# Pay Guide - Funeral Industry Award [MA000105]

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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/).

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## Rates of pay

### Adult

### Full-time & part-time

**Table 1 of 5**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Saturday - not removals or carrying out funerals - first 3 hours** | **Saturday - not removals or carrying out funerals - after 3 hours** | **Saturday - carrying out a funeral - 3 hours or less work** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $812.60 | $21.38 | $32.07 | $42.76 | $32.07 |
| Grade 2 | $834.80 | $21.97 | $32.96 | $43.94 | $32.96 |
| Grade 3 | $865.20 | $22.77 | $34.16 | $45.54 | $34.16 |
| Grade 4 | $893.60 | $23.52 | $35.28 | $47.04 | $35.28 |
| Grade 5 | $940.90 | $24.76 | $37.14 | $49.52 | $37.14 |
| Grade 6 | $970.40 | $25.54 | $38.31 | $51.08 | $38.31 |

**Table 2 of 5**

| **Classification** | **Saturday - carrying out a funeral - more than 3 hours worked - first 3 hours** | **Saturday - carrying out a funeral - more than 3 hours worked - after 3 hours** | **Sunday - not removals** | **Public holiday - not removals** | **Afternoon shift - Monday to Friday** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $32.07 | $42.76 | $42.76 | $42.76 | $25.66 |
| Grade 2 | $32.96 | $43.94 | $43.94 | $43.94 | $26.36 |
| Grade 3 | $34.16 | $45.54 | $45.54 | $45.54 | $27.32 |
| Grade 4 | $35.28 | $47.04 | $47.04 | $47.04 | $28.22 |
| Grade 5 | $37.14 | $49.52 | $49.52 | $49.52 | $29.71 |
| Grade 6 | $38.31 | $51.08 | $51.08 | $51.08 | $30.65 |

**Table 3 of 5**

| **Classification** | **Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri** | **Overtime - afternoon shift - first 3 hours** | **Overtime - afternoon shift - after 3 hours** | **Overtime - non-continuing afternoon shift - first 3 hours** | **Overtime - non-continuing afternoon shift - after 3 hours** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $32.07 | $36.35 | $47.04 | $42.76 | $53.45 |
| Grade 2 | $32.96 | $37.35 | $48.33 | $43.94 | $54.93 |
| Grade 3 | $34.16 | $38.71 | $50.09 | $45.54 | $56.93 |
| Grade 4 | $35.28 | $39.98 | $51.74 | $47.04 | $58.80 |
| Grade 5 | $37.14 | $42.09 | $54.47 | $49.52 | $61.90 |
| Grade 6 | $38.31 | $43.42 | $56.19 | $51.08 | $63.85 |

**Table 4 of 5**

| **Classification** | **Work on an RDO - shiftworkers** | **Working through a meal break** | **Overtime - not shiftworkers - first 3 hours** | **Overtime - not shiftworkers - after 3 hours** | **Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $42.76 | $32.07 | $32.07 | $42.76 | $32.07 |
| Grade 2 | $43.94 | $32.96 | $32.96 | $43.94 | $32.96 |
| Grade 3 | $45.54 | $34.16 | $34.16 | $45.54 | $34.16 |
| Grade 4 | $47.04 | $35.28 | $35.28 | $47.04 | $35.28 |
| Grade 5 | $49.52 | $37.14 | $37.14 | $49.52 | $37.14 |
| Grade 6 | $51.08 | $38.31 | $38.31 | $51.08 | $38.31 |

**Table 5 of 5**

| **Classification** | **Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours** | **Work on RDO - not shiftworkers** | **Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - first 3 hours** | **Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - after 3 hours** | **Removals - where any work on a removal is between midnight and 7am** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $42.76 | $32.07 | $32.07 | $42.76 | $42.76 |
| Grade 2 | $43.94 | $32.96 | $32.96 | $43.94 | $43.94 |
| Grade 3 | $45.54 | $34.16 | $34.16 | $45.54 | $45.54 |
| Grade 4 | $47.04 | $35.28 | $35.28 | $47.04 | $47.04 |
| Grade 5 | $49.52 | $37.14 | $37.14 | $49.52 | $49.52 |
| Grade 6 | $51.08 | $38.31 | $38.31 | $51.08 | $51.08 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Public holiday - not removals** | **Afternoon shift - Monday to Friday** | **Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri** | **Overtime - afternoon shift - first 3 hours** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $26.73 | $48.11 | $31.00 | $37.42 | $41.69 |
| Grade 2 | $27.46 | $49.43 | $31.86 | $38.45 | $42.84 |
| Grade 3 | $28.46 | $51.23 | $33.02 | $39.85 | $44.40 |
| Grade 4 | $29.40 | $52.92 | $34.10 | $41.16 | $45.86 |
| Grade 5 | $30.95 | $55.71 | $35.90 | $43.33 | $48.28 |
| Grade 6 | $31.93 | $57.47 | $37.03 | $44.70 | $49.80 |

**Table 2 of 3**

| **Classification** | **Overtime - afternoon shift - after 3 hours** | **Overtime - non-continuing afternoon shift - first 3 hours** | **Overtime - non-continuing afternoon shift - after 3 hours** | **Working through a meal break** | **Overtime - not shiftworkers - first 3 hours** |
| --- | --- | --- | --- | --- | --- |
| Grade 1 | $52.38 | $48.11 | $58.80 | $37.42 | $37.42 |
| Grade 2 | $53.83 | $49.43 | $60.42 | $38.45 | $38.45 |
| Grade 3 | $55.79 | $51.23 | $62.62 | $39.85 | $39.85 |
| Grade 4 | $57.62 | $52.92 | $64.68 | $41.16 | $41.16 |
| Grade 5 | $60.66 | $55.71 | $68.09 | $43.33 | $43.33 |
| Grade 6 | $62.57 | $57.47 | $70.24 | $44.70 | $44.70 |

**Table 3 of 3**

| **Classification** | **Overtime - not shiftworkers - after 3 hours** | **Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours** | **Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours** | **Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - first 3 hours** | **Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - after 3 hours** | **Removals - where any work on a removal is between midnight and 7am** |
| --- | --- | --- | --- | --- | --- | --- |
| Grade 1 | $48.11 | $37.42 | $48.11 | $37.42 | $48.11 | $48.11 |
| Grade 2 | $49.43 | $38.45 | $49.43 | $38.45 | $49.43 | $49.43 |
| Grade 3 | $51.23 | $39.85 | $51.23 | $39.85 | $51.23 | $51.23 |
| Grade 4 | $52.92 | $41.16 | $52.92 | $41.16 | $52.92 | $52.92 |
| Grade 5 | $55.71 | $43.33 | $55.71 | $43.33 | $55.71 | $55.71 |
| Grade 6 | $57.47 | $44.70 | $57.47 | $44.70 | $57.47 | $57.47 |

## Allowances

| **Allowances** | **Rate** |
| --- | --- |
| Exhumation allowance | $100.68 for each body exhumed |
| Uniform reimbursement | reimbursement for the cost of buying the uniform |
| Laundry reimbursement | reimbursement for the cost of washing the uniform |
| Leading hand allowance – in charge of 3-10 employees | $0.99 per hour up to a maximum of $37.64 per week |
| Leading hand allowance – in charge of 11-19 employees | $1.49 per hour up to a maximum of $56.45 per week |
| Meal allowance | $14.10 for a meal |
| Stand-by allowance - Monday to Friday | $14.11 per period |
| Stand-by allowance - Saturday, Sunday and public holidays | $30.11 per period |
| Tool allowance | $0.15 per hour, up to a maximum of $5.67 per week |
| Vehicle allowance | $0.92 per km |
| Vaccinations reimbursement | reimbursement for the cost of receiving vaccinations |