# Pay Guide - Cemetery Industry Award

# [MA000070]

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Pay rates change from 1 July each year, therates 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](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) 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

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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.

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## Rates of pay

The rates below include industry allowance.

Note: Trade qualified juniors must be paid the appropriate adult rate.

### Adult

### Full-time & part-time

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $848.35 | $22.32 | $33.48 | $44.64 | $44.64 | $55.80 |
| Cemetery employee class 2 | $900.95 | $23.71 | $35.57 | $47.42 | $47.42 | $59.28 |
| Cemetery employee class 3 | $929.35 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |
| Cemetery employee class 4 | $976.65 | $25.70 | $38.55 | $51.40 | $51.40 | $64.25 |
| Cemetery employee class 5 | $1,025.75 | $26.99 | $40.49 | $53.98 | $53.98 | $67.48 |
| Cemetery employee class 6 | $1,052.65 | $27.70 | $41.55 | $55.40 | $55.40 | $69.25 |

### Casual

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $27.90 | $39.06 | $50.22 | $50.22 | $61.38 |
| Cemetery employee class 2 | $29.64 | $41.49 | $53.35 | $53.35 | $65.20 |
| Cemetery employee class 3 | $30.58 | $42.81 | $55.04 | $55.04 | $67.27 |
| Cemetery employee class 4 | $32.13 | $44.98 | $57.83 | $57.83 | $70.68 |
| Cemetery employee class 5 | $33.74 | $47.23 | $60.73 | $60.73 | $74.22 |
| Cemetery employee class 6 | $34.63 | $48.48 | $62.33 | $62.33 | $76.18 |

### Junior - Full-time & part-time - under 17 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $442.05 | $11.63 | $17.45 | $23.26 | $23.26 | $29.08 |
| Cemetery employee class 2 | $468.35 | $12.32 | $18.48 | $24.64 | $24.64 | $30.80 |
| Cemetery employee class 3 | $482.55 | $12.70 | $19.05 | $25.40 | $25.40 | $31.75 |
| Cemetery employee class 4 | $506.20 | $13.32 | $19.98 | $26.64 | $26.64 | $33.30 |
| Cemetery employee class 5 | $530.75 | $13.97 | $20.96 | $27.94 | $27.94 | $34.93 |
| Cemetery employee class 6 | $544.20 | $14.32 | $21.48 | $28.64 | $28.64 | $35.80 |

### Junior - Full-time & part-time - 17 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $523.31 | $13.77 | $20.66 | $27.54 | $27.54 | $34.43 |
| Cemetery employee class 2 | $554.87 | $14.60 | $21.90 | $29.20 | $29.20 | $36.50 |
| Cemetery employee class 3 | $571.91 | $15.05 | $22.58 | $30.10 | $30.10 | $37.63 |
| Cemetery employee class 4 | $600.29 | $15.80 | $23.70 | $31.60 | $31.60 | $39.50 |
| Cemetery employee class 5 | $629.75 | $16.57 | $24.86 | $33.14 | $33.14 | $41.43 |
| Cemetery employee class 6 | $645.89 | $17.00 | $25.50 | $34.00 | $34.00 | $42.50 |

### Junior - Full-time & part-time - 18 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $604.57 | $15.91 | $23.87 | $31.82 | $31.82 | $39.78 |
| Cemetery employee class 2 | $641.39 | $16.88 | $25.32 | $33.76 | $33.76 | $42.20 |
| Cemetery employee class 3 | $661.27 | $17.40 | $26.10 | $34.80 | $34.80 | $43.50 |
| Cemetery employee class 4 | $694.38 | $18.27 | $27.41 | $36.54 | $36.54 | $45.68 |
| Cemetery employee class 5 | $728.75 | $19.18 | $28.77 | $38.36 | $38.36 | $47.95 |
| Cemetery employee class 6 | $747.58 | $19.67 | $29.51 | $39.34 | $39.34 | $49.18 |

### Junior - Full-time & part-time - 19 years

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $767.09 | $20.19 | $30.29 | $40.38 | $40.38 | $50.48 |
| Cemetery employee class 2 | $814.43 | $21.43 | $32.15 | $42.86 | $42.86 | $53.58 |
| Cemetery employee class 3 | $839.99 | $22.10 | $33.15 | $44.20 | $44.20 | $55.25 |
| Cemetery employee class 4 | $882.56 | $23.22 | $34.83 | $46.44 | $46.44 | $58.05 |
| Cemetery employee class 5 | $926.75 | $24.39 | $36.59 | $48.78 | $48.78 | $60.98 |
| Cemetery employee class 6 | $950.96 | $25.02 | $37.53 | $50.04 | $50.04 | $62.55 |

### Junior - Casual - under 17 years

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $14.54 | $20.35 | $26.17 | $26.17 | $31.98 |
| Cemetery employee class 2 | $15.40 | $21.56 | $27.72 | $27.72 | $33.88 |
| Cemetery employee class 3 | $15.88 | $22.23 | $28.58 | $28.58 | $34.93 |
| Cemetery employee class 4 | $16.65 | $23.31 | $29.97 | $29.97 | $36.63 |
| Cemetery employee class 5 | $17.46 | $24.45 | $31.43 | $31.43 | $38.42 |
| Cemetery employee class 6 | $17.90 | $25.06 | $32.22 | $32.22 | $39.38 |

### Junior - Casual - 17 years

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $17.21 | $24.10 | $30.98 | $30.98 | $37.87 |
| Cemetery employee class 2 | $18.25 | $25.55 | $32.85 | $32.85 | $40.15 |
| Cemetery employee class 3 | $18.81 | $26.34 | $33.86 | $33.86 | $41.39 |
| Cemetery employee class 4 | $19.75 | $27.65 | $35.55 | $35.55 | $43.45 |
| Cemetery employee class 5 | $20.71 | $29.00 | $37.28 | $37.28 | $45.57 |
| Cemetery employee class 6 | $21.25 | $29.75 | $38.25 | $38.25 | $46.75 |

### Junior - Casual - 18 years

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $19.89 | $27.84 | $35.80 | $35.80 | $43.75 |
| Cemetery employee class 2 | $21.10 | $29.54 | $37.98 | $37.98 | $46.42 |
| Cemetery employee class 3 | $21.75 | $30.45 | $39.15 | $39.15 | $47.85 |
| Cemetery employee class 4 | $22.84 | $31.97 | $41.11 | $41.11 | $50.24 |
| Cemetery employee class 5 | $23.98 | $33.57 | $43.16 | $43.16 | $52.75 |
| Cemetery employee class 6 | $24.59 | $34.42 | $44.26 | $44.26 | $54.09 |

### Junior - Casual - 19 years

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| Cemetery employee class 1 | $25.24 | $35.33 | $45.43 | $45.43 | $55.52 |
| Cemetery employee class 2 | $26.79 | $37.50 | $48.22 | $48.22 | $58.93 |
| Cemetery employee class 3 | $27.63 | $38.68 | $49.73 | $49.73 | $60.78 |
| Cemetery employee class 4 | $29.03 | $40.64 | $52.25 | $52.25 | $63.86 |
| Cemetery employee class 5 | $30.49 | $42.68 | $54.88 | $54.88 | $67.07 |
| Cemetery employee class 6 | $31.28 | $43.79 | $56.30 | $56.30 | $68.81 |

### Apprentice - Started before 1 Jan 2014

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $482.68 | $12.70 | $19.05 | $25.40 | $25.40 | $31.75 |
| Apprentice 2nd year | $600.29 | $15.80 | $23.70 | $31.60 | $31.60 | $39.50 |
| Apprentice 3rd year | $741.43 | $19.51 | $29.27 | $39.02 | $39.02 | $48.78 |
| Apprentice 4th year | $929.61 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

### Apprentice - Started after 1 Jan 2014 - Did not complete year 12

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $506.20 | $13.32 | $19.98 | $26.64 | $26.64 | $33.30 |
| Apprentice 2nd year | $600.29 | $15.80 | $23.70 | $31.60 | $31.60 | $39.50 |
| Apprentice 3rd year | $741.43 | $19.51 | $29.27 | $39.02 | $39.02 | $48.78 |
| Apprentice 4th year | $929.61 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $553.25 | $14.56 | $21.84 | $29.12 | $29.12 | $36.40 |
| Apprentice 2nd year | $647.34 | $17.03 | $25.55 | $34.06 | $34.06 | $42.58 |
| Apprentice 3rd year | $741.43 | $19.51 | $29.27 | $39.02 | $39.02 | $48.78 |
| Apprentice 4th year | $929.61 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

### Adult Apprentice - Started before 1 Jan 2014

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $482.68 | $12.70 | $19.05 | $25.40 | $25.40 | $31.75 |
| Apprentice 2nd year | $600.29 | $15.80 | $23.70 | $31.60 | $31.60 | $39.50 |
| Apprentice 3rd year | $741.43 | $19.51 | $29.27 | $39.02 | $39.02 | $48.78 |
| Apprentice 4th year | $929.61 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

### Adult Apprentice - Started after 1 Jan 2014

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours** | **Overtime - Monday to Saturday - after first 2 hours** | **Overtime - Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year | $788.47 | $20.75 | $31.13 | $41.50 | $41.50 | $51.88 |
| Apprentice 2nd year | $848.35 | $22.32 | $33.48 | $44.64 | $44.64 | $55.80 |
| Apprentice 3rd year | $848.35 | $22.32 | $33.48 | $44.64 | $44.64 | $55.80 |
| Apprentice 4th year | $929.61 | $24.46 | $36.69 | $48.92 | $48.92 | $61.15 |

## 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 |
| Excavation allowance - body has been buried for 14 days or less | $50.81 for the first body and $25.40 for each additional body from the same grave |
| Exhumation allowance - body has been buried for 14 days or less | $83.74 per body |
| Exhumation allowance - body has been buried for more than 14 days but less than seven years - arterially embalmed and sealed in a metal, polythene or plastic container | $100.68 per body |
| Exhumation allowance - body has been buried for more than 14 days but less than seven years - has not been arterially embalmed and inserted in a metal, polythene or plastic container | $167.48 per body |
| Exhumation allowance - body has been buried in excess of seven years | $83.74 per body |
| First aid allowance | $0.30 per hour up to a maximum of $11.29 per week |
| \* Industry allowance (already included in the rate tables above) | $0.94 per hour |
| Leading hand in charge of 2 to 6 employees (not Class 5 or above) | $0.52 per hour up to a maximum of $19.76 per week |
| Leading hand in charge of more than 6 employees (not Class 5 or above) | $1.14 per hour up to a maximum of $43.28 per week |
| Lift and deepen allowance - 5 years but less than 10 years since last burial | $81.86 per procedure |
| Lift and deepen allowance - 10 years but less than 25 years since last burial | $61.16 per procedure |
| Lift and deepen allowance - 25 years but less than 50 years since last burial | $40.46 per procedure |
| Lift and deepen allowance - more than 50 years since last burial | $20.70 per procedure |
| Meal allowance | $13.80 per meal |
| Vehicle allowance | $0.92 per km |