# Pay Guide - Joinery and Building Trades Award

# [MA000029]

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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

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](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/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](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

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

If the Industry allowance - glaziers & apprentice glaziers, other than on factory glazing, the Leading hand allowance, the Tool allowance or the Stonemasonry tools allowance applies, the rates below should not be used, and should be calculated using [PACT](https://calculate.fairwork.gov.au/).

### Adult

### Full-time & part-time - 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 | $847.86 | $22.31 | $27.89 | $27.89 | $33.47 | $33.47 | $33.47 |
| Level 2 | $870.06 | $22.90 | $28.63 | $28.63 | $34.35 | $34.35 | $34.35 |
| Level 3 | $900.46 | $23.70 | $29.63 | $29.63 | $35.55 | $35.55 | $35.55 |
| Level 4 | $928.86 | $24.45 | $30.56 | $30.56 | $36.68 | $36.68 | $36.68 |
| Level 5 | $976.16 | $25.69 | $32.11 | $32.11 | $38.54 | $38.54 | $38.54 |
| Level 6 | $1,005.66 | $26.47 | $33.09 | $33.09 | $39.71 | $39.71 | $39.71 |
| Level 7 | $1,035.16 | $27.24 | $34.05 | $34.05 | $40.86 | $40.86 | $40.86 |

**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 | $44.62 | $33.47 | $44.62 | $55.78 | $44.62 | $44.62 | $44.62 |
| Level 2 | $45.80 | $34.35 | $45.80 | $57.25 | $45.80 | $45.80 | $45.80 |
| Level 3 | $47.40 | $35.55 | $47.40 | $59.25 | $47.40 | $47.40 | $47.40 |
| Level 4 | $48.90 | $36.68 | $48.90 | $61.13 | $48.90 | $48.90 | $48.90 |
| Level 5 | $51.38 | $38.54 | $51.38 | $64.23 | $51.38 | $51.38 | $51.38 |
| Level 6 | $52.94 | $39.71 | $52.94 | $66.18 | $52.94 | $52.94 | $52.94 |
| Level 7 | $54.48 | $40.86 | $54.48 | $68.10 | $54.48 | $54.48 | $54.48 |

**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 | $33.47 | $44.62 | $33.47 | $44.62 | $44.62 | $44.62 | $44.62 | $44.62 |
| Level 2 | $34.35 | $45.80 | $34.35 | $45.80 | $45.80 | $45.80 | $45.80 | $45.80 |
| Level 3 | $35.55 | $47.40 | $35.55 | $47.40 | $47.40 | $47.40 | $47.40 | $47.40 |
| Level 4 | $36.68 | $48.90 | $36.68 | $48.90 | $48.90 | $48.90 | $48.90 | $48.90 |
| Level 5 | $38.54 | $51.38 | $38.54 | $51.38 | $51.38 | $51.38 | $51.38 | $51.38 |
| Level 6 | $39.71 | $52.94 | $39.71 | $52.94 | $52.94 | $52.94 | $52.94 | $52.94 |
| Level 7 | $40.86 | $54.48 | $40.86 | $54.48 | $54.48 | $54.48 | $54.48 | $54.48 |

### Full-time & part-time - Other than 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 | $812.60 | $21.38 | $26.73 | $26.73 | $32.07 | $32.07 |
| Level 2 | $834.80 | $21.97 | $27.46 | $27.46 | $32.96 | $32.96 |
| Level 3 | $865.20 | $22.77 | $28.46 | $28.46 | $34.16 | $34.16 |
| Level 4 | $893.60 | $23.52 | $29.40 | $29.40 | $35.28 | $35.28 |
| Level 5 | $940.90 | $24.76 | $30.95 | $30.95 | $37.14 | $37.14 |
| Level 6 | $970.40 | $25.54 | $31.93 | $31.93 | $38.31 | $38.31 |
| Level 7 | $999.90 | $26.31 | $32.89 | $32.89 | $39.47 | $39.47 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $32.07 | $42.76 | $53.45 | $42.76 | $42.76 | $42.76 |
| Level 2 | $32.96 | $43.94 | $54.93 | $43.94 | $43.94 | $43.94 |
| Level 3 | $34.16 | $45.54 | $56.93 | $45.54 | $45.54 | $45.54 |
| Level 4 | $35.28 | $47.04 | $58.80 | $47.04 | $47.04 | $47.04 |
| Level 5 | $37.14 | $49.52 | $61.90 | $49.52 | $49.52 | $49.52 |
| Level 6 | $38.31 | $51.08 | $63.85 | $51.08 | $51.08 | $51.08 |
| Level 7 | $39.47 | $52.62 | $65.78 | $52.62 | $52.62 | $52.62 |

**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 | $32.07 | $42.76 | $32.07 | $42.76 | $42.76 | $42.76 | $42.76 | $42.76 |
| Level 2 | $32.96 | $43.94 | $32.96 | $43.94 | $43.94 | $43.94 | $43.94 | $43.94 |
| Level 3 | $34.16 | $45.54 | $34.16 | $45.54 | $45.54 | $45.54 | $45.54 | $45.54 |
| Level 4 | $35.28 | $47.04 | $35.28 | $47.04 | $47.04 | $47.04 | $47.04 | $47.04 |
| Level 5 | $37.14 | $49.52 | $37.14 | $49.52 | $49.52 | $49.52 | $49.52 | $49.52 |
| Level 6 | $38.31 | $51.08 | $38.31 | $51.08 | $51.08 | $51.08 | $51.08 | $51.08 |
| Level 7 | $39.47 | $52.62 | $39.47 | $52.62 | $52.62 | $52.62 | $52.62 | $52.62 |

### Casual - 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 | $27.89 | $33.47 | $33.47 | $39.04 | $39.04 | $39.04 | $50.20 |
| Level 2 | $28.63 | $34.35 | $34.35 | $40.08 | $40.08 | $40.08 | $51.53 |
| Level 3 | $29.63 | $35.55 | $35.55 | $41.48 | $41.48 | $41.48 | $53.33 |
| Level 4 | $30.56 | $36.68 | $36.68 | $42.79 | $42.79 | $42.79 | $55.01 |
| Level 5 | $32.11 | $38.54 | $38.54 | $44.96 | $44.96 | $44.96 | $57.80 |
| Level 6 | $33.09 | $39.71 | $39.71 | $46.32 | $46.32 | $46.32 | $59.56 |
| Level 7 | $34.05 | $40.86 | $40.86 | $47.67 | $47.67 | $47.67 | $61.29 |

**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 | $39.04 | $50.20 | $61.35 | $50.20 | $39.04 | $50.20 | $39.04 |
| Level 2 | $40.08 | $51.53 | $62.98 | $51.53 | $40.08 | $51.53 | $40.08 |
| Level 3 | $41.48 | $53.33 | $65.18 | $53.33 | $41.48 | $53.33 | $41.48 |
| Level 4 | $42.79 | $55.01 | $67.24 | $55.01 | $42.79 | $55.01 | $42.79 |
| Level 5 | $44.96 | $57.80 | $70.65 | $57.80 | $44.96 | $57.80 | $44.96 |
| Level 6 | $46.32 | $59.56 | $72.79 | $59.56 | $46.32 | $59.56 | $46.32 |
| Level 7 | $47.67 | $61.29 | $74.91 | $61.29 | $47.67 | $61.29 | $47.67 |

**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 | $50.20 | $50.20 | $50.20 | $50.20 |
| Level 2 | $51.53 | $51.53 | $51.53 | $51.53 |
| Level 3 | $53.33 | $53.33 | $53.33 | $53.33 |
| Level 4 | $55.01 | $55.01 | $55.01 | $55.01 |
| Level 5 | $57.80 | $57.80 | $57.80 | $57.80 |
| Level 6 | $59.56 | $59.56 | $59.56 | $59.56 |
| Level 7 | $61.29 | $61.29 | $61.29 | $61.29 |

### Casual - Other than 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** |
| --- | --- | --- | --- | --- | --- |
| Level 1 | $26.73 | $32.07 | $32.07 | $37.42 | $37.42 |
| Level 2 | $27.46 | $32.96 | $32.96 | $38.45 | $38.45 |
| Level 3 | $28.46 | $34.16 | $34.16 | $39.85 | $39.85 |
| Level 4 | $29.40 | $35.28 | $35.28 | $41.16 | $41.16 |
| Level 5 | $30.95 | $37.14 | $37.14 | $43.33 | $43.33 |
| Level 6 | $31.93 | $38.31 | $38.31 | $44.70 | $44.70 |
| Level 7 | $32.89 | $39.47 | $39.47 | $46.04 | $46.04 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Level 1 | $37.42 | $48.11 | $58.80 | $48.11 | $37.42 | $48.11 |
| Level 2 | $38.45 | $49.43 | $60.42 | $49.43 | $38.45 | $49.43 |
| Level 3 | $39.85 | $51.23 | $62.62 | $51.23 | $39.85 | $51.23 |
| Level 4 | $41.16 | $52.92 | $64.68 | $52.92 | $41.16 | $52.92 |
| Level 5 | $43.33 | $55.71 | $68.09 | $55.71 | $43.33 | $55.71 |
| Level 6 | $44.70 | $57.47 | $70.24 | $57.47 | $44.70 | $57.47 |
| Level 7 | $46.04 | $59.20 | $72.35 | $59.20 | $46.04 | $59.20 |

**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 | $37.42 | $48.11 | $48.11 | $48.11 | $48.11 |
| Level 2 | $38.45 | $49.43 | $49.43 | $49.43 | $49.43 |
| Level 3 | $39.85 | $51.23 | $51.23 | $51.23 | $51.23 |
| Level 4 | $41.16 | $52.92 | $52.92 | $52.92 | $52.92 |
| Level 5 | $43.33 | $55.71 | $55.71 | $55.71 | $55.71 |
| Level 6 | $44.70 | $57.47 | $57.47 | $57.47 | $57.47 |
| Level 7 | $46.04 | $59.20 | $59.20 | $59.20 | $59.20 |

### Apprentice - 3 years - Started before 1 Jan 2014 - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $505.76 | $13.31 | $16.64 | $16.64 | $19.97 | $19.97 | $19.97 |
| Apprentice 2nd year / Stage 2 | $740.96 | $19.50 | $24.38 | $24.38 | $29.25 | $29.25 | $29.25 |
| Apprentice 3rd year / Stage 3 | $882.06 | $23.21 | $29.01 | $29.01 | $34.82 | $34.82 | $34.82 |

**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 | $26.62 | $19.97 | $26.62 | $33.28 | $26.62 | $26.62 | $26.62 |
| Apprentice 2nd year / Stage 2 | $39.00 | $29.25 | $39.00 | $48.75 | $39.00 | $39.00 | $39.00 |
| Apprentice 3rd year / Stage 3 | $46.42 | $34.82 | $46.42 | $58.03 | $46.42 | $46.42 | $46.42 |

**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 | $19.97 | $26.62 | $19.97 | $26.62 | $26.62 | $26.62 | $26.62 | $26.62 |
| Apprentice 2nd year / Stage 2 | $29.25 | $39.00 | $29.25 | $39.00 | $39.00 | $39.00 | $39.00 | $39.00 |
| Apprentice 3rd year / Stage 3 | $34.82 | $46.42 | $34.82 | $46.42 | $46.42 | $46.42 | $46.42 | $46.42 |

### Apprentice - 3 years - Started before 1 Jan 2014 - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $470.50 | $12.38 | $15.48 | $15.48 | $18.57 | $18.57 |
| Apprentice 2nd year / Stage 2 | $705.70 | $18.57 | $23.21 | $23.21 | $27.86 | $27.86 |
| Apprentice 3rd year / Stage 3 | $846.80 | $22.28 | $27.85 | $27.85 | $33.42 | $33.42 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $18.57 | $24.76 | $30.95 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year / Stage 2 | $27.86 | $37.14 | $46.43 | $37.14 | $37.14 | $37.14 |
| Apprentice 3rd year / Stage 3 | $33.42 | $44.56 | $55.70 | $44.56 | $44.56 | $44.56 |

**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 | $18.57 | $24.76 | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year / Stage 2 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 3rd year / Stage 3 | $33.42 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 3 years - Started after 1 Jan 2014 - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $552.76 | $14.55 | $18.19 | $18.19 | $21.83 | $21.83 | $21.83 |
| Apprentice 2nd year / Stage 2 | $740.96 | $19.50 | $24.38 | $24.38 | $29.25 | $29.25 | $29.25 |
| Apprentice 3rd year / Stage 3 | $882.06 | $23.21 | $29.01 | $29.01 | $34.82 | $34.82 | $34.82 |

**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 | $29.10 | $21.83 | $29.10 | $36.38 | $29.10 | $29.10 | $29.10 |
| Apprentice 2nd year / Stage 2 | $39.00 | $29.25 | $39.00 | $48.75 | $39.00 | $39.00 | $39.00 |
| Apprentice 3rd year / Stage 3 | $46.42 | $34.82 | $46.42 | $58.03 | $46.42 | $46.42 | $46.42 |

**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 | $21.83 | $29.10 | $21.83 | $29.10 | $29.10 | $29.10 | $29.10 | $29.10 |
| Apprentice 2nd year / Stage 2 | $29.25 | $39.00 | $29.25 | $39.00 | $39.00 | $39.00 | $39.00 | $39.00 |
| Apprentice 3rd year / Stage 3 | $34.82 | $46.42 | $34.82 | $46.42 | $46.42 | $46.42 | $46.42 | $46.42 |

### Apprentice - 3 years - Started after 1 Jan 2014 - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $517.50 | $13.62 | $17.03 | $17.03 | $20.43 | $20.43 |
| Apprentice 2nd year / Stage 2 | $705.70 | $18.57 | $23.21 | $23.21 | $27.86 | $27.86 |
| Apprentice 3rd year / Stage 3 | $846.80 | $22.28 | $27.85 | $27.85 | $33.42 | $33.42 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $20.43 | $27.24 | $34.05 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year / Stage 2 | $27.86 | $37.14 | $46.43 | $37.14 | $37.14 | $37.14 |
| Apprentice 3rd year / Stage 3 | $33.42 | $44.56 | $55.70 | $44.56 | $44.56 | $44.56 |

**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 | $20.43 | $27.24 | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year / Stage 2 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 3rd year / Stage 3 | $33.42 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 4 years - Started before 1 Jan 2014 - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $458.66 | $12.07 | $15.09 | $15.09 | $18.11 | $18.11 | $18.11 |
| Apprentice 2nd year / Stage 2 | $552.76 | $14.55 | $18.19 | $18.19 | $21.83 | $21.83 | $21.83 |
| Apprentice 3rd year / Stage 3 | $740.96 | $19.50 | $24.38 | $24.38 | $29.25 | $29.25 | $29.25 |
| Apprentice 4th year / Stage 4 | $882.06 | $23.21 | $29.01 | $29.01 | $34.82 | $34.82 | $34.82 |

**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 | $24.14 | $18.11 | $24.14 | $30.18 | $24.14 | $24.14 | $24.14 |
| Apprentice 2nd year / Stage 2 | $29.10 | $21.83 | $29.10 | $36.38 | $29.10 | $29.10 | $29.10 |
| Apprentice 3rd year / Stage 3 | $39.00 | $29.25 | $39.00 | $48.75 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $46.42 | $34.82 | $46.42 | $58.03 | $46.42 | $46.42 | $46.42 |

**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 | $18.11 | $24.14 | $18.11 | $24.14 | $24.14 | $24.14 | $24.14 | $24.14 |
| Apprentice 2nd year / Stage 2 | $21.83 | $29.10 | $21.83 | $29.10 | $29.10 | $29.10 | $29.10 | $29.10 |
| Apprentice 3rd year / Stage 3 | $29.25 | $39.00 | $29.25 | $39.00 | $39.00 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $34.82 | $46.42 | $34.82 | $46.42 | $46.42 | $46.42 | $46.42 | $46.42 |

### Apprentice - 4 years - Started before 1 Jan 2014 - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $423.40 | $11.14 | $13.93 | $13.93 | $16.71 | $16.71 |
| Apprentice 2nd year / Stage 2 | $517.50 | $13.62 | $17.03 | $17.03 | $20.43 | $20.43 |
| Apprentice 3rd year / Stage 3 | $705.70 | $18.57 | $23.21 | $23.21 | $27.86 | $27.86 |
| Apprentice 4th year / Stage 4 | $846.80 | $22.28 | $27.85 | $27.85 | $33.42 | $33.42 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $16.71 | $22.28 | $27.85 | $22.28 | $22.28 | $22.28 |
| Apprentice 2nd year / Stage 2 | $20.43 | $27.24 | $34.05 | $27.24 | $27.24 | $27.24 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $46.43 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $55.70 | $44.56 | $44.56 | $44.56 |

**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 | $16.71 | $22.28 | $16.71 | $22.28 | $22.28 | $22.28 | $22.28 | $22.28 |
| Apprentice 2nd year / Stage 2 | $20.43 | $27.24 | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12 - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $505.76 | $13.31 | $16.64 | $16.64 | $19.97 | $19.97 | $19.97 |
| Apprentice 2nd year / Stage 2 | $599.76 | $15.79 | $19.74 | $19.74 | $23.69 | $23.69 | $23.69 |
| Apprentice 3rd year / Stage 3 | $740.96 | $19.50 | $24.38 | $24.38 | $29.25 | $29.25 | $29.25 |
| Apprentice 4th year / Stage 4 | $882.06 | $23.21 | $29.01 | $29.01 | $34.82 | $34.82 | $34.82 |

**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 | $26.62 | $19.97 | $26.62 | $33.28 | $26.62 | $26.62 | $26.62 |
| Apprentice 2nd year / Stage 2 | $31.58 | $23.69 | $31.58 | $39.48 | $31.58 | $31.58 | $31.58 |
| Apprentice 3rd year / Stage 3 | $39.00 | $29.25 | $39.00 | $48.75 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $46.42 | $34.82 | $46.42 | $58.03 | $46.42 | $46.42 | $46.42 |

**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 | $19.97 | $26.62 | $19.97 | $26.62 | $26.62 | $26.62 | $26.62 | $26.62 |
| Apprentice 2nd year / Stage 2 | $23.69 | $31.58 | $23.69 | $31.58 | $31.58 | $31.58 | $31.58 | $31.58 |
| Apprentice 3rd year / Stage 3 | $29.25 | $39.00 | $29.25 | $39.00 | $39.00 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $34.82 | $46.42 | $34.82 | $46.42 | $46.42 | $46.42 | $46.42 | $46.42 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12 - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $470.50 | $12.38 | $15.48 | $15.48 | $18.57 | $18.57 |
| Apprentice 2nd year / Stage 2 | $564.50 | $14.86 | $18.58 | $18.58 | $22.29 | $22.29 |
| Apprentice 3rd year / Stage 3 | $705.70 | $18.57 | $23.21 | $23.21 | $27.86 | $27.86 |
| Apprentice 4th year / Stage 4 | $846.80 | $22.28 | $27.85 | $27.85 | $33.42 | $33.42 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $18.57 | $24.76 | $30.95 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year / Stage 2 | $22.29 | $29.72 | $37.15 | $29.72 | $29.72 | $29.72 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $46.43 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $55.70 | $44.56 | $44.56 | $44.56 |

**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 | $18.57 | $24.76 | $18.57 | $24.76 | $24.76 | $24.76 | $24.76 | $24.76 |
| Apprentice 2nd year / Stage 2 | $22.29 | $29.72 | $22.29 | $29.72 | $29.72 | $29.72 | $29.72 | $29.72 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $552.76 | $14.55 | $18.19 | $18.19 | $21.83 | $21.83 | $21.83 |
| Apprentice 2nd year / Stage 2 | $646.86 | $17.02 | $21.28 | $21.28 | $25.53 | $25.53 | $25.53 |
| Apprentice 3rd year / Stage 3 | $740.96 | $19.50 | $24.38 | $24.38 | $29.25 | $29.25 | $29.25 |
| Apprentice 4th year / Stage 4 | $882.06 | $23.21 | $29.01 | $29.01 | $34.82 | $34.82 | $34.82 |

**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 | $29.10 | $21.83 | $29.10 | $36.38 | $29.10 | $29.10 | $29.10 |
| Apprentice 2nd year / Stage 2 | $34.04 | $25.53 | $34.04 | $42.55 | $34.04 | $34.04 | $34.04 |
| Apprentice 3rd year / Stage 3 | $39.00 | $29.25 | $39.00 | $48.75 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $46.42 | $34.82 | $46.42 | $58.03 | $46.42 | $46.42 | $46.42 |

**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 | $21.83 | $29.10 | $21.83 | $29.10 | $29.10 | $29.10 | $29.10 | $29.10 |
| Apprentice 2nd year / Stage 2 | $25.53 | $34.04 | $25.53 | $34.04 | $34.04 | $34.04 | $34.04 | $34.04 |
| Apprentice 3rd year / Stage 3 | $29.25 | $39.00 | $29.25 | $39.00 | $39.00 | $39.00 | $39.00 | $39.00 |
| Apprentice 4th year / Stage 4 | $34.82 | $46.42 | $34.82 | $46.42 | $46.42 | $46.42 | $46.42 | $46.42 |

### Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $517.50 | $13.62 | $17.03 | $17.03 | $20.43 | $20.43 |
| Apprentice 2nd year / Stage 2 | $611.60 | $16.09 | $20.11 | $20.11 | $24.14 | $24.14 |
| Apprentice 3rd year / Stage 3 | $705.70 | $18.57 | $23.21 | $23.21 | $27.86 | $27.86 |
| Apprentice 4th year / Stage 4 | $846.80 | $22.28 | $27.85 | $27.85 | $33.42 | $33.42 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $20.43 | $27.24 | $34.05 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year / Stage 2 | $24.14 | $32.18 | $40.23 | $32.18 | $32.18 | $32.18 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $46.43 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $55.70 | $44.56 | $44.56 | $44.56 |

**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 | $20.43 | $27.24 | $20.43 | $27.24 | $27.24 | $27.24 | $27.24 | $27.24 |
| Apprentice 2nd year / Stage 2 | $24.14 | $32.18 | $24.14 | $32.18 | $32.18 | $32.18 | $32.18 | $32.18 |
| Apprentice 3rd year / Stage 3 | $27.86 | $37.14 | $27.86 | $37.14 | $37.14 | $37.14 | $37.14 | $37.14 |
| Apprentice 4th year / Stage 4 | $33.42 | $44.56 | $33.42 | $44.56 | $44.56 | $44.56 | $44.56 | $44.56 |

### Adult apprentice - 3 years - 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $816.16 | $21.48 | $26.85 | $26.85 | $32.22 | $32.22 | $32.22 |
| Apprentice 2nd year / Stage 2 | $863.26 | $22.72 | $28.40 | $28.40 | $34.08 | $34.08 | $34.08 |
| Apprentice 3rd year / Stage 3 | $919.66 | $24.20 | $30.25 | $30.25 | $36.30 | $36.30 | $36.30 |

**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 | $42.96 | $32.22 | $42.96 | $53.70 | $42.96 | $42.96 | $42.96 |
| Apprentice 2nd year / Stage 2 | $45.44 | $34.08 | $45.44 | $56.80 | $45.44 | $45.44 | $45.44 |
| Apprentice 3rd year / Stage 3 | $48.40 | $36.30 | $48.40 | $60.50 | $48.40 | $48.40 | $48.40 |

**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 | $32.22 | $42.96 | $32.22 | $42.96 | $42.96 | $42.96 | $42.96 | $42.96 |
| Apprentice 2nd year / Stage 2 | $34.08 | $45.44 | $34.08 | $45.44 | $45.44 | $45.44 | $45.44 | $45.44 |
| Apprentice 3rd year / Stage 3 | $36.30 | $48.40 | $36.30 | $48.40 | $48.40 | $48.40 | $48.40 | $48.40 |

### Adult apprentice - 3 years - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $780.90 | $20.55 | $25.69 | $25.69 | $30.83 | $30.83 |
| Apprentice 2nd year / Stage 2 | $828.00 | $21.79 | $27.24 | $27.24 | $32.69 | $32.69 |
| Apprentice 3rd year / Stage 3 | $884.40 | $23.27 | $29.09 | $29.09 | $34.91 | $34.91 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $30.83 | $41.10 | $51.38 | $41.10 | $41.10 | $41.10 |
| Apprentice 2nd year / Stage 2 | $32.69 | $43.58 | $54.48 | $43.58 | $43.58 | $43.58 |
| Apprentice 3rd year / Stage 3 | $34.91 | $46.54 | $58.18 | $46.54 | $46.54 | $46.54 |

**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 | $30.83 | $41.10 | $30.83 | $41.10 | $41.10 | $41.10 | $41.10 | $41.10 |
| Apprentice 2nd year / Stage 2 | $32.69 | $43.58 | $32.69 | $43.58 | $43.58 | $43.58 | $43.58 | $43.58 |
| Apprentice 3rd year / Stage 3 | $34.91 | $46.54 | $34.91 | $46.54 | $46.54 | $46.54 | $46.54 | $46.54 |

### Adult apprentice - 4 years 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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $797.36 | $20.99 | $26.24 | $26.24 | $31.49 | $31.49 | $31.49 |
| Apprentice 2nd year / Stage 2 | $835.06 | $21.98 | $27.48 | $27.48 | $32.97 | $32.97 | $32.97 |
| Apprentice 3rd year / Stage 3 | $863.26 | $22.72 | $28.40 | $28.40 | $34.08 | $34.08 | $34.08 |
| Apprentice 4th year / Stage 4 | $919.66 | $24.20 | $30.25 | $30.25 | $36.30 | $36.30 | $36.30 |

**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 | $41.98 | $31.49 | $41.98 | $52.48 | $41.98 | $41.98 | $41.98 |
| Apprentice 2nd year / Stage 2 | $43.96 | $32.97 | $43.96 | $54.95 | $43.96 | $43.96 | $43.96 |
| Apprentice 3rd year / Stage 3 | $45.44 | $34.08 | $45.44 | $56.80 | $45.44 | $45.44 | $45.44 |
| Apprentice 4th year / Stage 4 | $48.40 | $36.30 | $48.40 | $60.50 | $48.40 | $48.40 | $48.40 |

**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 | $31.49 | $41.98 | $31.49 | $41.98 | $41.98 | $41.98 | $41.98 | $41.98 |
| Apprentice 2nd year / Stage 2 | $32.97 | $43.96 | $32.97 | $43.96 | $43.96 | $43.96 | $43.96 | $43.96 |
| Apprentice 3rd year / Stage 3 | $34.08 | $45.44 | $34.08 | $45.44 | $45.44 | $45.44 | $45.44 | $45.44 |
| Apprentice 4th year / Stage 4 | $36.30 | $48.40 | $36.30 | $48.40 | $48.40 | $48.40 | $48.40 | $48.40 |

### Adult apprentice - 4 years - Other than 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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $762.10 | $20.06 | $25.08 | $25.08 | $30.09 | $30.09 |
| Apprentice 2nd year / Stage 2 | $799.80 | $21.05 | $26.31 | $26.31 | $31.58 | $31.58 |
| Apprentice 3rd year / Stage 3 | $828.00 | $21.79 | $27.24 | $27.24 | $32.69 | $32.69 |
| Apprentice 4th year / Stage 4 | $884.40 | $23.27 | $29.09 | $29.09 | $34.91 | $34.91 |

**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** |
| --- | --- | --- | --- | --- | --- | --- |
| Apprentice 1st year / Stage 1 | $30.09 | $40.12 | $50.15 | $40.12 | $40.12 | $40.12 |
| Apprentice 2nd year / Stage 2 | $31.58 | $42.10 | $52.63 | $42.10 | $42.10 | $42.10 |
| Apprentice 3rd year / Stage 3 | $32.69 | $43.58 | $54.48 | $43.58 | $43.58 | $43.58 |
| Apprentice 4th year / Stage 4 | $34.91 | $46.54 | $58.18 | $46.54 | $46.54 | $46.54 |

**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 | $30.09 | $40.12 | $30.09 | $40.12 | $40.12 | $40.12 | $40.12 | $40.12 |
| Apprentice 2nd year / Stage 2 | $31.58 | $42.10 | $31.58 | $42.10 | $42.10 | $42.10 | $42.10 | $42.10 |
| Apprentice 3rd year / Stage 3 | $32.69 | $43.58 | $32.69 | $43.58 | $43.58 | $43.58 | $43.58 | $43.58 |
| Apprentice 4th year / Stage 4 | $34.91 | $46.54 | $34.91 | $46.54 | $46.54 | $46.54 | $46.54 | $46.54 |

## Allowances

If any all purpose allowances apply (marked \*), they should be added to the minimum rate before penalties, overtime and casual loading 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 | $0.99 per hour when wearing protective equipment |
| Bagging allowance | $0.72 per hour |
| Cold work allowance | $0.79 per hour or part thereof |
| Collection of monies allowance - glass and glazing work | $0.19 per hour up to a maximum of $7.25 per week |
| Computing quantities allowance - does not apply to leading hand or setter-out | $5.77 per day or part thereof |
| Confined space allowance | $0.99 per hour or part thereof |
| 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 |
| Dirty work allowance | $0.79 per hour |
| Explosive powered tools allowance | $1.88 per day |
| First aid allowance | $0.49 per hour up to a maximum of $18.72 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 | $0.22 per hour up to a maximum of $8.49 per week |
| Heavy blocks allowance - over 5.5 kg and under 9 kg | $0.79 per hour |
| Heavy blocks allowance - 9kg or over and up to 18kg | $1.44 per hour |
| Heavy blocks allowance - over 18 kg | $2.03 per hour |
| Hot bitumen allowance | $0.99 per hour |
| Hot places allowance - between 46°C and 54°C | $0.79 per hour or part thereof |
| Hot places allowance - over 54°C | $0.99 per hour or part thereof |
| \* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees) | $0.93 per hour |
| \* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing | $0.94 per hour |
| Insulation allowance | $0.99 per hour or part thereof |
| \* Leading hand allowance - in charge of 1 employee - payment in addition to the minimum wage for the highest classification supervised, or employee's own minimum wage, whichever is higher | $0.59 per hour |
| \* 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 | $1.30 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 | $1.67 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 | $2.22 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 | the higher of $80.19 per day or reimbursement for all reasonable accommodation and meal expenses incurred by the employee |
| 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 | $16.37 per meal, for any meals incurred while travelling to or from the distant job |
| Living away from home - weekend return home allowance | $46.99 per occasion |
| Living away from home (distant job) return journey expenses allowance | $24.27 per occurrence |
| Loss of clothing and tools reimbursement | reimbursement up to a maximum of $2,022.00 for the loss of tools or clothes |
| Meal allowance | $16.37 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 | $0.99 per hour |
| Scaffolding allowance - tradesperson with scaffolding certificate or rigging certificate only | 3.2% of the appropriate hourly base pay rate extra (including any industry allowance, but not any other loading or allowance) |
| Second hand timber allowance | $3.12 per day |
| Silicosis x-ray reimbursement - stonemasonry work | the cost of an x-ray for silicosis once every six months |
| Spray application allowance | $0.79 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 | $0.08 per hour and reimbursement for the cost of the tools |
| Swing scaffold allowance - first 4 hours | $5.74 for the first 4 hours or part thereof |
| Swing scaffold allowance - after 4 hours | $1.19 per hour |
| \* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason | $0.92 per hour |
| \* Tool allowance - Plasterer | $0.76 per hour |
| \* Tool allowance - Glazier | $0.32 per hour |
| \* Tool allowance - Assembler A | $0.27 per hour |
| \* Tool allowance - Glass worker | $0.22 per hour |
| \* Tool allowance - Painter | $0.22 per hour |
| Tower allowance | $0.79 per hour for all work above 15 metres and a further $0.79 per hour for work above each additional 15 metres |
| Toxic substances allowance - employee in close proximity to toxic substances | $0.79 per hour |
| Toxic substances allowance - employee using toxic substances | $0.99 per hour |
| Transport of employees reimbursement - after working overtime when reasonable means of transport are not 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 | $0.91 per km for travel on the employer's business |
| Wet work allowance - not stonemasonry work in a cemetery | $0.79 per hour |
| Wet work allowance - stonemasonry work in a cemetery | $0.94 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 | $0.91 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 | $0.91 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace |