

Pay Guide - Asphalt Industry Award [MA000054]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2022.

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.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](#). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](#) to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

The rates below include inclement weather allowance and industry allowance.

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Afternoon or night shift - 5 or more shifts in a row	Afternoon or night shift - less than 5 shifts in a row - first 8 hours	Afternoon or night shift - less than 5 shifts in a row - after 8 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday
Skill level 1	\$884.83	\$23.28	\$26.77	\$34.92	\$46.56	\$30.26	\$34.92	\$46.56
Skill level 2	\$929.93	\$24.47	\$28.14	\$36.71	\$48.94	\$31.81	\$36.71	\$48.94
Skill level 3	\$964.03	\$25.37	\$29.18	\$38.06	\$50.74	\$32.98	\$38.06	\$50.74
Skill level 4	\$1,013.33	\$26.67	\$30.67	\$40.01	\$53.34	\$34.67	\$40.01	\$53.34
Skill level 5	\$1,021.43	\$26.88	\$30.91	\$40.32	\$53.76	\$34.94	\$40.32	\$53.76

Table 2 of 2

Classification	Public holiday	Overtime - shiftworker	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - unrelieved shiftworker - first 8 hours	Overtime - unrelieved shiftworker - after 8 hours	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Skill level 1	\$58.20	\$46.56	\$34.92	\$46.56	\$34.92	\$46.56	\$46.56	\$46.56
Skill level 2	\$61.18	\$48.94	\$36.71	\$48.94	\$36.71	\$48.94	\$48.94	\$48.94
Skill level 3	\$63.43	\$50.74	\$38.06	\$50.74	\$38.06	\$50.74	\$50.74	\$50.74
Skill level 4	\$66.68	\$53.34	\$40.01	\$53.34	\$40.01	\$53.34	\$53.34	\$53.34
Skill level 5	\$67.20	\$53.76	\$40.32	\$53.76	\$40.32	\$53.76	\$53.76	\$53.76

Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon or night shift - 5 or more shifts in a row	Afternoon or night shift - less than 5 shifts in a row - first 8 hours	Afternoon or night shift - less than 5 shifts in a row - after 8 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday
Skill level 1	\$29.10	\$33.47	\$43.65	\$58.20	\$37.83	\$43.65	\$58.20
Skill level 2	\$30.59	\$35.18	\$45.89	\$61.18	\$39.77	\$45.89	\$61.18
Skill level 3	\$31.71	\$36.47	\$47.57	\$63.42	\$41.22	\$47.57	\$63.42
Skill level 4	\$33.34	\$38.34	\$50.01	\$66.68	\$43.34	\$50.01	\$66.68
Skill level 5	\$33.60	\$38.64	\$50.40	\$67.20	\$43.68	\$50.40	\$67.20

Table 2 of 2

Classification	Public holiday	Overtime - shiftworker	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - unrelieved shiftworker - first 8 hours	Overtime - unrelieved shiftworker - after 8 hours
Skill level 1	\$72.75	\$58.20	\$43.65	\$58.20	\$43.65	\$58.20
Skill level 2	\$76.48	\$61.18	\$45.89	\$61.18	\$45.89	\$61.18
Skill level 3	\$79.28	\$63.42	\$47.57	\$63.42	\$47.57	\$63.42
Skill level 4	\$83.35	\$66.68	\$50.01	\$66.68	\$50.01	\$66.68
Skill level 5	\$84.00	\$67.20	\$50.40	\$67.20	\$50.40	\$67.20

Allowances

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

Allowances	Rate
Country work - fares reimbursement	reimbursement for the cost of travel fares to the work location only
Country work - fares reimbursement	reimbursement for the cost of travel fares
Country work - travel time allowance	payment at the minimum hourly rate of pay for time spent travelling, with a maximum payment of 8 hours per day
Country work - travel expenses - meal allowance	\$16.71 per meal, with a maximum payment of 3 meals per day
Country work - travel expenses - overnight allowance	\$78.28 per night
Distant work - accommodation allowance	\$561.78 per week for reasonable board and lodging
Distant work - accommodation allowance	reimbursement for the cost of all reasonable living expenses, up to a maximum of \$561.78 per week
Distant work - incidentals allowance	\$5.99 per night
Distant work - return home reimbursement	reimbursement for the cost of reasonable fares to return home for a weekend, on a maximum of 1 weekend every 4 weeks
First aid allowance	\$3.57 per day
* Inclement weather allowance (already included in the rate tables above)	\$0.96 per hour
* Industry allowance (already included in the rates table above)	\$0.94 per hour
Leading hand allowance	\$0.82 per hour, up to a maximum of \$31.21 per week
Meal allowance - overtime	\$16.71 for the first meal and \$16.71 for an extra meal after every 4 hours of overtime
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing any protective clothing and equipment required
Special clothing reimbursement	reimbursement for the cost of purchasing 3 sets of uniforms
Tool reimbursement	reimbursement for the cost of purchasing any tools required