allowance	An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool or other similar recognised insulating material or working in the immediate vicinity so as to be affected by its use must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(m)(i)	Wet work allowance	An employee who is working where water is continually dripping on them so that clothing and boots become wet, or where there is water underfoot, must be paid the allowance while so engaged.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(m)(ii)	Wet work allowance	An employee engaged on stonemasonry work in a cemetery who is required to work under unusually muddy or sloppy conditions must be paid the allowance instead of the usual wet work allowance provided in clause 24.3(m)(i) of the award.	No	1/07/2014	\$0.7462 per hour (3.80%)
24.3(n)	Towers allowance	An employee who is working on a chimney stack, spire tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo where the construction exceeds 15 metres in height must be paid the allowance for all work above 15 metres. A further payment of the allowance is made for work above each additional 15 metres	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(o)	Roof repairs allowance	An employee engaged on roof repairs must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(p)	Scaffold allowance	A tradesperson holding a scaffolding certificate or rigging certificate issued by the relevant State or Territory authority who is required to act on that certificate must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(q)	Second-hand timber allowance	An employee whose tools are damaged by nails, dumps or other foreign matter on second hand timber the employee is working on must be paid the allowance on each day on which the employee's tools are damaged. The damage must be reported immediately to the employer's representative on the job to prove the claim.	No	1/07/2014	\$2.4742 per day (12.60%)
24.3(r)	Spray application—painter's allowance	An employee engaged on all spray applications carried out in other than a properly constructed booth approved by the relevant State authority must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance for the first four hours or part thereof, on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$4.5557 per hour or part thereof (23.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance after the first four hours on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$0.9426 per hour (4.80%)
24.3(t)(i)	Toxic substance allowance	<p>An employee using toxic substances or similar materials is paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials.</p>	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(t)(i)	Toxic substance allowance	<p>An employee working in close proximity to an employee using toxic substances or similar materials must be paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials</p>	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(u)	Handling money allowance	<p>Collection of monies</p> <p>An employee engaged on glass and glazing work who in the course of their duties is authorised to collect, and does collect, monies on behalf of the employer must be paid 29.3% of the standard rate per week extra.</p> <p>(29.3% per week / 38 = 0.771053% per hour)</p>	No	1/07/2014	\$0.1514 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.77%)
24.5(b)	Vehicle allowance	<p>An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises.</p> <p>Alternatively, if the employee is required to use their own car, they must be paid the allowance.</p> <p>The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.</p>	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per full working week (of seven days) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$454.7500 per full working week
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per day (where the job is for less than a full working week) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$65.0600 per day

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey, on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey, and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey (see below).	No	1/07/2014	\$20.8100 to cover expenses
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey (see above), and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey.	No	1/07/2014	\$13.9500 per meal

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(xii)	Away from home/ usual place of employment	An employee who is provided with full board and lodging, who - works ordinary hours as required on the day before and the day after a weekend - notifies no later than Tuesday of each week of their intention to return to their usual residence at the weekend and - actually returns to their usual residence on the weekend must be paid an allowance.	No	1/07/2014	\$38.1200 for each occasion
24.5(b)ii	Travel allowance	Stonemasonry work at a cemetery An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business, must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises. Alternatively, if the employee is required to use their own car, they must be paid the allowance. The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(c)ii	Travel allowance	<p>Performing glass and glazing work away from the usual place of business</p> <p>An employee engaged on glass and glazing work who is directed to commence work at the usual starting time at a location other than the employer's usual place of business must be paid at ordinary time rates for the first hour each way and thereafter at overtime rates for any excess travelling time involved and must be:</p> <ul style="list-style-type: none"> - reimbursed for any fares incurred in excess of those normally expended in travelling to and from their usual residence to the employer's usual place of business or - paid an allowance per kilometre travelled in excess of those normally expended in travelling to and from their usual residence to their employer's usual place of business, where an employer requests an employee to use their own motor vehicle and the employee agrees to do so 	No	1/07/2014	\$0.7800 per km

Frequency of Payment

Wages must be paid and be available no later than the time of ending of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements must be made.

Pay Guide - Background

This guide provides information on wages, loadings and allowances.

Employers that an award applies to must provide at least the minimum terms and conditions in that award to all employees to whom the award applies.

One of the responsibilities of the Fair Work Ombudsman is to ensure compliance with the Fair Work Act 2009.

If an employer is able to demonstrate that they have paid at least the rates published in this guide, including wages, allowances and loadings, the Fair Work Ombudsman will be satisfied that the employer has met those obligations under the award. The employer will need to have paid the wage rate for all hours worked and for the correct classification for the work the employee does.

The Fair Work Act 2009 requires that time and wages records be kept and pay slips issued. Employers will also need to demonstrate that this requirement has been complied with.

Who is not covered by this guide?

Despite the coverage provisions of this guide conditions in this guide do not apply to an employee or employer while the employee or employer is covered by one of the following agreements:

- Australian Workplace Agreements (AWA)
- Certified agreements (made before 27 March 2006)
- Collective agreements (made between 27 March 2006 and 30 June 2009)
- Enterprise agreements (made after 01 July 2009)
- Individual Transitional Employment Agreements (ITEA)
- Old IR Agreements (made before 1997)
- Preserved Collective State Agreements (made in a state system before 27 March 2006)
- Preserved Individual State agreement (made in a state system before 27 March 2006)
- Section 170MX Awards (made before 27 March 2006)
- Workplace Determinations

The guide will also not apply to employees covered by an enterprise specific award-based transitional instrument, including:

- pre-reform awards (made prior to 27 March 2006)
- notional agreements preserving state awards (made in a state system before 27 March 2006)

For more information on the award, you can access a full version at <http://fairwork.gov.au/listofawards>.

IMPORTANT NOTE: 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.

Released under the
Freedom of Information Act
by the Fair Work Ombudsman



Australian Government

Fair Work

OMBUDSMAN

PAY GUIDE for the **Joinery and Building Trades Award 2010 [MA000029]**

Effective from 01 January 2015.

Published 05 January 2015 

This guide was developed by the Fair Work Ombudsman and is derived from the above award which commenced operating on 01 January 2010.

Who should use the guide?

This guide is a helpful tool for all employees and employers who are covered by the above award to identify their wages.

The guide contains information about:

- who the award covers
- wage rates, including rates for casual employees, junior employees, trainees and apprentices if these employees are covered by the award
- penalties for working at particular times or under particular arrangements, including some common penalty rates
- allowances.

The award may provide other terms and conditions that are not contained in this guide, which must also be complied with.

What if an agreement applies to covered employees?

All employees covered by the award must not be paid less than the minimum wage rates contained in this guide. The terms of an agreement or award cannot exclude the terms of the National Employment Standards (the NES).

It is important to note that any other entitlements and conditions in this guide will not apply to employees covered by an agreement-based instrument (detailed below).

Employees and employers should refer to their agreement-based instrument for their employment conditions and entitlements.

If you have feedback on information in this Pay Guide, please contact
paycheckfeedback@fwo.gov.au

Coverage

This award covers employers throughout Australia of employees in the joinery and building trades industries and occupations who are covered by the classifications in this award and those employees. However, this award does not cover:

- an employer who is outside the scope of clause 4.8(a) unless such employer employs an employee covered by clause 4.8(b) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee;
- an employee excluded from award coverage by the Act;
- employers or employees engaged in the manufacture of glass from raw materials;
- employers or employees covered by the Building and Construction General On-site Award 2010; or
- employers or employees covered by the Vehicle Manufacturing, Repair, Services and Retail Award 2010.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

This award covers any employer which supplies labour on an on-hire basis in the industry (or industries) set out in clause 4.8(a) in respect of on-hire employees in classifications covered by this award, and those on-hire employees, while engaged in the performance of work for a business in that industry (or those industries).

This award covers any employer which supplies on-hire employees in occupations set out in clause 4.8(b) covered by classifications in this award and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.

Clauses 4.4 and 4.5 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industry (or industries), parts of industry and/or occupations set out at clauses 4.8(a) and 4.8(b) and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.7 operates subject to the exclusions from coverage in this award.

Joinery and building trades industries and occupations means:

the following industries:

- joinery work
- shopfitting
- prefabricated building
- stonemasonry
- glass and glazing contracting
- glass and glazing work

the following occupations:

- carver
- letter cutter
- carpenter
- joiner

- signwriter
- painter
- stonemason
- plasterer

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Wages

The tables below have minimum hourly rates of pay and some of the most commonly used penalty rates.

Important: The tables below don't include all of the penalty rates under the award. You'll find a comprehensive list of penalty rates, and information about when they apply, in the Penalty Guide below.

You can calculate additional penalty rates under the award using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Important: If an industry allowance applies, it is included in the rates below. If an employee is entitled to other all-purpose allowances, the penalty rates below won't apply. All-purpose allowances are allowances added to a person's base rate of pay before other entitlements (like penalty rates) are calculated. You can calculate penalty rates that include all-purpose allowances using [PayCheck Plus](http://www.fairwork.gov.au) at www.fairwork.gov.au.

Adult

Full-time & part-time

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$16.87	\$25.30	\$33.73	\$25.30	\$33.73	\$33.73
Level 2	\$17.35	\$26.03	\$34.71	\$26.03	\$34.71	\$34.71
Level 3	\$18.02	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04
Level 4	\$18.64	\$27.96	\$37.27	\$27.96	\$37.27	\$37.27
Level 5	\$19.64	\$29.46	\$39.27	\$29.46	\$39.27	\$39.27
Level 6	\$20.25	\$30.38	\$40.51	\$30.38	\$40.51	\$40.51
Level 7	\$20.87	\$31.30	\$41.74	\$31.30	\$41.74	\$41.74

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$17.60	\$26.40	\$35.20	\$26.40	\$35.20	\$35.20
Level 2	\$18.09	\$27.13	\$36.18	\$27.13	\$36.18	\$36.18
Level 3	\$18.75	\$28.13	\$37.51	\$28.13	\$37.51	\$37.51
Level 4	\$19.37	\$29.06	\$38.75	\$29.06	\$38.75	\$38.75
Level 5	\$20.37	\$30.56	\$40.75	\$30.56	\$40.75	\$40.75
Level 6	\$20.99	\$31.48	\$41.98	\$31.48	\$41.98	\$41.98
Level 7	\$21.60	\$32.41	\$43.21	\$32.41	\$43.21	\$43.21

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Casual

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$21.08 (25.00%)	\$29.52	\$37.95	\$29.52	\$37.95	\$37.95
Level 2	\$21.69 (25.00%)	\$30.37	\$39.04	\$30.37	\$39.04	\$39.04
Level 3	\$22.52 (25.00%)	\$31.53	\$40.54	\$31.53	\$40.54	\$40.54
Level 4	\$23.30 (25.00%)	\$32.61	\$41.93	\$32.61	\$41.93	\$41.93
Level 5	\$24.55 (25.00%)	\$34.36	\$44.18	\$34.36	\$44.18	\$44.18
Level 6	\$25.32 (25.00%)	\$35.44	\$45.57	\$35.44	\$45.57	\$45.57
Level 7	\$26.09 (25.00%)	\$36.52	\$46.95	\$36.52	\$46.95	\$46.95

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Level 1	\$22.00 (25.00%)	\$30.80	\$39.60	\$30.80	\$39.60	\$39.60
Level 2	\$22.61 (25.00%)	\$31.65	\$40.70	\$31.65	\$40.70	\$40.70
Level 3	\$23.44 (25.00%)	\$32.82	\$42.20	\$32.82	\$42.20	\$42.20
Level 4	\$24.22 (25.00%)	\$33.90	\$43.59	\$33.90	\$43.59	\$43.59
Level 5	\$25.47 (25.00%)	\$35.65	\$45.84	\$35.65	\$45.84	\$45.84
Level 6	\$26.24 (25.00%)	\$36.73	\$47.22	\$36.73	\$47.22	\$47.22
Level 7	\$27.01 (25.00%)	\$37.81	\$48.61	\$37.81	\$48.61	\$48.61

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Industry allowance is included in the rates of pay in the table above.

Junior

Junior provisions are not covered in this Award.

Apprentice

Industry allowance is included in the rates of pay in the tables titled 'Joinery, shopfitting, stonemasonry or outside work' below.

Full-time & part-time

4 year apprenticeship starting before 1/1/2014

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$8.84 (45.00%)	\$13.25	\$17.67	\$13.25	\$17.67	\$17.67
Second year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.57 (45.00%)	\$14.36	\$19.14	\$14.36	\$19.14	\$19.14
Second year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list

4 year apprenticeship**Other than joinery, shopfitting, stonemasonry or outside work**

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Fourth year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Third year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Fourth year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year apprenticeship starting on or after 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work
Work performed on or after ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Completed Year 12, First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60
Completed Year 12, Second year	\$12.76 (65.00%)	\$19.15	\$25.53	\$19.15	\$25.53	\$25.53
Did not complete Year 12, First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64
Did not complete Year 12, Second year	\$11.78 (60.00%)	\$17.67	\$23.56	\$17.67	\$23.56	\$23.56

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed on or after ppc 1/1/2015

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Completed Year 12, First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07
Completed Year 12, Second year	\$13.50 (65.00%)	\$20.25	\$27.00	\$20.25	\$27.00	\$27.00
Did not complete Year 12, First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11
Did not complete Year 12, Second year	\$12.52 (60.00%)	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting before 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$9.82 (50.00%)	\$14.73	\$19.64	\$14.73	\$19.64	\$19.64

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.55 (50.00%)	\$15.83	\$21.11	\$15.83	\$21.11	\$21.11

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$14.73 (75.00%)	\$22.09	\$29.46	\$22.09	\$29.46	\$29.46
Third year	\$17.67 (90.00%)	\$26.51	\$35.35	\$26.51	\$35.35	\$35.35

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
Second year	\$15.46 (75.00%)	\$23.20	\$30.93	\$23.20	\$30.93	\$30.93
Third year	\$18.41 (90.00%)	\$27.61	\$36.82	\$27.61	\$36.82	\$36.82

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year apprenticeship starting on or after 1/1/2014
Other than joinery, shopfitting, stonemasonry or outside work
Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$10.80 (55.00%)	\$16.20	\$21.60	\$16.20	\$21.60	\$21.60

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work
Work performed on or after 1/1/2014

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$11.54 (55.00%)	\$17.30	\$23.07	\$17.30	\$23.07	\$23.07

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

4 year adult apprenticeship
Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$15.91 (81.00%)	\$23.86	\$31.81	\$23.86	\$31.81	\$31.81
Second year	\$16.69 (85.00%)	\$25.04	\$33.38	\$25.04	\$33.38	\$33.38
Third year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Fourth year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.64 (81.00%)	\$24.96	\$33.28	\$24.96	\$33.28	\$33.28
Second year	\$17.43 (85.00%)	\$26.14	\$34.85	\$26.14	\$34.85	\$34.85
Third year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Fourth year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

3 year adult apprenticeship

Other than joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$16.30 (83.00%)	\$24.45	\$32.60	\$24.45	\$32.60	\$32.60
Second year	\$17.28 (88.00%)	\$25.92	\$34.56	\$25.92	\$34.56	\$34.56
Third year	\$18.46 (94.00%)	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Joinery, shopfitting, stonemasonry or outside work

Classification	Minimum Hourly Rate	Overtime - 1st 2 hours	Overtime - after the 1st 2 hours	Overtime Saturday - 1st 2 hours	Overtime Saturday - after the 1st 2 hours or after 12 noon	Overtime - Sunday
First year	\$17.03 (83.00%)	\$25.55	\$34.07	\$25.55	\$34.07	\$34.07
Second year	\$18.02 (88.00%)	\$27.02	\$36.03	\$27.02	\$36.03	\$36.03
Third year	\$19.19 (94.00%)	\$28.79	\$38.39	\$28.79	\$38.39	\$38.39

This table doesn't have all the penalty rates under the award. See the Penalty Guide below for a comprehensive list.

Please note: This industrial instrument contains provisions for school based apprentices, please refer to the industrial instrument for further information.

Trainee

This award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

Supported Wage

Please refer to clause 22 of the award.

For detail of the supported wage provisions see the full version of the award.

Penalty Guide

The penalty guide below contains information about the penalties that are provided for in this award.

For full-time and part-time employees, the penalty amount in this table should be applied to the relevant rate of pay, being the base hourly rate plus any applicable all-purpose allowances.

For casual and part-time with loading employees, the way in which the penalty amount is applied depends upon the interaction between the casual/part-time loading and the penalty rate. The code displayed in the 'Amount' column of the penalty guide tells you which of the following calculations to use. If there is no code, the penalty does not apply to the casual/part-time with loading employees.

Code	Casual/Part Time Rates Calculation
A	(rate of pay + casual/part time loading) x penalty
B	(base hourly rate x casual/part time loading) + (rate of pay x penalty)
C	rate of pay + penalty
D	rate of pay + casual/part time loading
E	rate of pay x penalty (no casual/part time loading)
F	(rate of pay + penalty) x casual/part time loading

Casual/part-time loading is generally calculated on the base hourly rate, whereas a penalty is calculated on the relevant rate of pay, including the base hourly rate plus any applicable all-purpose allowances.

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
30.2(a)	Overtime - 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate for the first two hours	150.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - after the 1st 2 hours	Day workers - Monday to Friday All work done by a day worker on Monday to Friday outside of ordinary hours is paid at the penalty rate after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - 1st 2 hours	Overtime worked before 12 noon on a Saturday for the first two hours.	150.00% (Loading) B	Per hour	Any time
30.6(a)	Overtime Saturday - after	Overtime worked after 12 noon on a Saturday.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
	the 1st 2 hours or after 12 noon				
30.6(b)	Overtime - Sunday	Overtime worked on a Sunday.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. First two hours.	150.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An employee who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid. after first two hours.	200.00% (Loading) B	Per hour	Any time
26.3	Waiting time	An shift worker who due to circumstances within the control of the employer does not receive such monies by the cessation of the ordinary hours of work on the Thursday of each week must be paid waiting time at overtime rates, with a minimum of a quarter of an hour, until such time as the monies due are paid.	200.00% (Loading) B	Per hour	Any time
28.3(b)vi	Overtime - RDO	The rate for where an employer, for emergency reasons, requires an employee to work on the employee's paid shift off.	300.00% (Loading) B	Per hour	Any time
28.3(c)	Overtime - shiftwork	Employee engaged on stonemasonry work on shiftwork between 3pm and 11pm.	150.00% (Loading) B	Per hour	15:00 - 23:00

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
28.3(c)	Overtime (shift work) - thereafter	Stonemason working shift work overtime after 11.00pm until 7.00am	200.00% (Loading) B	Per hour	23:30 - 07:00
28.3(d)(i)	Afternoon or night shift	Time worked on an afternoon or night shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	150.00% (Loading) B	Per hour	Any time
28.3(d)(i)	Early morning or early afternoon shift	Time worked on a night or afternoon shift, where employed continuously for 5 shifts Monday to Friday. A public holiday in any week is not a break in continuity.	125.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	<p>Employed for less than five consecutive shifts - Monday to Friday - 1st two hours</p> <p>An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. For the first two hours.</p> <p>See note 2</p>	150.00% (Loading) B	Per hour	Any time
28.3(d)ii	Shift work	<p>Employed for less than five consecutive shifts - Monday to Friday - after the 1st two hours</p> <p>An employee who is employed for less than five consecutive shifts Monday to Friday must be paid for each day the employee works on shiftwork. After the first two hours.</p> <p>See note 2</p>	200.00% (Loading) B	Per hour	Any time
28.3(e)	Shift work - Public holiday	A shiftworker working on a public holiday must be paid for a minimum of four hours work at the penalty rate.	250.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		A public holiday in any week is not a break in continuity for the purposes of this provision.			
28.3(e)	Part-day Christmas Eve/ New Year's Eve public holiday - South Australia	For all work performed on 24 December (Christmas Eve) or 31 December (New Year's Eve) between 7.00pm and midnight. Only applies in South Australia.	250.00% (Loading) B	Per hour	19:00 - 00:00
29.1	Working through break	All work done during a meal break and thereafter until a meal break is taken must be paid for at the penalty rate, except where the employee and employer agree to an alternative arrangement.	200.00% (Loading) B	Per hour	Any time
30.2(a)	Overtime - shiftwork	Shiftworkers not employed on the second or third shifts of a day when two or three shifts are worked - Monday to Friday All work done by shiftworkers on Monday to Friday outside of ordinary hours is paid at the penalty rate	200.00% (Loading) B	Per hour	Any time
30.2(b)	Overtime - shiftwork	Shiftworkers employed on the second or third shifts of a day when two or three shifts are worked All overtime work done by shiftworkers employed on the second or third shifts of a day when two or three shifts are worked is paid at the penalty rate.	200.00% (Loading) B	Per hour	Any time
30.4(c)	Consecutive hours off work	Where an employee does overtime work and resumes or continues work without having 10 consecutive hours off duty, they must be paid at the penalty rate until they are released from duty.	200.00% (Loading) B	Per hour	Any time

Clause	Penalty Type	Description	Amount	Frequency	Time Penalty Applies
		They are then entitled to be absent until they have had 10 consecutive hours off duty without loss of pay for ordinary hours occurring during the absence. In the case of a shift worker eight hours are to be substituted for 10 hours when overtime is worked.			
30.6(a)	Overtime thereafter - Saturday	Overtime worked before 12 noon on a Saturday after the first two hours.	200.00% (Loading) B	Per hour	Any time
30.7	Overtime - Public holiday	Overtime worked on a public holiday is paid for a minimum of four hours.	250.00% (Loading) B	Per hour	Any time

Note

When a job finishes after proceeding on shiftwork for more than one week, or the employee terminates their services during the week, the employee must be paid at the rate applicable for employees who are employed continuously for five shifts Monday to Friday in any week .

Allowances

Full-time, Part-time, Casual

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of one employee is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>91.2% of the standard rate per week extra. (91.2/38=2.4% per hour rate)</p>	Yes	1/07/2014	\$0.4713 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (2.40%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of two to five employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>200.2% of the standard rate per week extra. (200.2/38=5.268421% per hour rate)</p>	Yes	1/07/2014	\$1.0346 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.27%)
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of six to ten employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>256.30% of the standard rate per week extra. (256.30/38=6.744737% per hour)</p>	Yes	1/07/2014	\$1.3245 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.74%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(a)	Leading hand allowance	<p>All purpose allowance expressed as per week.</p> <p>A leading hand in charge of eleven or more employees is paid the allowance in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher.</p> <p>340.90% of the standard rate per week extra. (340.90/38=8.9710526% per hour rate)</p>	Yes	1/07/2014	\$1.7616 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.97%)
24.1(b)(i)	Industry allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid the allowance to compensate for the disabilities associated with the industry.</p> <p>142.4% of the standard rate per week extra. (142.4%/38 = 3.75% per hour rate)</p>	Yes	1/07/2014	\$0.7359 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.75%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(b)	Industry allowance	<p>All purpose allowance expressed as per hour.</p> <p>A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:</p> <ul style="list-style-type: none"> - in respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period and - in the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks. 	Yes	1/07/2014	\$0.7462 per hour (3.80%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>An employee employed in the following occupations must be paid an allowance per week for supplying and maintaining tools:</p> <ul style="list-style-type: none"> - carpenter and/or joiner - carver - joiner special class - joiner-setter out - letter cutter - prefab setter - prefab tradesperson - shopfitter - stonemason 	Yes	1/07/2014	\$0.7808 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Plasterer must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.6450 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p>A Glazier must be paid an allowance per week for supplying and maintaining tools.</p>	Yes	1/07/2014	\$0.2739 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed in the occupation of Assembler A must be paid an allowance per week for supplying and maintaining tools.	Yes	1/07/2014	\$0.2332 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. A Glass worker must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/20 4	\$0.1892 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
24.1(c)(i)	Tool allowance	All purpose allowance expressed as per week. An employee employed as a Painter must be paid an allowance per week for supplying and maintaining tools	Yes	1/07/2014	\$0.1876 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.1(d)	Stonemasons—cutting tools allowance	<p>All purpose allowance expressed as per hour.</p> <p>The tool allowance provided in clause 24.1(c)(i) of the award does not include stonemasonry cutting tools, except mash hammers, squares, pitching tools and straight-edges up to one metre in length.</p> <p>The employer may elect to provide such tools.</p> <p>Where the tools are provided by an employee, the employer must reimburse the employee for the cost of the tools and must pay the employee an allowance.</p>	Yes	1/07/2013	\$0.0600 per hour
24.2(a)	First aid allowance	An employee trained to give first aid currently holding recognised first aid qualifications and appointed by the employer to perform first aid duty, will be paid the allowance.	No	1/07/2014	\$0.3907 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)
24.2(b)	Meal allowance	<p>An employee required to work overtime for at least one and a half hours after working ordinary hours must be paid the allowance to meet the cost of a meal</p> <p>The allowance is not payable in circumstances covered by the provisions relating to living away from home for a distant job (clause 24.5(a)).</p>	No	1/07/2014	\$13.9500 per occasion

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.2(e)	Vehicle allowance	Motor vehicle allowance An employee engaged on glass and glazing work who reaches agreement with their employer to use their own motor vehicle on the employer's business must be paid an allowance.	No	1/07/2014	\$0.7800 per km
24.3(a)	Asbestos allowance	An employee required to wear protective equipment required by the appropriate occupational health authority when using materials containing asbestos or working in close proximity to an employee using such materials must be paid the allowance while wearing such equipment.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(b)	Other	Bagging An employee engaged in bagging brick or concrete structures must be paid the allowance.	No	1/07/2014	\$0.5695 per hour (2.90%)
24.3(c)	Cold work disability allowance	An employee working for more than one hour in a place where the temperature is reduced by artificial means below zero degrees Celsius must be paid the allowance. Where such work continues for more than two hours, the employee is entitled to 20 minutes rest after every two hours work without loss of pay, not including the allowance.	No	1/07/2014	\$0.6284 per hour or part thereof (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(d)	Computing quantities allowance	An employee who is regularly required to compute or estimate quantities of materials in respect to the work performed by other employees must be paid the allowance. The allowance does not apply to an employee classified and paid as a leading hand or setter-out.	No	1/07/2014	\$4.5754 per day or part of a day (23.30%)
24.3(e)	Confined spaces allowance	An employee required to work in a confined space must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part thereof (4.00%)
24.3(f)	Dirty work allowance	An employee engaged in unusually dirty work must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(g)	Explosive powered tools allowance	An operator of explosive powered tools who is required to use them must be paid the allowance for each day on which such a tool is used.	No	1/07/2014	\$1.4924 per day (7.60%)
24.3(h)	Grindstone allowance	A carpenter and/or joiner must be paid the allowance where a grindstone or wheel is not made available by the employer.	No	1/07/2014	\$0.1772 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.90%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 5.5kg and under 9kg must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing 9kg or over and up to 18kg must be paid the allowance.	No	1/07/2014	\$1.1389 per hour (5.80%)
24.3(i)	Heavy blocks allowance	An employee handling, lifting and placing blocks weighing over 18kg must be paid the allowance.	No	1/07/2014	\$1.6102 per hour (8.20%)
24.3(j)	Bitumen work allowance	An employee handling hot bitumen or asphalt or dipping materials in creosote must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius. See note 3	No	1/07/2014	\$0.6284 per hour or part of an hour (3.20%)
24.3(k)	Hot work allowance	An employee must be paid the allowance when they work for more than one hour in the shade in places where the temperature is raised by artificial means in excess of 54 degrees Celsius. See note 3	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)
24.3(l)	Insulation allowance	An employee handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool or other similar recognised insulating material or working in the immediate vicinity so as to be affected by its use must be paid the allowance.	No	1/07/2014	\$0.7855 per hour or part of an hour (4.00%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(m)(i)	Wet work allowance	An employee who is working where water is continually dripping on them so that clothing and boots become wet, or where there is water underfoot, must be paid the allowance while so engaged.	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(m)(ii)	Wet work allowance	An employee engaged on stonemasonry work in a cemetery who is required to work under unusually muddy or sloppy conditions must be paid the allowance instead of the usual wet work allowance provided in clause 24.3(m)(i) of the award.	No	1/07/2014	\$0.7462 per hour (3.80%)
24.3(n)	Towers allowance	An employee who is working on a chimney stack, spire tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo where the construction exceeds 15 metres in height must be paid the allowance for all work above 15 metres. A further payment of the allowance is made for work above each additional 15 metres	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(o)	Roof repairs allowance	An employee engaged on roof repairs must be paid the allowance.	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(p)	Scaffold allowance	A tradesperson holding a scaffolding certificate or rigging certificate issued by the relevant State or Territory authority who is required to act on that certificate must be paid the allowance.	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(q)	Second-hand timber allowance	An employee whose tools are damaged by nails, dumps or other foreign matter on second hand timber the employee is working on must be paid the allowance on each day on which the employee's tools are damaged. The damage must be reported immediately to the employer's representative on the job to prove the claim.	No	1/07/2014	\$2.4742 per day (12.60%)
24.3(r)	Spray application—painter's allowance	An employee engaged on all spray applications carried out in other than a properly constructed booth approved by the relevant State authority must be paid the allowance	No	1/07/2014	\$0.6284 per hour (3.20%)
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance for the first four hours or part thereof, on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$4.5557 first four hours or part thereof (23.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(s)(i)	Scaffold allowance	<p>Swing scaffold</p> <p>An employee must be paid the allowance after the first four hours on any day they are employed on any type of swing scaffold or any scaffold suspended by rope or cable, bosun's chair, etc; or on a suspended scaffold requiring the use of steel or iron hooks or angle irons at a height of six metres or more above the nearest horizontal plane.</p> <p>An apprentice with less than two years' experience must not use a swing scaffold or bosun's chair.</p>	No	1/07/2014	\$0.9426 per hour (4.80%)
24.3(t)(i)	Toxic substance allowance	<p>An employee using toxic substances or similar materials is paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials.</p>	No	1/07/2014	\$0.7855 per hour (4.00%)
24.3(t)(i)	Toxic substance allowance	<p>An employee working in close proximity to an employee using toxic substances or similar materials must be paid the allowance.</p> <p>Toxic substances include epoxy based materials. All materials which include or require the addition of a catalyst hardener and reactive additives or two-pack catalyst systems are deemed to be similar materials</p>	No	1/07/2014	\$0.6284 per hour (3.20%)

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.3(u)	Handling money allowance	<p>Collection of monies</p> <p>An employee engaged on glass and glazing work who in the course of their duties is authorised to collect, and does collect, monies on behalf of the employer must be paid 29.3% of the standard rate per week extra.</p> <p>(29.3% per week / 38 = 0.771053% per hour)</p>	No	1/07/2014	\$0.1514 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.77%)
24.5(b)	Vehicle allowance	<p>An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises.</p> <p>Alternatively, if the employee is required to use their own car, they must be paid the allowance.</p> <p>The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.</p>	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per full working week (of seven days) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$454.7500 per full working week
24.5(a)(ii)	Away from home/ usual place of employment	<p>An employee who proceeds to a distant job (see note 4) is entitled to either:</p> <ul style="list-style-type: none"> - payment of an allowance per day (where the job is for less than a full working week) or - reimbursement for the expenses outlaid (if greater than the allowance provided) or - reasonable board and lodging provided by the employer: either a single room or twin room if a single room is not available with adequate furnishings, good bedding, good floor coverings, good lighting and good heating/cooling and with hot and cold running water, all in a well kept hotel/motel type establishment, and 3 adequate meals each day. 	No	1/07/2014	\$65.0600 per day

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey, on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey, and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey (see below).	No	1/07/2014	\$20.8100 to cover expenses
24.5(a)(iii)	Away from home/ usual place of employment	An employee who proceeds to a distant job (see note 4) is not required to travel outside their ordinary hours of work each day and is entitled to: - travelling time at their ordinary rate of pay for travelling between their usual residence and the distant job on the forward journey on the return journey and at the completion of the job on the return journey - be paid an amount to cover the expenses of reaching their residence from the main public transport terminal on the return journey (see above), and - to be paid an allowance per meal for any meals incurred while travelling on either the forward or return journey.	No	1/07/2014	\$13.9500 per meal

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(a)(xii)	Away from home/ usual place of employment	An employee who is provided with full board and lodging, who - works ordinary hours as required on the day before and the day after a weekend - notifies no later than Tuesday of each week of their intention to return to their usual residence at the weekend and - actually returns to their usual residence on the weekend must be paid an allowance.	No	1/07/2014	\$38.1200 for each occasion
24.5(b)ii	Travel allowance	Stonemasonry work at a cemetery An employee, engaged on stonemasonry work, directed to work on fixing work in a cemetery away from the employer's usual place of business, must be reimbursed for any fares in excess of those normally spent in travelling to and from their usual residence to the employer's premises. Alternatively, if the employee is required to use their own car, they must be paid the allowance. The allowance is paid in respect of the kilometres travelled in excess of those normally travelled to and from their usual residence to the employer's premises.	No	1/07/2014	\$0.7800 per kilometre

Clause	Allowance Type	Description	All Purpose Allowance	Effective Date	Rate
24.5(c)ii	Travel allowance	<p>Performing glass and glazing work away from the usual place of business</p> <p>An employee engaged on glass and glazing work who is directed to commence work at the usual starting time at a location other than the employer's usual place of business must be paid at ordinary time rates for the first hour each way and thereafter at overtime rates for any excess travelling time involved and must be:</p> <ul style="list-style-type: none"> - reimbursed for any fares incurred in excess of those normally expended in travelling to and from their usual residence to the employer's usual place of business or - paid an allowance per kilometre travelled in excess of those normally expended in travelling to and from their usual residence to their employer's usual place of business, where an employer requests an employee to use their own motor vehicle and the employee agrees to do so 	No	1/07/2014	\$0.7800 per km

Frequency of Payment

Wages must be paid and be available no later than the time of ending of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements must be made.

Pay Guide - Background

This guide provides information on wages, loadings and allowances.

Employers that an award applies to must provide at least the minimum terms and conditions in that award to all employees to whom the award applies.

One of the responsibilities of the Fair Work Ombudsman is to ensure compliance with the Fair Work Act 2009.

If an employer is able to demonstrate that they have paid at least the rates published in this guide, including wages, allowances and loadings, the Fair Work Ombudsman will be satisfied that the employer has met those obligations under the award. The employer will need to have paid the wage rate for all hours worked and for the correct classification for the work the employee does.

The Fair Work Act 2009 requires that time and wages records be kept and pay slips issued. Employers will also need to demonstrate that this requirement has been complied with.

Who is not covered by this guide?

Despite the coverage provisions of this guide conditions in this guide do not apply to an employee or employer while the employee or employer is covered by one of the following agreements:

- Australian Workplace Agreements (AWA)
- Certified agreements (made before 27 March 2006)
- Collective agreements (made between 27 March 2006 and 30 June 2009)
- Enterprise agreements (made after 01 July 2009)
- Individual Transitional Employment Agreements (ITEA)
- Old IR Agreements (made before 1997)
- Preserved Collective State Agreements (made in a state system before 27 March 2006)
- Preserved Individual State agreement (made in a state system before 27 March 2006)
- Section 170MX Awards (made before 27 March 2006)
- Workplace Determinations

The guide will also not apply to employees covered by an enterprise specific award-based transitional instrument, including:

- pre-reform awards (made prior to 27 March 2006)
- notional agreements preserving state awards (made in a state system before 27 March 2006)

For more information on the award, you can access a full version at <http://fairwork.gov.au/listofawards>.

IMPORTANT NOTE: 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.

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Fair Work
OMBUDSMAN

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 22 May 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 January 2015. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

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

Rates of pay

The rates in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$37.96	\$46.39	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$39.04	\$47.71	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$40.55	\$49.56	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$41.94	\$51.26	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$44.19	\$54.01	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$45.56	\$55.69	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$46.96	\$57.39	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96	\$46.96

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Overtime - break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$512.97	\$13.50	\$16.88	\$16.88	\$20.25	\$20.25	\$20.25
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Overtime - break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$27.00	\$20.25	\$27.00	\$33.75	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$20.25	\$27.00	\$20.25	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$485.00	\$12.76	\$15.95	\$15.95	\$19.14	\$19.14
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$19.14	\$25.52	\$31.90	\$25.52	\$25.52	\$25.52	\$19.14
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$25.52	\$19.14	\$25.52	\$25.52	\$25.52	\$25.52	\$25.52
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 3 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16 65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19 20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

**Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice textbook reimbursement	reimbursement of the cost of textbooks within 6 months of starting the apprenticeship or within 3 months of starting training with the registered training organisation (whichever is later)
Apprentice training fees reimbursement	reimbursement of all fees charged by the registered training organisation (RTO)
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5 75 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1 14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour

Allowances	Rate
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38 12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20 81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year

Allowances	Rate
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour for all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home

Allowances	Rate
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

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Freedom of Information Act
by the Fair Work Ombudsman



Fair Work
OMBUDSMAN

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 09 November 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 January 2015. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

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

Rates of pay

The rates in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$37.96	\$46.39	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$39.04	\$47.71	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$40.55	\$49.56	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$41.94	\$51.26	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$44.19	\$54.01	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$45.56	\$55.69	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$46.96	\$57.39	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96	\$46.96

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Overtime - break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$512.97	\$13.50	\$16.88	\$16.88	\$20.25	\$20.25	\$20.25
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Overtime - break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$27.00	\$20.25	\$27.00	\$33.75	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$20.25	\$27.00	\$20.25	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$485.00	\$12.76	\$15.95	\$15.95	\$19.14	\$19.14
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$19.14	\$25.52	\$31.90	\$25.52	\$25.52	\$25.52	\$19.14
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$25.52	\$19.14	\$25.52	\$25.52	\$25.52	\$25.52	\$25.52
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworkers	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 3 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16.65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

Adult apprentice - 4 years - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5.75 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher

Allowances	Rate
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38.12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour for all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres

Allowances	Rate
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.



Fair Work
OMBUDSMAN

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 29 June 2015

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2015. If you have any questions about the information in this guide, please email PACTfeedback@fwo.gov.au

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

Rates of pay

The rates in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$685.57	\$18.04	\$22.55	\$22.55	\$27.06	\$27.06	\$27.06
Level 2	\$704.57	\$18.54	\$23.18	\$23.18	\$27.81	\$27.81	\$27.81
Level 3	\$730.47	\$19.22	\$24.03	\$24.03	\$28.83	\$28.83	\$28.83
Level 4	\$754.57	\$19.85	\$24.81	\$24.81	\$29.78	\$29.78	\$29.78
Level 5	\$793.57	\$20.88	\$26.10	\$26.10	\$31.32	\$31.32	\$31.32
Level 6	\$817.47	\$21.51	\$26.89	\$26.89	\$32.27	\$32.27	\$32.27
Level 7	\$841.47	\$22.14	\$27.68	\$27.68	\$33.21	\$33.21	\$33.21

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$36.08	\$27.06	\$36.08	\$45.10	\$36.08	\$36.08	\$36.08
Level 2	\$37.08	\$27.81	\$37.08	\$46.35	\$37.08	\$37.08	\$37.08
Level 3	\$38.44	\$28.83	\$38.44	\$48.05	\$38.44	\$38.44	\$38.44
Level 4	\$39.70	\$29.78	\$39.70	\$49.63	\$39.70	\$39.70	\$39.70
Level 5	\$41.76	\$31.32	\$41.76	\$52.20	\$41.76	\$41.76	\$41.76
Level 6	\$43.02	\$32.27	\$43.02	\$53.78	\$43.02	\$43.02	\$43.02

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 7	\$44.28	\$33.21	\$44.28	\$55.35	\$44.28	\$44.28	\$44.28

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$27.06	\$36.08	\$27.06	\$36.08	\$36.08	\$36.08	\$36.08	\$36.08
Level 2	\$27.81	\$37.08	\$27.81	\$37.08	\$37.08	\$37.08	\$37.08	\$37.08
Level 3	\$28.83	\$38.44	\$28.83	\$38.44	\$38.44	\$38.44	\$38.44	\$38.44
Level 4	\$29.78	\$39.70	\$29.78	\$39.70	\$39.70	\$39.70	\$39.70	\$39.70
Level 5	\$31.32	\$41.76	\$31.32	\$41.76	\$41.76	\$41.76	\$41.76	\$41.76
Level 6	\$32.27	\$43.02	\$32.27	\$43.02	\$43.02	\$43.02	\$43.02	\$43.02
Level 7	\$33.21	\$44.28	\$33.21	\$44.28	\$44.28	\$44.28	\$44.28	\$44.28

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$656.90	\$17.29	\$21.61	\$21.61	\$25.94	\$25.94
Level 2	\$675.90	\$17.79	\$22.24	\$22.24	\$26.69	\$26.69
Level 3	\$701.80	\$18.47	\$23.09	\$23.09	\$27.71	\$27.71
Level 4	\$725.90	\$19.10	\$23.88	\$23.88	\$28.65	\$28.65
Level 5	\$764.90	\$20.13	\$25.16	\$25.16	\$30.20	\$30.20
Level 6	\$788.80	\$20.76	\$25.95	\$25.95	\$31.14	\$31.14
Level 7	\$812.80	\$21.39	\$26.74	\$26.74	\$32.09	\$32.09

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.94	\$34.58	\$43.23	\$34.58	\$34.58	\$34.58	\$25.94
Level 2	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58	\$35.58	\$26.69
Level 3	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$36.94	\$27.71
Level 4	\$28.65	\$38.20	\$47.75	\$38.20	\$38.20	\$38.20	\$28.65
Level 5	\$30.20	\$40.26	\$50.33	\$40.26	\$40.26	\$40.26	\$30.20
Level 6	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52	\$41.52	\$31.14
Level 7	\$32.09	\$42.78	\$53.48	\$42.78	\$42.78	\$42.78	\$32.09

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Level 1	\$34.58	\$25.94	\$34.58	\$34.58	\$34.58	\$34.58	\$34.58
Level 2	\$35.58	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58	\$35.58
Level 3	\$36.94	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$36.94
Level 4	\$38.20	\$28.65	\$38.20	\$38.20	\$38.20	\$38.20	\$38.20
Level 5	\$40.26	\$30.20	\$40.26	\$40.26	\$40.26	\$40.26	\$40.26
Level 6	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52	\$41.52
Level 7	\$42.78	\$32.09	\$42.78	\$42.78	\$42.78	\$42.78	\$42.78

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.55	\$27.06	\$27.06	\$31.57	\$31.57	\$31.57	\$40.59
Level 2	\$23.18	\$27.81	\$27.81	\$32.45	\$32.45	\$32.45	\$41.72
Level 3	\$24.03	\$28.83	\$28.83	\$33.64	\$33.64	\$33.64	\$43.25
Level 4	\$24.81	\$29.78	\$29.78	\$34.74	\$34.74	\$34.74	\$44.66

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm	Stonemasonry night shift 11pm - 7am
Level 5	\$26.10	\$31.32	\$31.32	\$36.54	\$36.54	\$36.54	\$46.98
Level 6	\$26.89	\$32.27	\$32.27	\$37.64	\$37.64	\$37.64	\$48.40
Level 7	\$27.68	\$33.21	\$33.21	\$38.75	\$38.75	\$38.75	\$49.82

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$31.57	\$40.59	\$49.61	\$40.59	\$31.57	\$40.59	\$31.57
Level 2	\$32.45	\$41.72	\$50.99	\$41.72	\$32.45	\$41.72	\$32.45
Level 3	\$33.64	\$43.25	\$52.86	\$43.25	\$33.64	\$43.25	\$33.64
Level 4	\$34.74	\$44.66	\$54.59	\$44.66	\$34.74	\$44.66	\$34.74
Level 5	\$36.54	\$46.98	\$57.42	\$46.98	\$36.54	\$46.98	\$36.54
Level 6	\$37.64	\$48.40	\$59.15	\$48.40	\$37.64	\$48.40	\$37.64
Level 7	\$38.75	\$49.82	\$60.89	\$49.82	\$38.75	\$49.82	\$38.75

Table 3 of 3

Classification	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$40.59	\$40.59	\$40.59	\$40.59
Level 2	\$41.72	\$41.72	\$41.72	\$41.72
Level 3	\$43.25	\$43.25	\$43.25	\$43.25
Level 4	\$44.66	\$44.66	\$44.66	\$44.66

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 5	\$46.98	\$46.98	\$46.98	\$46.98
Level 6	\$48.40	\$48.40	\$48.40	\$48.40
Level 7	\$49.82	\$49.82	\$49.82	\$49.82

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$21.61	\$25.94	\$25.94	\$30.26	\$30.26	\$30.26
Level 2	\$22.24	\$26.69	\$26.69	\$31.13	\$31.13	\$31.13
Level 3	\$23.09	\$27.71	\$27.71	\$32.32	\$32.32	\$32.32
Level 4	\$23.88	\$28.65	\$28.65	\$33.43	\$33.43	\$33.43
Level 5	\$25.16	\$30.20	\$30.20	\$35.23	\$35.23	\$35.23
Level 6	\$25.95	\$31.14	\$31.14	\$36.33	\$36.33	\$36.33
Level 7	\$26.74	\$32.09	\$32.09	\$37.43	\$37.43	\$37.43

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$38.90	\$47.55	\$38.90	\$30.26	\$38.90	\$30.26

Level 2	\$40.03	\$48.92	\$40.03	\$31.13	\$40.03	\$31.13
Level 3	\$41.56	\$50.79	\$41.56	\$32.32	\$41.56	\$32.32
Level 4	\$42.98	\$52.53	\$42.98	\$33.43	\$42.98	\$33.43
Level 5	\$45.29	\$55.36	\$45.29	\$35.23	\$45.29	\$35.23
Level 6	\$46.71	\$57.09	\$46.71	\$36.33	\$46.71	\$36.33
Level 7	\$48.13	\$58.82	\$48.13	\$37.43	\$48.13	\$37.43

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$38.90	\$38.90	\$38.90	\$38.90
Level 2	\$40.03	\$40.03	\$40.03	\$40.03
Level 3	\$41.56	\$41.56	\$41.56	\$41.56
Level 4	\$42.98	\$42.98	\$42.98	\$42.98
Level 5	\$45.29	\$45.29	\$45.29	\$45.29
Level 6	\$46.71	\$46.71	\$46.71	\$46.71
Level 7	\$48.13	\$48.13	\$48.13	\$48.13

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$411.17	\$10.82	\$13.53	\$13.53	\$16.23	\$16.23	\$16.23
Apprentice 2nd year / Stage 2	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 3rd year / Stage 3	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.64	\$16.23	\$21.64	\$27.05	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$16.23	\$21.64	\$16.23	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$382.50	\$10.07	\$12.59	\$12.59	\$15.11	\$15.11
Apprentice 2nd year / Stage 2	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 3rd year / Stage 3	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.11	\$20.14	\$25.18	\$20.14	\$20.14	\$20.14	\$15.11
Apprentice 2nd year / Stage 2	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 3rd year / Stage 3	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$20.14	\$15.11	\$20.14	\$20.14	\$20.14	\$20.14	\$20.14
Apprentice 2nd year / Stage 2	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 3rd year / Stage 3	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 2nd year / Stage 2	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 3rd year / Stage 3	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 2nd year / Stage 2	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 3rd year / Stage 3	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 2nd year / Stage 2	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 3rd year / Stage 3	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 2nd year / Stage 2	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20

Apprentice 3rd year / Stage 3	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24
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Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift Monday to Friday	Early afternoon shift Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$372.87	\$9.81	\$12.26	\$12.26	\$14.72	\$14.72	\$14.72
Apprentice 2nd year / Stage 2	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.62	\$14.72	\$19.62	\$24.53	\$19.62	\$19.62	\$19.62
Apprentice 2nd year / Stage 2	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Released under the
Freedom of Information Act
by the Fair Work Ombudsman

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$14.72	\$19.62	\$14.72	\$19.62	\$19.62	\$19.62	\$19.62	\$19.62
Apprentice 2nd year / Stage 2	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$344.20	\$9.06	\$11.33	\$11.33	\$13.59	\$13.59
Apprentice 2nd year / Stage 2	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.59	\$18.12	\$22.65	\$18.12	\$18.12	\$18.12	\$13.59
Apprentice 2nd year / Stage 2	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$18.12	\$13.59	\$18.12	\$18.12	\$18.12	\$18.12	\$18.12
Apprentice 2nd year / Stage 2	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20

Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24
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**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$411.17	\$10.82	\$13.53	\$13.53	\$16.23	\$16.23	\$16.23
Apprentice 2nd year / Stage 2	\$487.57	\$12.83	\$16.04	\$16.04	\$19.25	\$19.25	\$19.25
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.64	\$16.23	\$21.64	\$27.05	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$25.66	\$19.25	\$25.66	\$32.08	\$25.66	\$25.66	\$25.66
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$16.23	\$21.64	\$16.23	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$19.25	\$25.66	\$19.25	\$25.66	\$25.66	\$25.66	\$25.66	\$25.66
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$382.50	\$10.07	\$12.59	\$12.59	\$15.11	\$15.11
Apprentice 2nd year / Stage 2	\$458.90	\$12.08	\$15.10	\$15.10	\$18.12	\$18.12
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.11	\$20.14	\$25.18	\$20.14	\$20.14	\$20.14	\$15.11
Apprentice 2nd year / Stage 2	\$18.12	\$24.16	\$30.20	\$24.16	\$24.16	\$24.16	\$18.12
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$20.14	\$15.11	\$20.14	\$20.14	\$20.14	\$20.14	\$20.14
Apprentice 2nd year / Stage 2	\$24.16	\$18.12	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 2nd year / Stage 2	\$525.87	\$13.83	\$17.29	\$17.29	\$20.75	\$20.75	\$20.75
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$27.66	\$20.75	\$27.66	\$34.58	\$27.66	\$27.66	\$27.66
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$20.75	\$27.66	\$20.75	\$27.66	\$27.66	\$27.66	\$27.66	\$27.66
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 2nd year / Stage 2	\$497.20	\$13.08	\$16.35	\$16.35	\$19.62	\$19.62
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 2nd year / Stage 2	\$19.62	\$26.16	\$32.70	\$26.16	\$26.16	\$26.16	\$19.62
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to	Saturday before 12	Saturday before 12	Sunday	Overtime - Monday to	Overtime - business	Less than 8 hour break
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	Friday - after 2 hours - not shiftworkers	noon - first 2 hours	noon - after 2 hours, and all Saturday work after 12 noon		Friday - shiftworker	operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 2nd year / Stage 2	\$26.16	\$19.62	\$26.16	\$26.16	\$26.16	\$26.16	\$26.16
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$663.57	\$17.46	\$21.83	\$21.83	\$26.19	\$26.19	\$26.19
Apprentice 2nd year / Stage 2	\$701.77	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69	\$27.69
Apprentice 3rd year / Stage 3	\$747.67	\$19.67	\$24.59	\$24.59	\$29.51	\$29.51	\$29.51

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.92	\$26.19	\$34.92	\$43.65	\$34.92	\$34.92	\$34.92
Apprentice 2nd year / Stage 2	\$36.92	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92

Classification	Stonemason y night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 3rd year / Stage 3	\$39.34	\$29.51	\$39.34	\$49.18	\$39.34	\$39.34	\$39.34

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$26.19	\$34.92	\$26.19	\$34.92	\$34.92	\$34.92	\$34.92	\$34.92
Apprentice 2nd year / Stage 2	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92
Apprentice 3rd year / Stage 3	\$29.51	\$39.34	\$29.51	\$39.34	\$39.34	\$39.34	\$39.34	\$39.34

**Adult apprentice - 3 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$634.90	\$16.71	\$20.89	\$20.89	\$25.07	\$25.07
Apprentice 2nd year / Stage 2	\$673.10	\$17.71	\$22.14	\$22.14	\$26.57	\$26.57
Apprentice 3rd year / Stage 3	\$719.00	\$18.92	\$23.65	\$23.65	\$28.38	\$28.38

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$25.07	\$33.42	\$41.78	\$33.42	\$33.42	\$33.42	\$25.07
Apprentice 2nd year / Stage 2	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice 3rd year / Stage 3	\$28.38	\$37.84	\$47.30	\$37.84	\$37.84	\$37.84	\$28.38

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$33.42	\$25.07	\$33.42	\$33.42	\$33.42	\$33.42	\$33.42
Apprentice 2nd year / Stage 2	\$35.42	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$35.42
Apprentice 3rd year / Stage 3	\$37.84	\$28.38	\$37.84	\$37.84	\$37.84	\$37.84	\$37.84

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$648.27	\$17.06	\$21.33	\$21.33	\$25.59	\$25.59	\$25.59
Apprentice 2nd year / Stage 2	\$678.87	\$17.86	\$22.33	\$22.33	\$26.79	\$26.79	\$26.79
Apprentice 3rd year / Stage 3	\$701.77	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69	\$27.69
Apprentice 4th year / Stage 4	\$747.67	\$19.67	\$24.59	\$24.59	\$29.51	\$29.51	\$29.51

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.12	\$25.59	\$34.12	\$42.65	\$34.12	\$34.12	\$34.12
Apprentice 2nd year / Stage 2	\$35.72	\$26.79	\$35.72	\$44.65	\$35.72	\$35.72	\$35.72
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92
Apprentice 4th year / Stage 4	\$39.34	\$29.51	\$39.34	\$49.18	\$39.34	\$39.34	\$39.34

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$25.59	\$34.12	\$25.59	\$34.12	\$34.12	\$34.12	\$34.12	\$34.12
Apprentice 2nd year / Stage 2	\$26.79	\$35.72	\$26.79	\$35.72	\$35.72	\$35.72	\$35.72	\$35.72
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92
Apprentice 4th year / Stage 4	\$29.51	\$39.34	\$29.51	\$39.34	\$39.34	\$39.34	\$39.34	\$39.34

**Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.60	\$16.31	\$20.39	\$20.39	\$24.47	\$24.47
Apprentice 2nd year / Stage 2	\$650.20	\$17.11	\$21.39	\$21.39	\$25.67	\$25.67
Apprentice 3rd year / Stage 3	\$673.10	\$17.71	\$22.14	\$22.14	\$26.57	\$26.57
Apprentice 4th year / Stage 4	\$719.00	\$18.92	\$23.65	\$23.65	\$28.38	\$28.38

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.47	\$32.62	\$40.78	\$32.62	\$32.62	\$32.62	\$24.47
Apprentice 2nd year / Stage 2	\$25.67	\$34.22	\$42.78	\$34.22	\$34.22	\$34.22	\$25.67
Apprentice 3rd year / Stage 3	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice 4th year / Stage 4	\$28.38	\$37.84	\$47.30	\$37.84	\$37.84	\$37.84	\$28.38

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - shiftwork changes
Apprentice 1st year / Stage 1	\$32.62	\$24.47	\$32.62	\$32.62	\$32.62	\$32.62	\$32.62
Apprentice 2nd year / Stage 2	\$34.22	\$25.67	\$34.22	\$34.22	\$34.22	\$34.22	\$34.22
Apprentice 3rd year / Stage 3	\$35.42	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$35.42
Apprentice 4th year / Stage 4	\$37.84	\$28.38	\$37.84	\$37.84	\$37.84	\$37.84	\$37.84

Allowances

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

Allowances	Rate
Apprentice textbook reimbursement	reimbursement of the cost of textbooks within 6 months of starting the apprenticeship or within 3 months of starting training with the registered training organisation (whichever is later)
Apprentice training fees reimbursement	reimbursement of all fees charged by the registered training organisation (RTO)
Asbestos allowance	\$0.81 per hour when wearing protective equipment
Bagging allowance	\$0.58 per hour
Cold work allowance	\$0.64 per hour

Allowances	Rate
Collection of monies allowance - glass and glazing work	\$0.16 per hour up to a maximum of \$5.90 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.69 per day
Confined space allowance	\$0.81 per hour
Damage to clothing and tools reimbursement	compensation to cover the loss caused to the employee's clothes, spectacles, hearing aids or tools
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1,743.00 for the loss of tools or clothes
Dirty work allowance	\$0.64 per hour
Explosive powered tools allowance	\$1.53 per day
First aid allowance	\$0.40 per hour up to a maximum of \$15.22 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.90 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.64 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.17 per hour
Heavy blocks allowance - over 18kg	\$1.65 per hour
Hot bitumen allowance	\$0.81 per hour
Hot places allowance – between 46°C and 54°C	\$0.64 per hour
Hot places allowance – over 54°C	\$0.81 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.75 per hour
* Industry allowance - glaziers & apprentice glaziers other than on factory glazing	\$0.76 per hour
Insulation allowance	\$0.81 per hour
Leading hand allowance	\$0.48 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance	\$1.06 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance	\$1.36 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher

Allowances	Rate
Leading hand allowance	\$1.81 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$68.45 per day or \$478.44 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$14.27 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$40.11 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$14.27 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.81 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.64 per hour
Second hand timber allowance	\$2.54 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.64 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.67 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.97 per hour

Allowances	Rate
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.79 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.28 per hour
* Tool allowance - Assembler A	\$0.24 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.64 per hour for all work above 15 metres and a further \$0.64 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.64 per hour
Toxic substances allowance – employee using toxic substances	\$0.81 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.64 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.76 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace

Allowances	Rate
Working away from usual workplace - fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace - vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

Released under the
Freedom of Information Act
by the Fair Work Ombudsman



Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 13 December 2016

Pay rates change from 1 July each year, the rates in this guide apply from 01 January 2015.

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 in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Level 1	\$668.87	\$17.61	\$22.01	\$22.01	\$26.42	\$26.42	\$26.42
Level 2	\$687.37	\$18.09	\$22.61	\$22.61	\$27.14	\$27.14	\$27.14
Level 3	\$712.67	\$18.76	\$23.45	\$23.45	\$28.14	\$28.14	\$28.14
Level 4	\$736.17	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07	\$29.07
Level 5	\$774.17	\$20.38	\$25.48	\$25.48	\$30.57	\$30.57	\$30.57
Level 6	\$797.57	\$20.99	\$26.24	\$26.24	\$31.49	\$31.49	\$31.49
Level 7	\$820.97	\$21.61	\$27.01	\$27.01	\$32.42	\$32.42	\$32.42

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$35.22	\$26.42	\$35.22	\$44.03	\$35.22	\$35.22	\$35.22
Level 2	\$36.18	\$27.14	\$36.18	\$45.23	\$36.18	\$36.18	\$36.18
Level 3	\$37.52	\$28.14	\$37.52	\$46.90	\$37.52	\$37.52	\$37.52
Level 4	\$38.76	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76
Level 5	\$40.76	\$30.57	\$40.76	\$50.95	\$40.76	\$40.76	\$40.76
Level 6	\$41.98	\$31.49	\$41.98	\$52.48	\$41.98	\$41.98	\$41.98
Level 7	\$43.22	\$32.42	\$43.22	\$54.03	\$43.22	\$43.22	\$43.22

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$26.42	\$35.22	\$26.42	\$35.22	\$35.22	\$35.22	\$35.22	\$35.22
Level 2	\$27.14	\$36.18	\$27.14	\$36.18	\$36.18	\$36.18	\$36.18	\$36.18
Level 3	\$28.14	\$37.52	\$28.14	\$37.52	\$37.52	\$37.52	\$37.52	\$37.52
Level 4	\$29.07	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76
Level 5	\$30.57	\$40.76	\$30.57	\$40.76	\$40.76	\$40.76	\$40.76	\$40.76
Level 6	\$31.49	\$41.98	\$31.49	\$41.98	\$41.98	\$41.98	\$41.98	\$41.98
Level 7	\$32.42	\$43.22	\$32.42	\$43.22	\$43.22	\$43.22	\$43.22	\$43.22

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$640.90	\$16.87	\$21.09	\$21.09	\$25.31	\$25.31
Level 2	\$659.40	\$17.35	\$21.69	\$21.69	\$26.03	\$26.03
Level 3	\$684.70	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03
Level 4	\$708.20	\$18.64	\$23.30	\$23.30	\$27.96	\$27.96
Level 5	\$746.20	\$19.64	\$24.55	\$24.55	\$29.46	\$29.46
Level 6	\$769.60	\$20.25	\$25.31	\$25.31	\$30.38	\$30.38
Level 7	\$793.00	\$20.87	\$26.09	\$26.09	\$31.31	\$31.31

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.31	\$33.74	\$42.18	\$33.74	\$33.74	\$33.74	\$25.31
Level 2	\$26.03	\$34.70	\$43.38	\$34.70	\$34.70	\$34.70	\$26.03
Level 3	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04	\$27.03
Level 4	\$27.96	\$37.28	\$46.60	\$37.28	\$37.28	\$37.28	\$27.96
Level 5	\$29.46	\$39.28	\$49.10	\$39.28	\$39.28	\$39.28	\$29.46
Level 6	\$30.38	\$40.50	\$50.63	\$40.50	\$40.50	\$40.50	\$30.38
Level 7	\$31.31	\$41.74	\$52.18	\$41.74	\$41.74	\$41.74	\$31.31

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$33.74	\$25.31	\$33.74	\$33.74	\$33.74	\$33.74	\$33.74
Level 2	\$34.70	\$26.03	\$34.70	\$34.70	\$34.70	\$34.70	\$34.70
Level 3	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Level 4	\$37.28	\$27.96	\$37.28	\$37.28	\$37.28	\$37.28	\$37.28
Level 5	\$39.28	\$29.46	\$39.28	\$39.28	\$39.28	\$39.28	\$39.28
Level 6	\$40.50	\$30.38	\$40.50	\$40.50	\$40.50	\$40.50	\$40.50
Level 7	\$41.74	\$31.31	\$41.74	\$41.74	\$41.74	\$41.74	\$41.74

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.01	\$26.42	\$26.42	\$30.82	\$30.82	\$30.82	\$39.62
Level 2	\$22.61	\$27.14	\$27.14	\$31.66	\$31.66	\$31.66	\$40.70
Level 3	\$23.45	\$28.14	\$28.14	\$32.83	\$32.83	\$32.83	\$42.21
Level 4	\$24.23	\$29.07	\$29.07	\$33.92	\$33.92	\$33.92	\$43.61
Level 5	\$25.48	\$30.57	\$30.57	\$35.67	\$35.67	\$35.67	\$45.86
Level 6	\$26.24	\$31.49	\$31.49	\$36.73	\$36.73	\$36.73	\$47.23
Level 7	\$27.01	\$32.42	\$32.42	\$37.82	\$37.82	\$37.82	\$48.62

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$30.82	\$39.62	\$48.43	\$39.62	\$30.82	\$39.62	\$30.82
Level 2	\$31.66	\$40.70	\$49.75	\$40.70	\$31.66	\$40.70	\$31.66
Level 3	\$32.83	\$42.21	\$51.59	\$42.21	\$32.83	\$42.21	\$32.83
Level 4	\$33.92	\$43.61	\$53.30	\$43.61	\$33.92	\$43.61	\$33.92
Level 5	\$35.67	\$45.86	\$56.05	\$45.86	\$35.67	\$45.86	\$35.67
Level 6	\$36.73	\$47.23	\$57.72	\$47.23	\$36.73	\$47.23	\$36.73
Level 7	\$37.82	\$48.62	\$59.43	\$48.62	\$37.82	\$48.62	\$37.82

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$39.62	\$39.62	\$39.62	\$39.62
Level 2	\$40.70	\$40.70	\$40.70	\$40.70
Level 3	\$42.21	\$42.21	\$42.21	\$42.21
Level 4	\$43.61	\$43.61	\$43.61	\$43.61
Level 5	\$45.86	\$45.86	\$45.86	\$45.86
Level 6	\$47.23	\$47.23	\$47.23	\$47.23
Level 7	\$48.62	\$48.62	\$48.62	\$48.62

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$21.09	\$25.31	\$25.31	\$29.52	\$29.52	\$29.52
Level 2	\$21.69	\$26.03	\$26.03	\$30.36	\$30.36	\$30.36
Level 3	\$22.53	\$27.03	\$27.03	\$31.54	\$31.54	\$31.54
Level 4	\$23.30	\$27.96	\$27.96	\$32.62	\$32.62	\$32.62
Level 5	\$24.55	\$29.46	\$29.46	\$34.37	\$34.37	\$34.37
Level 6	\$25.31	\$30.38	\$30.38	\$35.44	\$35.44	\$35.44
Level 7	\$26.09	\$31.31	\$31.31	\$36.52	\$36.52	\$36.52

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$37.96	\$46.39	\$37.96	\$29.52	\$37.96	\$29.52
Level 2	\$39.04	\$47.71	\$39.04	\$30.36	\$39.04	\$30.36
Level 3	\$40.55	\$49.56	\$40.55	\$31.54	\$40.55	\$31.54
Level 4	\$41.94	\$51.26	\$41.94	\$32.62	\$41.94	\$32.62
Level 5	\$44.19	\$54.01	\$44.19	\$34.37	\$44.19	\$34.37
Level 6	\$45.56	\$55.69	\$45.56	\$35.44	\$45.56	\$35.44
Level 7	\$46.96	\$57.39	\$46.96	\$36.52	\$46.96	\$36.52

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$29.52	\$37.96	\$37.96	\$37.96	\$37.96
Level 2	\$30.36	\$39.04	\$39.04	\$39.04	\$39.04
Level 3	\$31.54	\$40.55	\$40.55	\$40.55	\$40.55
Level 4	\$32.62	\$41.94	\$41.94	\$41.94	\$41.94
Level 5	\$34.37	\$44.19	\$44.19	\$44.19	\$44.19
Level 6	\$35.44	\$45.56	\$45.56	\$45.56	\$45.56
Level 7	\$36.52	\$46.96	\$46.96	\$46.96	\$46.96

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 2 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 3rd year / Stage 3	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 3rd year / Stage 3	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 3rd year / Stage 3	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 2 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$363.77	\$9.58	\$11.98	\$11.98	\$14.37	\$14.37	\$14.37
Apprentice 2nd year / Stage 2	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.16	\$14.37	\$19.16	\$23.95	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$14.37	\$19.16	\$14.37	\$19.16	\$19.16	\$19.16	\$19.16	\$19.16
Apprentice 2nd year / Stage 2	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$335.80	\$8.84	\$11.05	\$11.05	\$13.26	\$13.26
Apprentice 2nd year / Stage 2	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.26	\$17.68	\$22.10	\$17.68	\$17.68	\$17.68	\$13.26
Apprentice 2nd year / Stage 2	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.68	\$13.26	\$17.68	\$17.68	\$17.68	\$17.68	\$17.68
Apprentice 2nd year / Stage 2	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$401.07	\$10.56	\$13.20	\$13.20	\$15.84	\$15.84	\$15.84
Apprentice 2nd year / Stage 2	\$475.67	\$12.52	\$15.65	\$15.65	\$18.78	\$18.78	\$18.78
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.12	\$15.84	\$21.12	\$26.40	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$25.04	\$18.78	\$25.04	\$31.30	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$15.84	\$21.12	\$15.84	\$21.12	\$21.12	\$21.12	\$21.12	\$21.12
Apprentice 2nd year / Stage 2	\$18.78	\$25.04	\$18.78	\$25.04	\$25.04	\$25.04	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$373.10	\$9.82	\$12.28	\$12.28	\$14.73	\$14.73
Apprentice 2nd year / Stage 2	\$447.70	\$11.78	\$14.73	\$14.73	\$17.67	\$17.67
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$14.73	\$19.64	\$24.55	\$19.64	\$19.64	\$19.64	\$14.73
Apprentice 2nd year / Stage 2	\$17.67	\$23.56	\$29.45	\$23.56	\$23.56	\$23.56	\$17.67
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$19.64	\$14.73	\$19.64	\$19.64	\$19.64	\$19.64	\$19.64
Apprentice 2nd year / Stage 2	\$23.56	\$17.67	\$23.56	\$23.56	\$23.56	\$23.56	\$23.56
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$438.37	\$11.54	\$14.43	\$14.43	\$17.31	\$17.31	\$17.31
Apprentice 2nd year / Stage 2	\$512.97	\$13.50	\$16.88	\$16.88	\$20.25	\$20.25	\$20.25
Apprentice 3rd year / Stage 3	\$587.67	\$15.47	\$19.34	\$19.34	\$23.21	\$23.21	\$23.21
Apprentice 4th year / Stage 4	\$699.57	\$18.41	\$23.01	\$23.01	\$27.62	\$27.62	\$27.62

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.08	\$17.31	\$23.08	\$28.85	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$27.00	\$20.25	\$27.00	\$33.75	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$30.94	\$23.21	\$30.94	\$38.68	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$36.82	\$27.62	\$36.82	\$46.03	\$36.82	\$36.82	\$36.82

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.31	\$23.08	\$17.31	\$23.08	\$23.08	\$23.08	\$23.08	\$23.08
Apprentice 2nd year / Stage 2	\$20.25	\$27.00	\$20.25	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
Apprentice 3rd year / Stage 3	\$23.21	\$30.94	\$23.21	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94
Apprentice 4th year / Stage 4	\$27.62	\$36.82	\$27.62	\$36.82	\$36.82	\$36.82	\$36.82	\$36.82

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$410.40	\$10.80	\$13.50	\$13.50	\$16.20	\$16.20
Apprentice 2nd year / Stage 2	\$485.00	\$12.76	\$15.95	\$15.95	\$19.14	\$19.14
Apprentice 3rd year / Stage 3	\$559.70	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10
Apprentice 4th year / Stage 4	\$671.60	\$17.67	\$22.09	\$22.09	\$26.51	\$26.51

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.20	\$21.60	\$27.00	\$21.60	\$21.60	\$21.60	\$16.20
Apprentice 2nd year / Stage 2	\$19.14	\$25.52	\$31.90	\$25.52	\$25.52	\$25.52	\$19.14
Apprentice 3rd year / Stage 3	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46	\$22.10
Apprentice 4th year / Stage 4	\$26.51	\$35.34	\$44.18	\$35.34	\$35.34	\$35.34	\$26.51

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$21.60	\$16.20	\$21.60	\$21.60	\$21.60	\$21.60	\$21.60
Apprentice 2nd year / Stage 2	\$25.52	\$19.14	\$25.52	\$25.52	\$25.52	\$25.52	\$25.52
Apprentice 3rd year / Stage 3	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 4th year / Stage 4	\$35.34	\$26.51	\$35.34	\$35.34	\$35.34	\$35.34	\$35.34

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$647.27	\$17.04	\$21.30	\$21.30	\$25.56	\$25.56	\$25.56
Apprentice 2nd year / Stage 2	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 3rd year / Stage 3	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.08	\$25.56	\$34.08	\$42.60	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08	\$34.08	\$34.08	\$34.08
Apprentice 2nd year / Stage 2	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 3rd year / Stage 3	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

**Adult apprentice - 3 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.30	\$16.30	\$20.38	\$20.38	\$24.45	\$24.45
Apprentice 2nd year / Stage 2	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 3rd year / Stage 3	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.45	\$32.60	\$40.75	\$32.60	\$32.60	\$32.60	\$24.45
Apprentice 2nd year / Stage 2	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$32.60	\$24.45	\$32.60	\$32.60	\$32.60	\$32.60	\$32.60
Apprentice 2nd year / Stage 2	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm -11pm
Apprentice 1st year / Stage 1	\$632.37	\$16.65	\$20.81	\$20.81	\$24.98	\$24.98	\$24.98
Apprentice 2nd year / Stage 2	\$662.27	\$17.43	\$21.79	\$21.79	\$26.15	\$26.15	\$26.15
Apprentice 3rd year / Stage 3	\$684.67	\$18.02	\$22.53	\$22.53	\$27.03	\$27.03	\$27.03
Apprentice 4th year / Stage 4	\$729.37	\$19.20	\$24.00	\$24.00	\$28.80	\$28.80	\$28.80

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$33.30	\$24.98	\$33.30	\$41.63	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$34.86	\$26.15	\$34.86	\$43.58	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$36.04	\$27.03	\$36.04	\$45.05	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$38.40	\$28.80	\$38.40	\$48.00	\$38.40	\$38.40	\$38.40

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$24.98	\$33.30	\$24.98	\$33.30	\$33.30	\$33.30	\$33.30	\$33.30
Apprentice 2nd year / Stage 2	\$26.15	\$34.86	\$26.15	\$34.86	\$34.86	\$34.86	\$34.86	\$34.86
Apprentice 3rd year / Stage 3	\$27.03	\$36.04	\$27.03	\$36.04	\$36.04	\$36.04	\$36.04	\$36.04
Apprentice 4th year / Stage 4	\$28.80	\$38.40	\$28.80	\$38.40	\$38.40	\$38.40	\$38.40	\$38.40

**Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$604.40	\$15.91	\$19.89	\$19.89	\$23.87	\$23.87
Apprentice 2nd year / Stage 2	\$634.30	\$16.69	\$20.86	\$20.86	\$25.04	\$25.04
Apprentice 3rd year / Stage 3	\$656.70	\$17.28	\$21.60	\$21.60	\$25.92	\$25.92
Apprentice 4th year / Stage 4	\$701.40	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$23.87	\$31.82	\$39.78	\$31.82	\$31.82	\$31.82	\$23.87
Apprentice 2nd year / Stage 2	\$25.04	\$33.38	\$41.73	\$33.38	\$33.38	\$33.38	\$25.04
Apprentice 3rd year / Stage 3	\$25.92	\$34.56	\$43.20	\$34.56	\$34.56	\$34.56	\$25.92
Apprentice 4th year / Stage 4	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92	\$27.69

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$31.82	\$23.87	\$31.82	\$31.82	\$31.82	\$31.82	\$31.82
Apprentice 2nd year / Stage 2	\$33.38	\$25.04	\$33.38	\$33.38	\$33.38	\$33.38	\$33.38
Apprentice 3rd year / Stage 3	\$34.56	\$25.92	\$34.56	\$34.56	\$34.56	\$34.56	\$34.56
Apprentice 4th year / Stage 4	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.79 per hour when wearing protective equipment
Bagging allowance	\$0.57 per hour
Cold work allowance	\$0.63 per hour
Collection of monies allowance - glass and glazing work	\$0.15 per hour up to a maximum of \$5.75 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.58 per day
Confined space allowance	\$0.79 per hour
Damage to clothing and tools reimbursement	compensation to cover the damage caused to the employee's clothes, spectacles, hearing aids or tools by acid, sulphur or other deleterious substances
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1720 for the loss of tools or clothes
Dirty work allowance	\$0.63 per hour
Explosive powered tools allowance	\$1.49 per day
First aid allowance	\$0.39 per hour up to a maximum of \$14.85 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.74 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.63 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.14 per hour
Heavy blocks allowance - over 18kg	\$1.61 per hour
Hot bitumen allowance	\$0.79 per hour
Hot places allowance – between 46°C and 54°C	\$0.63 per hour
Hot places allowance – over 54°C	\$0.79 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.74 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.75 per hour
Insulation allowance	\$0.79 per hour

Allowances	Rate
Leading hand allowance - in charge of 1 employee	\$0.47 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 2-5 employees	\$1.03 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 6-10 employees	\$1.32 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance - in charge of 11 or more employees	\$1.76 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$65.06 per day or \$454.75 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$13.95 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$38.12 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$13.95 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.79 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.63 per hour
Second hand timber allowance	\$2.47 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.63 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening the stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet

Allowances	Rate
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.56 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.94 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.78 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.27 per hour
* Tool allowance - Assembler A	\$0.23 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.63 per hour for all work above 15 metres and a further \$0.63 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.63 per hour
Toxic substances allowance – employee using toxic substances	\$0.79 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.63 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.75 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace

Allowances	Rate
Working away from usual workplace fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

Released under the
Freedom of Information Act
by the Fair Work Ombudsman

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 13 December 2016

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2015.

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 in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$685.57	\$18.04	\$22.55	\$22.55	\$27.06	\$27.06	\$27.06
Level 2	\$704.57	\$18.54	\$23.18	\$23.18	\$27.81	\$27.81	\$27.81
Level 3	\$730.47	\$19.22	\$24.03	\$24.03	\$28.83	\$28.83	\$28.83
Level 4	\$754.57	\$19.85	\$24.81	\$24.81	\$29.78	\$29.78	\$29.78
Level 5	\$793.57	\$20.88	\$26.10	\$26.10	\$31.32	\$31.32	\$31.32
Level 6	\$817.47	\$21.51	\$26.89	\$26.89	\$32.27	\$32.27	\$32.27
Level 7	\$841.47	\$22.14	\$27.68	\$27.68	\$33.21	\$33.21	\$33.21

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$36.08	\$27.06	\$36.08	\$45.10	\$36.08	\$36.08	\$36.08
Level 2	\$37.08	\$27.81	\$37.08	\$46.35	\$37.08	\$37.08	\$37.08
Level 3	\$38.44	\$28.83	\$38.44	\$48.05	\$38.44	\$38.44	\$38.44
Level 4	\$39.70	\$29.78	\$39.70	\$49.63	\$39.70	\$39.70	\$39.70
Level 5	\$41.76	\$31.32	\$41.76	\$52.20	\$41.76	\$41.76	\$41.76
Level 6	\$43.02	\$32.27	\$43.02	\$53.78	\$43.02	\$43.02	\$43.02
Level 7	\$44.28	\$33.21	\$44.28	\$55.35	\$44.28	\$44.28	\$44.28

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$27.06	\$36.08	\$27.06	\$36.08	\$36.08	\$36.08	\$36.08	\$36.08
Level 2	\$27.81	\$37.08	\$27.81	\$37.08	\$37.08	\$37.08	\$37.08	\$37.08
Level 3	\$28.83	\$38.44	\$28.83	\$38.44	\$38.44	\$38.44	\$38.44	\$38.44
Level 4	\$29.78	\$39.70	\$29.78	\$39.70	\$39.70	\$39.70	\$39.70	\$39.70
Level 5	\$31.32	\$41.76	\$31.32	\$41.76	\$41.76	\$41.76	\$41.76	\$41.76
Level 6	\$32.27	\$43.02	\$32.27	\$43.02	\$43.02	\$43.02	\$43.02	\$43.02
Level 7	\$33.21	\$44.28	\$33.21	\$44.28	\$44.28	\$44.28	\$44.28	\$44.28

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$656.90	\$17.29	\$21.61	\$21.61	\$25.94	\$25.94
Level 2	\$675.90	\$17.79	\$22.24	\$22.24	\$26.69	\$26.69
Level 3	\$701.80	\$18.47	\$23.09	\$23.09	\$27.71	\$27.71
Level 4	\$725.90	\$19.10	\$23.88	\$23.88	\$28.65	\$28.65
Level 5	\$764.90	\$20.13	\$25.16	\$25.16	\$30.20	\$30.20
Level 6	\$788.80	\$20.76	\$25.95	\$25.95	\$31.14	\$31.14
Level 7	\$812.80	\$21.39	\$26.74	\$26.74	\$32.09	\$32.09

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$25.94	\$34.58	\$43.23	\$34.58	\$34.58	\$34.58	\$25.94
Level 2	\$26.69	\$35.58	\$44.48	\$35.58	\$35.58	\$35.58	\$26.69
Level 3	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$36.94	\$27.71
Level 4	\$28.65	\$38.20	\$47.75	\$38.20	\$38.20	\$38.20	\$28.65
Level 5	\$30.20	\$40.26	\$50.33	\$40.26	\$40.26	\$40.26	\$30.20
Level 6	\$31.14	\$41.52	\$51.90	\$41.52	\$41.52	\$41.52	\$31.14
Level 7	\$32.09	\$42.78	\$53.48	\$42.78	\$42.78	\$42.78	\$32.09

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$34.58	\$25.94	\$34.58	\$34.58	\$34.58	\$34.58	\$34.58
Level 2	\$35.58	\$26.69	\$35.58	\$35.58	\$35.58	\$35.58	\$35.58
Level 3	\$36.94	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$36.94
Level 4	\$38.20	\$28.65	\$38.20	\$38.20	\$38.20	\$38.20	\$38.20
Level 5	\$40.26	\$30.20	\$40.26	\$40.26	\$40.26	\$40.26	\$40.26
Level 6	\$41.52	\$31.14	\$41.52	\$41.52	\$41.52	\$41.52	\$41.52
Level 7	\$42.78	\$32.09	\$42.78	\$42.78	\$42.78	\$42.78	\$42.78

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$22.55	\$27.06	\$27.06	\$31.57	\$31.57	\$31.57	\$40.59
Level 2	\$23.18	\$27.81	\$27.81	\$32.45	\$32.45	\$32.45	\$41.72
Level 3	\$24.03	\$28.83	\$28.83	\$33.64	\$33.64	\$33.64	\$43.25
Level 4	\$24.81	\$29.78	\$29.78	\$34.74	\$34.74	\$34.74	\$44.66
Level 5	\$26.10	\$31.32	\$31.32	\$36.54	\$36.54	\$36.54	\$46.98
Level 6	\$26.89	\$32.27	\$32.27	\$37.64	\$37.64	\$37.64	\$48.40
Level 7	\$27.68	\$33.21	\$33.21	\$38.75	\$38.75	\$38.75	\$49.82

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$31.57	\$40.59	\$49.61	\$40.59	\$31.57	\$40.59	\$31.57
Level 2	\$32.45	\$41.72	\$50.99	\$41.72	\$32.45	\$41.72	\$32.45
Level 3	\$33.64	\$43.25	\$52.86	\$43.25	\$33.64	\$43.25	\$33.64
Level 4	\$34.74	\$44.66	\$54.59	\$44.66	\$34.74	\$44.66	\$34.74
Level 5	\$36.54	\$46.98	\$57.42	\$46.98	\$36.54	\$46.98	\$36.54
Level 6	\$37.64	\$48.40	\$59.15	\$48.40	\$37.64	\$48.40	\$37.64
Level 7	\$38.75	\$49.82	\$60.89	\$49.82	\$38.75	\$49.82	\$38.75

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$40.59	\$40.59	\$40.59	\$40.59
Level 2	\$41.72	\$41.72	\$41.72	\$41.72
Level 3	\$43.25	\$43.25	\$43.25	\$43.25
Level 4	\$44.66	\$44.66	\$44.66	\$44.66
Level 5	\$46.98	\$46.98	\$46.98	\$46.98
Level 6	\$48.40	\$48.40	\$48.40	\$48.40
Level 7	\$49.82	\$49.82	\$49.82	\$49.82

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$21.61	\$25.94	\$25.94	\$30.26	\$30.26	\$30.26
Level 2	\$22.24	\$26.69	\$26.69	\$31.13	\$31.13	\$31.13
Level 3	\$23.09	\$27.71	\$27.71	\$32.32	\$32.32	\$32.32
Level 4	\$23.88	\$28.65	\$28.65	\$33.43	\$33.43	\$33.43
Level 5	\$25.16	\$30.20	\$30.20	\$35.23	\$35.23	\$35.23
Level 6	\$25.95	\$31.14	\$31.14	\$36.33	\$36.33	\$36.33
Level 7	\$26.74	\$32.09	\$32.09	\$37.43	\$37.43	\$37.43

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$38.90	\$47.55	\$38.90	\$30.26	\$38.90	\$30.26
Level 2	\$40.03	\$48.92	\$40.03	\$31.13	\$40.03	\$31.13
Level 3	\$41.56	\$50.79	\$41.56	\$32.32	\$41.56	\$32.32
Level 4	\$42.98	\$52.53	\$42.98	\$33.43	\$42.98	\$33.43
Level 5	\$45.29	\$55.36	\$45.29	\$35.23	\$45.29	\$35.23
Level 6	\$46.71	\$57.09	\$46.71	\$36.33	\$46.71	\$36.33
Level 7	\$48.13	\$58.82	\$48.13	\$37.43	\$48.13	\$37.43

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$38.90	\$38.90	\$38.90	\$38.90
Level 2	\$40.03	\$40.03	\$40.03	\$40.03
Level 3	\$41.56	\$41.56	\$41.56	\$41.56
Level 4	\$42.98	\$42.98	\$42.98	\$42.98
Level 5	\$45.29	\$45.29	\$45.29	\$45.29
Level 6	\$46.71	\$46.71	\$46.71	\$46.71
Level 7	\$48.13	\$48.13	\$48.13	\$48.13

Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$411.17	\$10.82	\$13.53	\$13.53	\$16.23	\$16.23	\$16.23
Apprentice 2nd year / Stage 2	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 3rd year / Stage 3	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.64	\$16.23	\$21.64	\$27.05	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$16.23	\$21.64	\$16.23	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 3 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$382.50	\$10.07	\$12.59	\$12.59	\$15.11	\$15.11
Apprentice 2nd year / Stage 2	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 3rd year / Stage 3	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.11	\$20.14	\$25.18	\$20.14	\$20.14	\$20.14	\$15.11
Apprentice 2nd year / Stage 2	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 3rd year / Stage 3	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$20.14	\$15.11	\$20.14	\$20.14	\$20.14	\$20.14	\$20.14
Apprentice 2nd year / Stage 2	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 3rd year / Stage 3	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 2nd year / Stage 2	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 3rd year / Stage 3	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 3rd year / Stage 3	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 3 years - Started after 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 2nd year / Stage 2	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 3rd year / Stage 3	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 2nd year / Stage 2	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 3rd year / Stage 3	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 2nd year / Stage 2	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 3rd year / Stage 3	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$372.87	\$9.81	\$12.26	\$12.26	\$14.72	\$14.72	\$14.72
Apprentice 2nd year / Stage 2	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$19.62	\$14.72	\$19.62	\$24.53	\$19.62	\$19.62	\$19.62
Apprentice 2nd year / Stage 2	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$14.72	\$19.62	\$14.72	\$19.62	\$19.62	\$19.62	\$19.62	\$19.62
Apprentice 2nd year / Stage 2	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 4 years - Started before 1 Jan 2014 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$344.20	\$9.06	\$11.33	\$11.33	\$13.59	\$13.59
Apprentice 2nd year / Stage 2	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.59	\$18.12	\$22.65	\$18.12	\$18.12	\$18.12	\$13.59
Apprentice 2nd year / Stage 2	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$18.12	\$13.59	\$18.12	\$18.12	\$18.12	\$18.12	\$18.12
Apprentice 2nd year / Stage 2	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$411.17	\$10.82	\$13.53	\$13.53	\$16.23	\$16.23	\$16.23
Apprentice 2nd year / Stage 2	\$487.57	\$12.83	\$16.04	\$16.04	\$19.25	\$19.25	\$19.25
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$21.64	\$16.23	\$21.64	\$27.05	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$25.66	\$19.25	\$25.66	\$32.08	\$25.66	\$25.66	\$25.66
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$16.23	\$21.64	\$16.23	\$21.64	\$21.64	\$21.64	\$21.64	\$21.64
Apprentice 2nd year / Stage 2	\$19.25	\$25.66	\$19.25	\$25.66	\$25.66	\$25.66	\$25.66	\$25.66
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$382.50	\$10.07	\$12.59	\$12.59	\$15.11	\$15.11
Apprentice 2nd year / Stage 2	\$458.90	\$12.08	\$15.10	\$15.10	\$18.12	\$18.12
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.11	\$20.14	\$25.18	\$20.14	\$20.14	\$20.14	\$15.11
Apprentice 2nd year / Stage 2	\$18.12	\$24.16	\$30.20	\$24.16	\$24.16	\$24.16	\$18.12
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$20.14	\$15.11	\$20.14	\$20.14	\$20.14	\$20.14	\$20.14
Apprentice 2nd year / Stage 2	\$24.16	\$18.12	\$24.16	\$24.16	\$24.16	\$24.16	\$24.16
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$449.37	\$11.82	\$14.78	\$14.78	\$17.73	\$17.73	\$17.73
Apprentice 2nd year / Stage 2	\$525.87	\$13.83	\$17.29	\$17.29	\$20.75	\$20.75	\$20.75
Apprentice 3rd year / Stage 3	\$602.37	\$15.85	\$19.81	\$19.81	\$23.78	\$23.78	\$23.78
Apprentice 4th year / Stage 4	\$717.07	\$18.87	\$23.59	\$23.59	\$28.31	\$28.31	\$28.31

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$23.64	\$17.73	\$23.64	\$29.55	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$27.66	\$20.75	\$27.66	\$34.58	\$27.66	\$27.66	\$27.66
Apprentice 3rd year / Stage 3	\$31.70	\$23.78	\$31.70	\$39.63	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$37.74	\$28.31	\$37.74	\$47.18	\$37.74	\$37.74	\$37.74

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$17.73	\$23.64	\$17.73	\$23.64	\$23.64	\$23.64	\$23.64	\$23.64
Apprentice 2nd year / Stage 2	\$20.75	\$27.66	\$20.75	\$27.66	\$27.66	\$27.66	\$27.66	\$27.66
Apprentice 3rd year / Stage 3	\$23.78	\$31.70	\$23.78	\$31.70	\$31.70	\$31.70	\$31.70	\$31.70
Apprentice 4th year / Stage 4	\$28.31	\$37.74	\$28.31	\$37.74	\$37.74	\$37.74	\$37.74	\$37.74

**Apprentice - 4 years - Started after 1 Jan 2014 - Completed Year 12 - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$420.70	\$11.07	\$13.84	\$13.84	\$16.61	\$16.61
Apprentice 2nd year / Stage 2	\$497.20	\$13.08	\$16.35	\$16.35	\$19.62	\$19.62
Apprentice 3rd year / Stage 3	\$573.70	\$15.10	\$18.88	\$18.88	\$22.65	\$22.65
Apprentice 4th year / Stage 4	\$688.40	\$18.12	\$22.65	\$22.65	\$27.18	\$27.18

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$16.61	\$22.14	\$27.68	\$22.14	\$22.14	\$22.14	\$16.61
Apprentice 2nd year / Stage 2	\$19.62	\$26.16	\$32.70	\$26.16	\$26.16	\$26.16	\$19.62
Apprentice 3rd year / Stage 3	\$22.65	\$30.20	\$37.75	\$30.20	\$30.20	\$30.20	\$22.65
Apprentice 4th year / Stage 4	\$27.18	\$36.24	\$45.30	\$36.24	\$36.24	\$36.24	\$27.18

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$22.14	\$16.61	\$22.14	\$22.14	\$22.14	\$22.14	\$22.14
Apprentice 2nd year / Stage 2	\$26.16	\$19.62	\$26.16	\$26.16	\$26.16	\$26.16	\$26.16
Apprentice 3rd year / Stage 3	\$30.20	\$22.65	\$30.20	\$30.20	\$30.20	\$30.20	\$30.20
Apprentice 4th year / Stage 4	\$36.24	\$27.18	\$36.24	\$36.24	\$36.24	\$36.24	\$36.24

Adult apprentice - 3 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$663.57	\$17.46	\$21.83	\$21.83	\$26.19	\$26.19	\$26.19
Apprentice 2nd year / Stage 2	\$701.77	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69	\$27.69
Apprentice 3rd year / Stage 3	\$747.67	\$19.67	\$24.59	\$24.59	\$29.51	\$29.51	\$29.51

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.92	\$26.19	\$34.92	\$43.65	\$34.92	\$34.92	\$34.92
Apprentice 2nd year / Stage 2	\$36.92	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92
Apprentice 3rd year / Stage 3	\$39.34	\$29.51	\$39.34	\$49.18	\$39.34	\$39.34	\$39.34

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$26.19	\$34.92	\$26.19	\$34.92	\$34.92	\$34.92	\$34.92	\$34.92
Apprentice 2nd year / Stage 2	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92
Apprentice 3rd year / Stage 3	\$29.51	\$39.34	\$29.51	\$39.34	\$39.34	\$39.34	\$39.34	\$39.34

Adult apprentice - 3 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$634.90	\$16.71	\$20.89	\$20.89	\$25.07	\$25.07
Apprentice 2nd year / Stage 2	\$673.10	\$17.71	\$22.14	\$22.14	\$26.57	\$26.57
Apprentice 3rd year / Stage 3	\$719.00	\$18.92	\$23.65	\$23.65	\$28.38	\$28.38

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$25.07	\$33.42	\$41.78	\$33.42	\$33.42	\$33.42	\$25.07
Apprentice 2nd year / Stage 2	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice 3rd year / Stage 3	\$28.38	\$37.84	\$47.30	\$37.84	\$37.84	\$37.84	\$28.38

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$33.42	\$25.07	\$33.42	\$33.42	\$33.42	\$33.42	\$33.42
Apprentice 2nd year / Stage 2	\$35.42	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$35.42
Apprentice 3rd year / Stage 3	\$37.84	\$28.38	\$37.84	\$37.84	\$37.84	\$37.84	\$37.84

Adult apprentice - 4 years - Full-time & part-time Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$648.27	\$17.06	\$21.33	\$21.33	\$25.59	\$25.59	\$25.59
Apprentice 2nd year / Stage 2	\$678.87	\$17.86	\$22.33	\$22.33	\$26.79	\$26.79	\$26.79
Apprentice 3rd year / Stage 3	\$701.77	\$18.46	\$23.08	\$23.08	\$27.69	\$27.69	\$27.69
Apprentice 4th year / Stage 4	\$747.67	\$19.67	\$24.59	\$24.59	\$29.51	\$29.51	\$29.51

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.12	\$25.59	\$34.12	\$42.65	\$34.12	\$34.12	\$34.12
Apprentice 2nd year / Stage 2	\$35.72	\$26.79	\$35.72	\$44.65	\$35.72	\$35.72	\$35.72
Apprentice 3rd year / Stage 3	\$36.92	\$27.69	\$36.92	\$46.15	\$36.92	\$36.92	\$36.92
Apprentice 4th year / Stage 4	\$39.34	\$29.51	\$39.34	\$49.18	\$39.34	\$39.34	\$39.34

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$25.59	\$34.12	\$25.59	\$34.12	\$34.12	\$34.12	\$34.12	\$34.12
Apprentice 2nd year / Stage 2	\$26.79	\$35.72	\$26.79	\$35.72	\$35.72	\$35.72	\$35.72	\$35.72
Apprentice 3rd year / Stage 3	\$27.69	\$36.92	\$27.69	\$36.92	\$36.92	\$36.92	\$36.92	\$36.92
Apprentice 4th year / Stage 4	\$29.51	\$39.34	\$29.51	\$39.34	\$39.34	\$39.34	\$39.34	\$39.34

**Adult apprentice - 4 years - Full-time & part-time
Other than joinery/shopfitting/stonemasonry/outside work**

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$619.60	\$16.31	\$20.39	\$20.39	\$24.47	\$24.47
Apprentice 2nd year / Stage 2	\$650.20	\$17.11	\$21.39	\$21.39	\$25.67	\$25.67
Apprentice 3rd year / Stage 3	\$673.10	\$17.71	\$22.14	\$22.14	\$26.57	\$26.57
Apprentice 4th year / Stage 4	\$719.00	\$18.92	\$23.65	\$23.65	\$28.38	\$28.38

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$24.47	\$32.62	\$40.78	\$32.62	\$32.62	\$32.62	\$24.47
Apprentice 2nd year / Stage 2	\$25.67	\$34.22	\$42.78	\$34.22	\$34.22	\$34.22	\$25.67
Apprentice 3rd year / Stage 3	\$26.57	\$35.42	\$44.28	\$35.42	\$35.42	\$35.42	\$26.57
Apprentice 4th year / Stage 4	\$28.38	\$37.84	\$47.30	\$37.84	\$37.84	\$37.84	\$28.38

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$32.62	\$24.47	\$32.62	\$32.62	\$32.62	\$32.62	\$32.62
Apprentice 2nd year / Stage 2	\$34.22	\$25.67	\$34.22	\$34.22	\$34.22	\$34.22	\$34.22
Apprentice 3rd year / Stage 3	\$35.42	\$26.57	\$35.42	\$35.42	\$35.42	\$35.42	\$35.42
Apprentice 4th year / Stage 4	\$37.84	\$28.38	\$37.84	\$37.84	\$37.84	\$37.84	\$37.84

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.81 per hour when wearing protective equipment
Bagging allowance	\$0.58 per hour
Cold work allowance	\$0.64 per hour
Collection of monies allowance - glass and glazing work	\$0.16 per hour up to a maximum of \$5.90 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.69 per day
Confined space allowance	\$0.81 per hour
Damage to clothing and tools reimbursement	compensation to cover the loss caused to the employee's clothes, spectacles, hearing aids or tools
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1,743.00 for the loss of tools or clothes
Dirty work allowance	\$0.64 per hour
Explosive powered tools allowance	\$1.53 per day
First aid allowance	\$0.40 per hour up to a maximum of \$15.22 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.18 per hour up to a maximum of \$6.90 per week
Heavy blocks allowance - over 5.5kg and under 9kg	\$0.64 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.17 per hour
Heavy blocks allowance - over 18kg	\$1.65 per hour
Hot bitumen allowance	\$0.81 per hour
Hot places allowance – between 46°C and 54°C	\$0.64 per hour
Hot places allowance – over 54°C	\$0.81 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.75 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.76 per hour
Insulation allowance	\$0.81 per hour

Allowances	Rate
Leading hand allowance	\$0.48 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance	\$1.06 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance	\$1.36 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Leading hand allowance	\$1.81 per hour in addition to either the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher
Living away from home - travelling time allowance	payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$68.45 per day or \$478.44 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$14.27 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$40.11 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$14.27 per meal
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Protective equipment reimbursement – engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Roof repairs allowance	\$0.81 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.64 per hour
Second hand timber allowance	\$2.54 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.64 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening stonemasonry tools and equipment
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet

Allowances	Rate
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of tools
Swing scaffold allowance - first 4 hours	\$4.67 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.97 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.79 per hour
* Tool allowance - Plasterer	\$0.65 per hour
* Tool allowance - Glazier	\$0.28 per hour
* Tool allowance - Assembler A	\$0.24 per hour
* Tool allowance - Glass worker	\$0.19 per hour
* Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.64 per hour for all work above 15 metres and a further \$0.64 per hour for work above each additional 15 metres
Toxic substances allowance – employee in close proximity to toxic substances	\$0.64 per hour
Toxic substances allowance – employee using toxic substances	\$0.81 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	re mbursement for the cost of ransport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the first hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) for time spent travelling in excess of the time spent travelling between home and the normal workplace
Vehicle allowance - glass and glazing work	\$0 78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.64 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.76 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace

Allowances	Rate
Working away from usual workplace - fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace - vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

Released under the
Freedom of Information Act
by the Fair Work Ombudsman

Pay Guide - Joinery and Building Trades Award 2010

[MA000029]

Published 13 December 2016

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2016.

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 in the tables below for employees engaged on joinery work, shopfitting, stonemasonry or outside work include industry allowance.

Adult

Full-time & part-time - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Level 1	\$702.05	\$18.47	\$23.09	\$23.09	\$27.71	\$27.71	\$27.71
Level 2	\$721.45	\$18.98	\$23.73	\$23.73	\$28.47	\$28.47	\$28.47
Level 3	\$747.95	\$19.68	\$24.60	\$24.60	\$29.52	\$29.52	\$29.52
Level 4	\$772.65	\$20.33	\$25.41	\$25.41	\$30.50	\$30.50	\$30.50
Level 5	\$812.65	\$21.38	\$26.73	\$26.73	\$32.07	\$32.07	\$32.07
Level 6	\$837.05	\$22.03	\$27.54	\$27.54	\$33.05	\$33.05	\$33.05
Level 7	\$861.65	\$22.67	\$28.34	\$28.34	\$34.01	\$34.01	\$34.01

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Level 1	\$36.94	\$27.71	\$36.94	\$46.18	\$36.94	\$36.94	\$36.94
Level 2	\$37.96	\$28.47	\$37.96	\$47.45	\$37.96	\$37.96	\$37.96
Level 3	\$39.36	\$29.52	\$39.36	\$49.20	\$39.36	\$39.36	\$39.36
Level 4	\$40.66	\$30.50	\$40.66	\$50.83	\$40.66	\$40.66	\$40.66
Level 5	\$42.76	\$32.07	\$42.76	\$53.45	\$42.76	\$42.76	\$42.76
Level 6	\$44.06	\$33.05	\$44.06	\$55.08	\$44.06	\$44.06	\$44.06
Level 7	\$45.34	\$34.01	\$45.34	\$56.68	\$45.34	\$45.34	\$45.34

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$27.71	\$36.94	\$27.71	\$36.94	\$36.94	\$36.94	\$36.94	\$36.94
Level 2	\$28.47	\$37.96	\$28.47	\$37.96	\$37.96	\$37.96	\$37.96	\$37.96
Level 3	\$29.52	\$39.36	\$29.52	\$39.36	\$39.36	\$39.36	\$39.36	\$39.36
Level 4	\$30.50	\$40.66	\$30.50	\$40.66	\$40.66	\$40.66	\$40.66	\$40.66
Level 5	\$32.07	\$42.76	\$32.07	\$42.76	\$42.76	\$42.76	\$42.76	\$42.76
Level 6	\$33.05	\$44.06	\$33.05	\$44.06	\$44.06	\$44.06	\$44.06	\$44.06
Level 7	\$34.01	\$45.34	\$34.01	\$45.34	\$45.34	\$45.34	\$45.34	\$45.34

Full-time & part-time - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Level 1	\$672.70	\$17.70	\$22.13	\$22.13	\$26.55	\$26.55
Level 2	\$692.10	\$18.21	\$22.76	\$22.76	\$27.32	\$27.32
Level 3	\$718.60	\$18.91	\$23.64	\$23.64	\$28.37	\$28.37
Level 4	\$743.30	\$19.56	\$24.45	\$24.45	\$29.34	\$29.34
Level 5	\$783.30	\$20.61	\$25.76	\$25.76	\$30.92	\$30.92
Level 6	\$807.70	\$21.26	\$26.58	\$26.58	\$31.89	\$31.89
Level 7	\$832.30	\$21.90	\$27.38	\$27.38	\$32.85	\$32.85

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Level 1	\$26.55	\$35.40	\$44.25	\$35.40	\$35.40	\$35.40	\$26.55
Level 2	\$27.32	\$36.42	\$45.53	\$36.42	\$36.42	\$36.42	\$27.32
Level 3	\$28.37	\$37.82	\$47.28	\$37.82	\$37.82	\$37.82	\$28.37
Level 4	\$29.34	\$39.12	\$48.90	\$39.12	\$39.12	\$39.12	\$29.34
Level 5	\$30.92	\$41.22	\$51.53	\$41.22	\$41.22	\$41.22	\$30.92
Level 6	\$31.89	\$42.52	\$53.15	\$42.52	\$42.52	\$42.52	\$31.89
Level 7	\$32.85	\$43.80	\$54.75	\$43.80	\$43.80	\$43.80	\$32.85

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Level 1	\$35.40	\$26.55	\$35.40	\$35.40	\$35.40	\$35.40	\$35.40
Level 2	\$36.42	\$27.32	\$36.42	\$36.42	\$36.42	\$36.42	\$36.42
Level 3	\$37.82	\$28.37	\$37.82	\$37.82	\$37.82	\$37.82	\$37.82
Level 4	\$39.12	\$29.34	\$39.12	\$39.12	\$39.12	\$39.12	\$39.12
Level 5	\$41.22	\$30.92	\$41.22	\$41.22	\$41.22	\$41.22	\$41.22
Level 6	\$42.52	\$31.89	\$42.52	\$42.52	\$42.52	\$42.52	\$42.52
Level 7	\$43.80	\$32.85	\$43.80	\$43.80	\$43.80	\$43.80	\$43.80

Casual - employees engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm	Stonemasonry night shift 11pm - 7am
Level 1	\$23.09	\$27.71	\$27.71	\$32.32	\$32.32	\$32.32	\$41.56
Level 2	\$23.73	\$28.47	\$28.47	\$33.22	\$33.22	\$33.22	\$42.71
Level 3	\$24.60	\$29.52	\$29.52	\$34.44	\$34.44	\$34.44	\$44.28
Level 4	\$25.41	\$30.50	\$30.50	\$35.58	\$35.58	\$35.58	\$45.74
Level 5	\$26.73	\$32.07	\$32.07	\$37.42	\$37.42	\$37.42	\$48.11
Level 6	\$27.54	\$33.05	\$33.05	\$38.55	\$38.55	\$38.55	\$49.57
Level 7	\$28.34	\$34.01	\$34.01	\$39.67	\$39.67	\$39.67	\$51.01

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours
Level 1	\$32.32	\$41.56	\$50.79	\$41.56	\$32.32	\$41.56	\$32.32
Level 2	\$33.22	\$42.71	\$52.20	\$42.71	\$33.22	\$42.71	\$33.22
Level 3	\$34.44	\$44.28	\$54.12	\$44.28	\$34.44	\$44.28	\$34.44
Level 4	\$35.58	\$45.74	\$55.91	\$45.74	\$35.58	\$45.74	\$35.58
Level 5	\$37.42	\$48.11	\$58.80	\$48.11	\$37.42	\$48.11	\$37.42
Level 6	\$38.55	\$49.57	\$60.58	\$49.57	\$38.55	\$49.57	\$38.55
Level 7	\$39.67	\$51.01	\$62.34	\$51.01	\$39.67	\$51.01	\$39.67

Table 3 of 3

Classification	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$41.56	\$41.56	\$41.56	\$41.56
Level 2	\$42.71	\$42.71	\$42.71	\$42.71
Level 3	\$44.28	\$44.28	\$44.28	\$44.28
Level 4	\$45.74	\$45.74	\$45.74	\$45.74
Level 5	\$48.11	\$48.11	\$48.11	\$48.11
Level 6	\$49.57	\$49.57	\$49.57	\$49.57
Level 7	\$51.01	\$51.01	\$51.01	\$51.01

Casual - employees not engaged on joinery work, shopfitting, stonemasonry or outside work

Table 1 of 3

Classification	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours
Level 1	\$22.13	\$26.55	\$26.55	\$30.98	\$30.98	\$30.98
Level 2	\$22.76	\$27.32	\$27.32	\$31.87	\$31.87	\$31.87
Level 3	\$23.64	\$28.37	\$28.37	\$33.09	\$33.09	\$33.09
Level 4	\$24.45	\$29.34	\$29.34	\$34.23	\$34.23	\$34.23
Level 5	\$25.76	\$30.92	\$30.92	\$36.07	\$36.07	\$36.07
Level 6	\$26.58	\$31.89	\$31.89	\$37.21	\$37.21	\$37.21
Level 7	\$27.38	\$32.85	\$32.85	\$38.33	\$38.33	\$38.33

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers
Level 1	\$39.83	\$48.68	\$39.83	\$30.98	\$39.83
Level 2	\$40.97	\$50.08	\$40.97	\$31.87	\$40.97
Level 3	\$42.55	\$52.00	\$42.55	\$33.09	\$42.55
Level 4	\$44.01	\$53.79	\$44.01	\$34.23	\$44.01
Level 5	\$46.37	\$56.68	\$46.37	\$36.07	\$46.37
Level 6	\$47.84	\$58.47	\$47.84	\$37.21	\$47.84
Level 7	\$49.28	\$60.23	\$49.28	\$38.33	\$49.28

Table 3 of 3

Classification	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift
Level 1	\$30.98	\$39.83	\$39.83	\$39.83	\$39.83
Level 2	\$31.87	\$40.97	\$40.97	\$40.97	\$40.97
Level 3	\$33.09	\$42.55	\$42.55	\$42.55	\$42.55
Level 4	\$34.23	\$44.01	\$44.01	\$44.01	\$44.01
Level 5	\$36.07	\$46.37	\$46.37	\$46.37	\$46.37
Level 6	\$37.21	\$47.84	\$47.84	\$47.84	\$47.84
Level 7	\$38.33	\$49.28	\$49.28	\$49.28	\$49.28

Apprentice - 3 years - Started before 1 Jan 2014

Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$421.05	\$11.08	\$13.85	\$13.85	\$16.62	\$16.62	\$16.62
Apprentice 2nd year / Stage 2	\$616.85	\$16.23	\$20.29	\$20.29	\$24.35	\$24.35	\$24.35
Apprentice 3rd year / Stage 3	\$734.35	\$19.32	\$24.15	\$24.15	\$28.98	\$28.98	\$28.98

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$22.16	\$16.62	\$22.16	\$27.70	\$22.16	\$22.16	\$22.16
Apprentice 2nd year / Stage 2	\$32.46	\$24.35	\$32.46	\$40.58	\$32.46	\$32.46	\$32.46
Apprentice 3rd year / Stage 3	\$38.64	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$38.64

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$16.62	\$22.16	\$16.62	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16
Apprentice 2nd year / Stage 2	\$24.35	\$32.46	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46
Apprentice 3rd year / Stage 3	\$28.98	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$38.64

Apprentice - 3 years - Started before 1 Jan 2014
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$391.70	\$10.31	\$12.89	\$12.89	\$15.47	\$15.47
Apprentice 2nd year / Stage 2	\$587.50	\$15.46	\$19.33	\$19.33	\$23.19	\$23.19
Apprentice 3rd year / Stage 3	\$705.00	\$18.55	\$23.19	\$23.19	\$27.83	\$27.83

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.47	\$20.62	\$25.78	\$20.62	\$20.62	\$20.62	\$15.47
Apprentice 2nd year / Stage 2	\$23.19	\$30.92	\$38.65	\$30.92	\$30.92	\$30.92	\$23.19
Apprentice 3rd year / Stage 3	\$27.83	\$37.10	\$46.38	\$37.10	\$37.10	\$37.10	\$27.83

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$20.62	\$15.47	\$20.62	\$20.62	\$20.62	\$20.62	\$20.62
Apprentice 2nd year / Stage 2	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92
Apprentice 3rd year / Stage 3	\$37.10	\$27.83	\$37.10	\$37.10	\$37.10	\$37.10	\$37.10

Apprentice - 3 years - Started after 1 Jan 2014
Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$460.15	\$12.11	\$15.14	\$15.14	\$18.17	\$18.17	\$18.17
Apprentice 2nd year / Stage 2	\$616.85	\$16.23	\$20.29	\$20.29	\$24.35	\$24.35	\$24.35
Apprentice 3rd year / Stage 3	\$734.35	\$19.32	\$24.15	\$24.15	\$28.98	\$28.98	\$28.98

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$24.22	\$18.17	\$24.22	\$30.28	\$24.22	\$24.22	\$24.22
Apprentice 2nd year / Stage 2	\$32.46	\$24.35	\$32.46	\$40.58	\$32.46	\$32.46	\$32.46
Apprentice 3rd year / Stage 3	\$38.64	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$38.64

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$18.17	\$24.22	\$18.17	\$24.22	\$24.22	\$24.22	\$24.22	\$24.22
Apprentice 2nd year / Stage 2	\$24.35	\$32.46	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46
Apprentice 3rd year / Stage 3	\$28.98	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$38.64

Apprentice - 3 years - Started after 1 Jan 2014
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$430.80	\$11.34	\$14.18	\$14.18	\$17.01	\$17.01
Apprentice 2nd year / Stage 2	\$587.50	\$15.46	\$19.33	\$19.33	\$23.19	\$23.19
Apprentice 3rd year / Stage 3	\$705.00	\$18.55	\$23.19	\$23.19	\$27.83	\$27.83

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$17.01	\$22.68	\$28.35	\$22.68	\$22.68	\$22.68	\$17.01
Apprentice 2nd year / Stage 2	\$23.19	\$30.92	\$38.65	\$30.92	\$30.92	\$30.92	\$23.19
Apprentice 3rd year / Stage 3	\$27.83	\$37.10	\$46.38	\$37.10	\$37.10	\$37.10	\$27.83

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$22.68	\$17.01	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68
Apprentice 2nd year / Stage 2	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92
Apprentice 3rd year / Stage 3	\$37.10	\$27.83	\$37.10	\$37.10	\$37.10	\$37.10	\$37.10

Apprentice - 4 years - Started before 1 Jan 2014

Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$381.85	\$10.05	\$12.56	\$12.56	\$15.08	\$15.08	\$15.08
Apprentice 2nd year / Stage 2	\$460.15	\$12.11	\$15.14	\$15.14	\$18.17	\$18.17	\$18.17
Apprentice 3rd year / Stage 3	\$616.85	\$16.23	\$20.29	\$20.29	\$24.35	\$24.35	\$24.35
Apprentice 4th year / Stage 4	\$734.35	\$19.32	\$24.15	\$24.15	\$28.98	\$28.98	\$28.98

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$20.10	\$15.08	\$20.10	\$25.13	\$20.10	\$20.10	\$20.10
Apprentice 2nd year / Stage 2	\$24.22	\$18.17	\$24.22	\$30.28	\$24.22	\$24.22	\$24.22
Apprentice 3rd year / Stage 3	\$32.46	\$24.35	\$32.46	\$40.58	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$38.64	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$38.64

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$15.08	\$20.10	\$15.08	\$20.10	\$20.10	\$20.10	\$20.10	\$20.10
Apprentice 2nd year / Stage 2	\$18.17	\$24.22	\$18.17	\$24.22	\$24.22	\$24.22	\$24.22	\$24.22
Apprentice 3rd year / Stage 3	\$24.35	\$32.46	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$28.98	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$38.64

Apprentice - 4 years - Started before 1 Jan 2014

Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$352.50	\$9.28	\$11.60	\$11.60	\$13.92	\$13.92
Apprentice 2nd year / Stage 2	\$430.80	\$11.34	\$14.18	\$14.18	\$17.01	\$17.01
Apprentice 3rd year / Stage 3	\$587.50	\$15.46	\$19.33	\$19.33	\$23.19	\$23.19
Apprentice 4th year / Stage 4	\$705.00	\$18.55	\$23.19	\$23.19	\$27.83	\$27.83

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$13.92	\$18.56	\$23.20	\$18.56	\$18.56	\$18.56	\$13.92
Apprentice 2nd year / Stage 2	\$17.01	\$22.68	\$28.35	\$22.68	\$22.68	\$22.68	\$17.01
Apprentice 3rd year / Stage 3	\$23.19	\$30.92	\$38.65	\$30.92	\$30.92	\$30.92	\$23.19
Apprentice 4th year / Stage 4	\$27.83	\$37.10	\$46.38	\$37.10	\$37.10	\$37.10	\$27.83

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$18.56	\$13.92	\$18.56	\$18.56	\$18.56	\$18.56	\$18.56
Apprentice 2nd year / Stage 2	\$22.68	\$17.01	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68
Apprentice 3rd year / Stage 3	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92
Apprentice 4th year / Stage 4	\$37.10	\$27.83	\$37.10	\$37.10	\$37.10	\$37.10	\$37.10

Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12
Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$421.05	\$11.08	\$13.85	\$13.85	\$16.62	\$16.62	\$16.62
Apprentice 2nd year / Stage 2	\$499.35	\$13.14	\$16.43	\$16.43	\$19.71	\$19.71	\$19.71
Apprentice 3rd year / Stage 3	\$616.85	\$16.23	\$20.29	\$20.29	\$24.35	\$24.35	\$24.35
Apprentice 4th year / Stage 4	\$734.35	\$19.32	\$24.15	\$24.15	\$28.98	\$28.98	\$28.98

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$22.16	\$16.62	\$22.16	\$27.70	\$22.16	\$22.16	\$22.16
Apprentice 2nd year / Stage 2	\$26.28	\$19.71	\$26.28	\$32.85	\$26.28	\$26.28	\$26.28
Apprentice 3rd year / Stage 3	\$32.46	\$24.35	\$32.46	\$40.58	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$38.64	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$38.64

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$16.62	\$22.16	\$16.62	\$22.16	\$22.16	\$22.16	\$22.16	\$22.16
Apprentice 2nd year / Stage 2	\$19.71	\$26.28	\$19.71	\$26.28	\$26.28	\$26.28	\$26.28	\$26.28
Apprentice 3rd year / Stage 3	\$24.35	\$32.46	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$28.98	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$38.64

Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$391.70	\$10.31	\$12.89	\$12.89	\$15.47	\$15.47
Apprentice 2nd year / Stage 2	\$470.00	\$12.37	\$15.46	\$15.46	\$18.56	\$18.56
Apprentice 3rd year / Stage 3	\$587.50	\$15.46	\$19.33	\$19.33	\$23.19	\$23.19
Apprentice 4th year / Stage 4	\$705.00	\$18.55	\$23.19	\$23.19	\$27.83	\$27.83

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$15.47	\$20.62	\$25.78	\$20.62	\$20.62	\$20.62	\$15.47
Apprentice 2nd year / Stage 2	\$18.56	\$24.74	\$30.93	\$24.74	\$24.74	\$24.74	\$18.56
Apprentice 3rd year / Stage 3	\$23.19	\$30.92	\$38.65	\$30.92	\$30.92	\$30.92	\$23.19
Apprentice 4th year / Stage 4	\$27.83	\$37.10	\$46.38	\$37.10	\$37.10	\$37.10	\$27.83

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$20.62	\$15.47	\$20.62	\$20.62	\$20.62	\$20.62	\$20.62
Apprentice 2nd year / Stage 2	\$24.74	\$18.56	\$24.74	\$24.74	\$24.74	\$24.74	\$24.74
Apprentice 3rd year / Stage 3	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92
Apprentice 4th year / Stage 4	\$37.10	\$27.83	\$37.10	\$37.10	\$37.10	\$37.10	\$37.10

Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12
Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$460.15	\$12.11	\$15.14	\$15.14	\$18.17	\$18.17	\$18.17
Apprentice 2nd year / Stage 2	\$538.45	\$14.17	\$17.71	\$17.71	\$21.26	\$21.26	\$21.26
Apprentice 3rd year / Stage 3	\$616.85	\$16.23	\$20.29	\$20.29	\$24.35	\$24.35	\$24.35
Apprentice 4th year / Stage 4	\$734.35	\$19.32	\$24.15	\$24.15	\$28.98	\$28.98	\$28.98

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$24.22	\$18.17	\$24.22	\$30.28	\$24.22	\$24.22	\$24.22
Apprentice 2nd year / Stage 2	\$28.34	\$21.26	\$28.34	\$35.43	\$28.34	\$28.34	\$28.34
Apprentice 3rd year / Stage 3	\$32.46	\$24.35	\$32.46	\$40.58	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$38.64	\$28.98	\$38.64	\$48.30	\$38.64	\$38.64	\$38.64

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$18.17	\$24.22	\$18.17	\$24.22	\$24.22	\$24.22	\$24.22	\$24.22
Apprentice 2nd year / Stage 2	\$21.26	\$28.34	\$21.26	\$28.34	\$28.34	\$28.34	\$28.34	\$28.34
Apprentice 3rd year / Stage 3	\$24.35	\$32.46	\$24.35	\$32.46	\$32.46	\$32.46	\$32.46	\$32.46
Apprentice 4th year / Stage 4	\$28.98	\$38.64	\$28.98	\$38.64	\$38.64	\$38.64	\$38.64	\$38.64

Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12
Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$430.80	\$11.34	\$14.18	\$14.18	\$17.01	\$17.01
Apprentice 2nd year / Stage 2	\$509.10	\$13.40	\$16.75	\$16.75	\$20.10	\$20.10
Apprentice 3rd year / Stage 3	\$587.50	\$15.46	\$19.33	\$19.33	\$23.19	\$23.19
Apprentice 4th year / Stage 4	\$705.00	\$18.55	\$23.19	\$23.19	\$27.83	\$27.83

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$17.01	\$22.68	\$28.35	\$22.68	\$22.68	\$22.68	\$17.01
Apprentice 2nd year / Stage 2	\$20.10	\$26.80	\$33.50	\$26.80	\$26.80	\$26.80	\$20.10
Apprentice 3rd year / Stage 3	\$23.19	\$30.92	\$38.65	\$30.92	\$30.92	\$30.92	\$23.19
Apprentice 4th year / Stage 4	\$27.83	\$37.10	\$46.38	\$37.10	\$37.10	\$37.10	\$27.83

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$22.68	\$17.01	\$22.68	\$22.68	\$22.68	\$22.68	\$22.68
Apprentice 2nd year / Stage 2	\$26.80	\$20.10	\$26.80	\$26.80	\$26.80	\$26.80	\$26.80
Apprentice 3rd year / Stage 3	\$30.92	\$23.19	\$30.92	\$30.92	\$30.92	\$30.92	\$30.92
Apprentice 4th year / Stage 4	\$37.10	\$27.83	\$37.10	\$37.10	\$37.10	\$37.10	\$37.10

Adult apprentice - 3 years

Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$679.45	\$17.88	\$22.35	\$22.35	\$26.82	\$26.82	\$26.82
Apprentice 2nd year / Stage 2	\$718.65	\$18.91	\$23.64	\$23.64	\$28.37	\$28.37	\$28.37
Apprentice 3rd year / Stage 3	\$765.65	\$20.15	\$25.19	\$25.19	\$30.23	\$30.23	\$30.23

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$35.76	\$26.82	\$35.76	\$44.70	\$35.76	\$35.76	\$35.76
Apprentice 2nd year / Stage 2	\$37.82	\$28.37	\$37.82	\$47.28	\$37.82	\$37.82	\$37.82
Apprentice 3rd year / Stage 3	\$40.30	\$30.23	\$40.30	\$50.38	\$40.30	\$40.30	\$40.30

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$26.82	\$35.76	\$26.82	\$35.76	\$35.76	\$35.76	\$35.76	\$35.76
Apprentice 2nd year / Stage 2	\$28.37	\$37.82	\$28.37	\$37.82	\$37.82	\$37.82	\$37.82	\$37.82
Apprentice 3rd year / Stage 3	\$30.23	\$40.30	\$30.23	\$40.30	\$40.30	\$40.30	\$40.30	\$40.30

Adult apprentice - 3 years

Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$650.10	\$17.11	\$21.39	\$21.39	\$25.67	\$25.67
Apprentice 2nd year / Stage 2	\$689.30	\$18.14	\$22.68	\$22.68	\$27.21	\$27.21
Apprentice 3rd year / Stage 3	\$736.30	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$25.67	\$34.22	\$42.78	\$34.22	\$34.22	\$34.22	\$25.67
Apprentice 2nd year / Stage 2	\$27.21	\$36.28	\$45.35	\$36.28	\$36.28	\$36.28	\$27.21
Apprentice 3rd year / Stage 3	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76	\$29.07

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$34.22	\$25.67	\$34.22	\$34.22	\$34.22	\$34.22	\$34.22
Apprentice 2nd year / Stage 2	\$36.28	\$27.21	\$36.28	\$36.28	\$36.28	\$36.28	\$36.28
Apprentice 3rd year / Stage 3	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76

Adult apprentice - 4 years

Joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday	Stonemasonry afternoon shift 3pm - 11pm
Apprentice 1st year / Stage 1	\$663.85	\$17.47	\$21.84	\$21.84	\$26.21	\$26.21	\$26.21
Apprentice 2nd year / Stage 2	\$695.15	\$18.29	\$22.86	\$22.86	\$27.44	\$27.44	\$27.44
Apprentice 3rd year / Stage 3	\$718.65	\$18.91	\$23.64	\$23.64	\$28.37	\$28.37	\$28.37
Apprentice 4th year / Stage 4	\$765.65	\$20.15	\$25.19	\$25.19	\$30.23	\$30.23	\$30.23

Table 2 of 3

Classification	Stonemasonry night shift 11pm - 7am	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break
Apprentice 1st year / Stage 1	\$34.94	\$26.21	\$34.94	\$43.68	\$34.94	\$34.94	\$34.94
Apprentice 2nd year / Stage 2	\$36.58	\$27.44	\$36.58	\$45.73	\$36.58	\$36.58	\$36.58
Apprentice 3rd year / Stage 3	\$37.82	\$28.37	\$37.82	\$47.28	\$37.82	\$37.82	\$37.82
Apprentice 4th year / Stage 4	\$40.30	\$30.23	\$40.30	\$50.38	\$40.30	\$40.30	\$40.30

Table 3 of 3

Classification	Overtime - Monday to Friday - first 2 hours - not shiftworkers	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$26.21	\$34.94	\$26.21	\$34.94	\$34.94	\$34.94	\$34.94	\$34.94
Apprentice 2nd year / Stage 2	\$27.44	\$36.58	\$27.44	\$36.58	\$36.58	\$36.58	\$36.58	\$36.58
Apprentice 3rd year / Stage 3	\$28.37	\$37.82	\$28.37	\$37.82	\$37.82	\$37.82	\$37.82	\$37.82
Apprentice 4th year / Stage 4	\$30.23	\$40.30	\$30.23	\$40.30	\$40.30	\$40.30	\$40.30	\$40.30

Adult apprentice - 4 years

Other than joinery/shopfitting/stonemasonry/outside work

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Early morning shift - Monday to Friday	Early afternoon shift - Monday to Friday	Afternoon shift - Monday to Friday	Night shift - Monday to Friday
Apprentice 1st year / Stage 1	\$634.50	\$16.70	\$20.88	\$20.88	\$25.05	\$25.05
Apprentice 2nd year / Stage 2	\$665.80	\$17.52	\$21.90	\$21.90	\$26.28	\$26.28
Apprentice 3rd year / Stage 3	\$689.30	\$18.14	\$22.68	\$22.68	\$27.21	\$27.21
Apprentice 4th year / Stage 4	\$736.30	\$19.38	\$24.23	\$24.23	\$29.07	\$29.07

Table 2 of 3

Classification	Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours	Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours	Public holiday	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	Working through a meal break	Overtime - Monday to Friday - first 2 hours - not shiftworkers
Apprentice 1st year / Stage 1	\$25.05	\$33.40	\$41.75	\$33.40	\$33.40	\$33.40	\$25.05
Apprentice 2nd year / Stage 2	\$26.28	\$35.04	\$43.80	\$35.04	\$35.04	\$35.04	\$26.28
Apprentice 3rd year / Stage 3	\$27.21	\$36.28	\$45.35	\$36.28	\$36.28	\$36.28	\$27.21
Apprentice 4th year / Stage 4	\$29.07	\$38.76	\$48.45	\$38.76	\$38.76	\$38.76	\$29.07

Table 3 of 3

Classification	Overtime - Monday to Friday - after 2 hours - not shiftworkers	Saturday before 12 noon - first 2 hours	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon	Sunday	Overtime - Monday to Friday - shiftworker	Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$33.40	\$25.05	\$33.40	\$33.40	\$33.40	\$33.40	\$33.40
Apprentice 2nd year / Stage 2	\$35.04	\$26.28	\$35.04	\$35.04	\$35.04	\$35.04	\$35.04
Apprentice 3rd year / Stage 3	\$36.28	\$27.21	\$36.28	\$36.28	\$36.28	\$36.28	\$36.28
Apprentice 4th year / Stage 4	\$38.76	\$29.07	\$38.76	\$38.76	\$38.76	\$38.76	\$38.76

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Asbestos allowance	\$0.82 per hour when wearing protective equipment
Bagging allowance	\$0.60 per hour
Cold work allowance	\$0.66 per hour
Collection of monies allowance - glass and glazing work	\$0.16 per hour up to a maximum of \$6.04 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$4.80 per day
Confined space allowance	\$0.82 per hour
Damage to clothing and tools reimbursement	compensation to cover the loss caused to the employee's clothes, spectacles, hearing aids or tools
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1,766.00 for the loss caused to the employee's clothes, spectacles, hearing aids or tools
Dirty work allowance	\$0.66 per hour
Explosive powered tools allowance	\$1.57 per day
First aid allowance	\$0.41 per hour up to a maximum of \$15.58 per week
Glasses with toughened glass reimbursement - stonemasonry work	reimbursement for the cost of the glass lenses toughening process
Grindstone allowance - carpenter and/or joiner	\$0.19 per hour up to a maximum of \$7.07 per week
Heavy blocks allowance - over 5.5 kg and under 9 kg	\$0.66 per hour
Heavy blocks allowance - 9 kg or over and up to 18 kg	\$1.20 per hour
Heavy blocks allowance - over 18 kg	\$1.69 per hour
Hot bitumen allowance	\$0.82 per hour
Hot places allowance - between 46°C and 54°C	\$0.66 per hour
Hot places allowance - over 54°C	\$0.82 per hour
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.77 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.78 per hour
Insulation allowance	\$0.82 per hour
Leading hand allowance - in charge of 1 employee - payment in addition to	\$0.49 per hour

Allowances	Rate
the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher	
Leading hand allowance - in charge of 2 - 5 employees - payment in addition to the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher	\$1.09 per hour
Leading hand allowance - in charge of 6 - 10 employees - payment in addition to the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher	\$1.39 per hour
Leading hand allowance - in charge of 11 or more employees - payment in addition to the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher	\$1.85 per hour
Living away from home - travelling time allowance	Payment at the minimum hourly rate (including any relevant all purpose allowances) for time spent travelling between home to the distant job and for the return journey
Living away from home allowance	\$68.45 per day or \$478.44 per full working week (7 days)
Living away from home (distant job) return fares allowance	payment for the cost of an economy return fare and any extra payment for transporting tools
Living away from home – meal allowance when travelling to distant job	\$14.54 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$40.11 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Meal allowance	\$14.54 per meal
Protective equipment reimbursement - operating flexible drive polishing machines and engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear and the cost of purchasing one apron per year
Protective equipment reimbursement - engaged on stonemasonry or glass and glazing work	reimbursement for the cost of purchasing suitable protective clothing or footwear
Protective equipment reimbursement - operating flexible drive polishing machines	reimbursement for the cost of purchasing one apron per year
Roof repairs allowance	\$0.82 per hour
Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only	\$0.66 per hour
Second hand timber allowance	\$2.60 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.66 per hour
Stonemasonry cutting tools sharpening reimbursement	reimbursement for the cost of sharpening stonemasonry tools and equipment

Allowances	Rate
Stonemasonry jet spray fitting reimbursement	reimbursement for the cost of fitting all pneumatic surfacing machines and lathes with jet sprays or another suitable device for keeping the stone wet
Stonemasonry tools and equipment allowance & reimbursement	\$0.06 per hour and reimbursement for the cost of the tools
Swing scaffold allowance - first 4 hours	\$4.78 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$0.99 per hour
*Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.80 per hour
*Tool allowance - Plasterer	\$0.66 per hour
*Tool allowance - Glazier	\$0.28 per hour
*Tool allowance - Assembler A	\$0.24 per hour
*Tool allowance - Glass worker	\$0.19 per hour
*Tool allowance - Painter	\$0.19 per hour
Tower allowance	\$0.66 per hour for all work above 15 metres and a further \$0.66 per hour for work above each additional 15 metres
Toxic substances allowance - employee in close proximity to toxic substances	\$0.66 per hour
Toxic substances allowance - employee using toxic substances	\$0.82 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is available	reimbursement for the cost of transport from the workplace to home
Travel time allowance - 1st hour each way - glass and glazing work	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for the 1st hour
Travel time allowance - after the 1st hour each way - glass and glazing work	payment at the appropriate overtime rate (including any relevant all purpose allowances) after the 1st hour for travel time in excess of the time spent travelling between home and the usual workplace
Vehicle allowance - glass and glazing work	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.66 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.78 per hour
Work at a cemetery away from usual workplace - excess travel time allowance - stonemasonry	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for time in excess of normal travel time
Work at a cemetery away from usual workplace - fares reimbursement – stonemasonry	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Work at a cemetery away from usual workplace - vehicle allowance – stonemasonry	\$0.78 per km travelled in excess of those normally travelled between home and the normal workplace

Allowances	Rate
Working away from usual workplace - fares reimbursement - glass and glazing work	reimbursement for the cost of fares in excess of those normally incurred travelling between home and the normal workplace
Working away from usual workplace - vehicle allowance - glass and glazing work	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

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.

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