



**Fair Work**  
OMBUDSMAN

# **Pay Guide - Electrical, Electronic and Communications Contracting Award**

**[MA000025]**

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Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2021.

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

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# Rates of pay

The rates below include industry allowance, tool allowance and electrician's licence allowance.

## Adult

### Full-time & part-time

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
<b>Includes industry allowance</b>							
Electrical worker grade 1	\$817.08	\$21.50	\$32.25	\$43.00	\$43.00	\$53.75	\$43.00
Electrical worker grade 2	\$844.98	\$22.24	\$33.36	\$44.48	\$44.48	\$55.60	\$44.48
Electrical worker grade 3	\$873.38	\$22.98	\$34.47	\$45.96	\$45.96	\$57.45	\$45.96
Electrical worker grade 4	\$901.78	\$23.73	\$35.60	\$47.46	\$47.46	\$59.33	\$47.46
<b>Includes industry and tool allowances</b>							
Electrical worker grade 3	\$893.40	\$23.51	\$35.27	\$47.02	\$47.02	\$58.78	\$47.02
Electrical worker grade 4	\$921.80	\$24.26	\$36.39	\$48.52	\$48.52	\$60.65	\$48.52
Electrical worker grade 5	\$952.80	\$25.07	\$37.61	\$50.14	\$50.14	\$62.68	\$50.14
Electrical worker grade 6	\$981.00	\$25.82	\$38.73	\$51.64	\$51.64	\$64.55	\$51.64
Electrical worker grade 7	\$1,034.80	\$27.23	\$40.85	\$54.46	\$54.46	\$68.08	\$54.46
Electrical worker grade 8	\$1,084.60	\$28.54	\$42.81	\$57.08	\$57.08	\$71.35	\$57.08
Electrical worker grade 9	\$1,105.70	\$29.10	\$43.65	\$58.20	\$58.20	\$72.75	\$58.20
Electrical worker grade 10	\$1,190.50	\$31.33	\$47.00	\$62.66	\$62.66	\$78.33	\$62.66
<b>Includes industry, tool and electrician's licence allowances</b>							
Electrical worker grade 5	\$985.18	\$25.93	\$38.90	\$51.86	\$51.86	\$64.83	\$51.86
Electrical worker grade 6	\$1,013.38	\$26.67	\$40.01	\$53.34	\$53.34	\$66.68	\$53.34
Electrical worker grade 7	\$1,067.18	\$28.08	\$42.12	\$56.16	\$56.16	\$70.20	\$56.16
Electrical worker grade 8	\$1,116.98	\$29.39	\$44.09	\$58.78	\$58.78	\$73.48	\$58.78
Electrical worker grade 9	\$1,138.08	\$29.95	\$44.93	\$59.90	\$59.90	\$74.88	\$59.90
Electrical worker grade 10	\$1,222.88	\$32.18	\$48.27	\$64.36	\$64.36	\$80.45	\$64.36

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
<b>Includes industry allowance</b>							
Electrical worker grade 1	\$32.25	\$32.25	\$43.00	\$24.73	\$32.25	\$43.00	\$27.95
Electrical worker grade 2	\$33.36	\$33.36	\$44.48	\$25.58	\$33.36	\$44.48	\$28.91
Electrical worker grade 3	\$34.47	\$34.47	\$45.96	\$26.43	\$34.47	\$45.96	\$29.87
Electrical worker grade 4	\$35.60	\$35.60	\$47.46	\$27.29	\$35.60	\$47.46	\$30.85
<b>Includes industry and tool allowances</b>							
Electrical worker grade 3	\$35.27	\$35.27	\$47.02	\$27.04	\$35.27	\$47.02	\$30.56
Electrical worker grade 4	\$36.39	\$36.39	\$48.52	\$27.90	\$36.39	\$48.52	\$31.54
Electrical worker grade 5	\$37.61	\$37.61	\$50.14	\$28.83	\$37.61	\$50.14	\$32.59
Electrical worker grade 6	\$38.73	\$38.73	\$51.64	\$29.69	\$38.73	\$51.64	\$33.57
Electrical worker grade 7	\$40.85	\$40.85	\$54.46	\$31.31	\$40.85	\$54.46	\$35.40
Electrical worker grade 8	\$42.81	\$42.81	\$57.08	\$32.82	\$42.81	\$57.08	\$37.10
Electrical worker grade 9	\$43.65	\$43.65	\$58.20	\$33.47	\$43.65	\$58.20	\$37.83
Electrical worker grade 10	\$47.00	\$47.00	\$62.66	\$36.03	\$47.00	\$62.66	\$40.73
<b>Includes industry, tool and electrician's licence allowances</b>							
Electrical worker grade 5	\$38.90	\$38.90	\$51.86	\$29.82	\$38.90	\$51.86	\$33.71
Electrical worker grade 6	\$40.01	\$40.01	\$53.34	\$30.67	\$40.01	\$53.34	\$34.67
Electrical worker grade 7	\$42.12	\$42.12	\$56.16	\$32.29	\$42.12	\$56.16	\$36.50
Electrical worker grade 8	\$44.09	\$44.09	\$58.78	\$33.80	\$44.09	\$58.78	\$38.21
Electrical worker grade 9	\$44.93	\$44.93	\$59.90	\$34.44	\$44.93	\$59.90	\$38.94
Electrical worker grade 10	\$48.27	\$48.27	\$64.36	\$37.01	\$48.27	\$64.36	\$41.83

**Table 3 of 3**

<b>Classification</b>	<b>Saturday - shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - non-continuous shiftworkers - after 2 hours</b>	<b>Work on rostered day off - unrelieved shiftworker</b>
<b>Includes industry allowance</b>					
Electrical worker grade 1	\$32.25	\$43.00	\$32.25	\$43.00	\$43.00
Electrical worker grade 2	\$33.36	\$44.48	\$33.36	\$44.48	\$44.48
Electrical worker grade 3	\$34.47	\$45.96	\$34.47	\$45.96	\$45.96
Electrical worker grade 4	\$35.60	\$47.46	\$35.60	\$47.46	\$47.46
<b>Includes industry and tool allowances</b>					
Electrical worker grade 3	\$35.27	\$47.02	\$35.27	\$47.02	\$47.02
Electrical worker grade 4	\$36.39	\$48.52	\$36.39	\$48.52	\$48.52
Electrical worker grade 5	\$37.61	\$50.14	\$37.61	\$50.14	\$50.14
Electrical worker grade 6	\$38.73	\$51.64	\$38.73	\$51.64	\$51.64
Electrical worker grade 7	\$40.85	\$54.46	\$40.85	\$54.46	\$54.46
Electrical worker grade 8	\$42.81	\$57.08	\$42.81	\$57.08	\$57.08
Electrical worker grade 9	\$43.65	\$58.20	\$43.65	\$58.20	\$58.20
Electrical worker grade 10	\$47.00	\$62.66	\$47.00	\$62.66	\$62.66
<b>Includes industry, tool and electrician's licence allowances</b>					
Electrical worker grade 5	\$38.90	\$51.86	\$38.90	\$51.86	\$51.86
Electrical worker grade 6	\$40.01	\$53.34	\$40.01	\$53.34	\$53.34
Electrical worker grade 7	\$42.12	\$56.16	\$42.12	\$56.16	\$56.16
Electrical worker grade 8	\$44.09	\$58.78	\$44.09	\$58.78	\$58.78
Electrical worker grade 9	\$44.93	\$59.90	\$44.93	\$59.90	\$59.90
Electrical worker grade 10	\$48.27	\$64.36	\$48.27	\$64.36	\$64.36

## Casual

Table 1 of 3

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday
<b>Includes industry allowance</b>					
Electrical worker grade 1	\$26.88	\$40.31	\$53.75	\$53.75	\$67.19
Electrical worker grade 2	\$27.80	\$41.70	\$55.60	\$55.60	\$69.50
Electrical worker grade 3	\$28.73	\$43.09	\$57.45	\$57.45	\$71.81
Electrical worker grade 4	\$29.66	\$44.49	\$59.33	\$59.33	\$74.16
<b>Includes industry and tool allowances</b>					
Electrical worker grade 3	\$29.39	\$44.08	\$58.78	\$58.78	\$73.47
Electrical worker grade 4	\$30.33	\$45.49	\$60.65	\$60.65	\$75.81
Electrical worker grade 5	\$31.34	\$47.01	\$62.68	\$62.68	\$78.34
Electrical worker grade 6	\$32.28	\$48.41	\$64.55	\$64.55	\$80.69
Electrical worker grade 7	\$34.04	\$51.06	\$68.08	\$68.08	\$85.09
Electrical worker grade 8	\$35.68	\$53.51	\$71.35	\$71.35	\$89.19
Electrical worker grade 9	\$36.38	\$54.56	\$72.75	\$72.75	\$90.94
Electrical worker grade 10	\$39.16	\$58.74	\$78.33	\$78.33	\$97.91
<b>Includes industry, tool and electrician's licence allowances</b>					
Electrical worker grade 5	\$32.41	\$48.62	\$64.83	\$64.83	\$81.03
Electrical worker grade 6	\$33.34	\$50.01	\$66.68	\$66.68	\$83.34
Electrical worker grade 7	\$35.10	\$52.65	\$70.20	\$70.20	\$87.75
Electrical worker grade 8	\$36.74	\$55.11	\$73.48	\$73.48	\$91.84
Electrical worker grade 9	\$37.44	\$56.16	\$74.88	\$74.88	\$93.59
Electrical worker grade 10	\$40.23	\$60.34	\$80.45	\$80.45	\$100.56

**Table 2 of 3**

<b>Classification</b>	<b>Public holiday - non-continuous shiftworkers</b>	<b>Public holiday - continuous shiftworkers</b>	<b>Working through a meal break (not shiftworkers)</b>	<b>Afternoon or night shift continuing for 5 or more shifts in a row</b>	<b>Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours</b>
<b>Includes industry allowance</b>					
Electrical worker grade 1	\$59.13	\$48.38	\$37.63	\$30.10	\$37.63
Electrical worker grade 2	\$61.16	\$50.04	\$38.92	\$31.14	\$38.92
Electrical worker grade 3	\$63.20	\$51.71	\$40.22	\$32.17	\$40.22
Electrical worker grade 4	\$65.26	\$53.39	\$41.53	\$33.22	\$41.53
<b>Includes industry and tool allowances</b>					
Electrical worker grade 3	\$64.65	\$52.90	\$41.14	\$32.91	\$41.14
Electrical worker grade 4	\$66.72	\$54.59	\$42.46	\$33.96	\$42.46
Electrical worker grade 5	\$68.94	\$56.41	\$43.87	\$35.10	\$43.87
Electrical worker grade 6	\$71.01	\$58.10	\$45.19	\$36.15	\$45.19
Electrical worker grade 7	\$74.88	\$61.27	\$47.65	\$38.12	\$47.65
Electrical worker grade 8	\$78.49	\$64.22	\$49.95	\$39.96	\$49.95
Electrical worker grade 9	\$80.03	\$65.48	\$50.93	\$40.74	\$50.93
Electrical worker grade 10	\$86.16	\$70.49	\$54.83	\$43.86	\$54.83
<b>Includes industry, tool and electrician's licence allowances</b>					
Electrical worker grade 5	\$71.31	\$58.34	\$45.38	\$36.30	\$45.38
Electrical worker grade 6	\$73.34	\$60.01	\$46.67	\$37.34	\$46.67
Electrical worker grade 7	\$77.22	\$63.18	\$49.14	\$39.31	\$49.14
Electrical worker grade 8	\$80.82	\$66.13	\$51.43	\$41.15	\$51.43
Electrical worker grade 9	\$82.36	\$67.39	\$52.41	\$41.93	\$52.41
Electrical worker grade 10	\$88.50	\$72.41	\$56.32	\$45.05	\$56.32

**Table 3 of 3**

<b>Classification</b>	<b>Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours</b>	<b>Permanent night shift</b>	<b>Saturday - shiftworkers</b>	<b>Overtime - continuous shiftworkers</b>	<b>Overtime - non-continuous shiftworkers - first 2 hours</b>	<b>Overtime - non-continuous shiftworkers - after 2 hours</b>
<b>Includes industry allowance</b>						
Electrical worker grade 1	\$48.38	\$33.33	\$37.63	\$48.38	\$37.63	\$48.38
Electrical worker grade 2	\$50.04	\$34.47	\$38.92	\$50.04	\$38.92	\$50.04
Electrical worker grade 3	\$51.71	\$35.62	\$40.22	\$51.71	\$40.22	\$51.71
Electrical worker grade 4	\$53.39	\$36.78	\$41.53	\$53.39	\$41.53	\$53.39
<b>Includes industry and tool allowances</b>						
Electrical worker grade 3	\$52.90	\$36.44	\$41.14	\$52.90	\$41.14	\$52.90
Electrical worker grade 4	\$54.59	\$37.60	\$42.46	\$54.59	\$42.46	\$54.59
Electrical worker grade 5	\$56.41	\$38.86	\$43.87	\$56.41	\$43.87	\$56.41
Electrical worker grade 6	\$58.10	\$40.02	\$45.19	\$58.10	\$45.19	\$58.10
Electrical worker grade 7	\$61.27	\$42.21	\$47.65	\$61.27	\$47.65	\$61.27
Electrical worker grade 8	\$64.22	\$44.24	\$49.95	\$64.22	\$49.95	\$64.22
Electrical worker grade 9	\$65.48	\$45.11	\$50.93	\$65.48	\$50.93	\$65.48
Electrical worker grade 10	\$70.49	\$48.56	\$54.83	\$70.49	\$54.83	\$70.49
<b>Includes industry, tool and electrician's licence allowances</b>						
Electrical worker grade 5	\$58.34	\$40.19	\$45.38	\$58.34	\$45.38	\$58.34
Electrical worker grade 6	\$60.01	\$41.34	\$46.67	\$60.01	\$46.67	\$60.01
Electrical worker grade 7	\$63.18	\$43.52	\$49.14	\$63.18	\$49.14	\$63.18
Electrical worker grade 8	\$66.13	\$45.55	\$51.43	\$66.13	\$51.43	\$66.13
Electrical worker grade 9	\$67.39	\$46.42	\$52.41	\$67.39	\$52.41	\$67.39
Electrical worker grade 10	\$72.41	\$49.88	\$56.32	\$72.41	\$56.32	\$72.41

## Apprentice

The rates below include industry allowance, tool allowance and electrician's licence allowance.

### Apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
Apprentice - 1st year	\$406.08	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$21.38
Apprentice - 2nd year	\$521.91	\$13.73	\$20.60	\$27.46	\$27.46	\$34.33	\$27.46
Apprentice - 3rd year	\$695.64	\$18.31	\$27.47	\$36.62	\$36.62	\$45.78	\$36.62
Apprentice - 4th year	\$811.45	\$21.35	\$32.03	\$42.70	\$42.70	\$53.38	\$42.70

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
Apprentice - 1st year	\$16.04	\$16.04	\$21.38	\$12.29	\$16.04	\$21.38	\$13.90
Apprentice - 2nd year	\$20.60	\$20.60	\$27.46	\$15.79	\$20.60	\$27.46	\$17.85
Apprentice - 3rd year	\$27.47	\$27.47	\$36.62	\$21.06	\$27.47	\$36.62	\$23.80
Apprentice - 4th year	\$32.03	\$32.03	\$42.70	\$24.55	\$32.03	\$42.70	\$27.76

Table 3 of 3

Classification	Saturday - shiftworkers	Overtime - continuous shiftworkers	Overtime - non-continuous shiftworkers - first 2 hours	Overtime - non-continuous shiftworkers - after 2 hours	Work on rostered day off - unrelieved shiftworker
Apprentice - 1st year	\$16.04	\$21.38	\$16.04	\$21.38	\$21.38
Apprentice - 2nd year	\$20.60	\$27.46	\$20.60	\$27.46	\$27.46
Apprentice - 3rd year	\$27.47	\$36.62	\$27.47	\$36.62	\$36.62
Apprentice - 4th year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70



## Adult apprentice - Started before 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
Apprentice - 1st year	\$406.08	\$10.69	\$16.04	\$21.38	\$21.38	\$26.73	\$21.38
Apprentice - 2nd year	\$521.91	\$13.73	\$20.60	\$27.46	\$27.46	\$34.33	\$27.46
Apprentice - 3rd year	\$695.64	\$18.31	\$27.47	\$36.62	\$36.62	\$45.78	\$36.62
Apprentice - 4th year	\$811.45	\$21.35	\$32.03	\$42.70	\$42.70	\$53.38	\$42.70

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
Apprentice - 1st year	\$16.04	\$16.04	\$21.38	\$12.29	\$16.04	\$21.38	\$13.90
Apprentice - 2nd year	\$20.60	\$20.60	\$27.46	\$15.79	\$20.60	\$27.46	\$17.85
Apprentice - 3rd year	\$27.47	\$27.47	\$36.62	\$21.06	\$27.47	\$36.62	\$23.80
Apprentice - 4th year	\$32.03	\$32.03	\$42.70	\$24.55	\$32.03	\$42.70	\$27.76

Table 3 of 3

Classification	Saturday - shiftworkers	Overtime - continuous shiftworkers	Overtime - non-continuous shiftworkers - first 2 hours	Overtime - non-continuous shiftworkers - after 2 hours	Work on rostered day off - unrelieved shiftworker
Apprentice - 1st year	\$16.04	\$21.38	\$16.04	\$21.38	\$21.38
Apprentice - 2nd year	\$20.60	\$27.46	\$20.60	\$27.46	\$27.46
Apprentice - 3rd year	\$27.47	\$36.62	\$27.47	\$36.62	\$36.62
Apprentice - 4th year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
Apprentice - 1st year	\$502.60	\$13.23	\$19.85	\$26.46	\$26.46	\$33.08	\$26.46
Apprentice - 2nd year	\$599.12	\$15.77	\$23.66	\$31.54	\$31.54	\$39.43	\$31.54
Apprentice - 3rd year	\$695.64	\$18.31	\$27.47	\$36.62	\$36.62	\$45.78	\$36.62
Apprentice - 4th year	\$811.45	\$21.35	\$32.03	\$42.70	\$42.70	\$53.38	\$42.70

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
Apprentice - 1st year	\$19.85	\$19.85	\$26.46	\$15.21	\$19.85	\$26.46	\$17.20
Apprentice - 2nd year	\$23.66	\$23.66	\$31.54	\$18.14	\$23.66	\$31.54	\$20.50
Apprentice - 3rd year	\$27.47	\$27.47	\$36.62	\$21.06	\$27.47	\$36.62	\$23.80
Apprentice - 4th year	\$32.03	\$32.03	\$42.70	\$24.55	\$32.03	\$42.70	\$27.76

Table 3 of 3

Classification	Saturday - shiftworkers	Overtime - continuous shiftworkers	Overtime - non-continuous shiftworkers - first 2 hours	Overtime - non-continuous shiftworkers - after 2 hours	Work on rostered day off - unrelieved shiftworker
Apprentice - 1st year	\$19.85	\$26.46	\$19.85	\$26.46	\$26.46
Apprentice - 2nd year	\$23.66	\$31.54	\$23.66	\$31.54	\$31.54
Apprentice - 3rd year	\$27.47	\$36.62	\$27.47	\$36.62	\$36.62
Apprentice - 4th year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70

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

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
Apprentice - 1st year	\$550.86	\$14.50	\$21.75	\$29.00	\$29.00	\$36.25	\$29.00
Apprentice - 2nd year	\$647.38	\$17.04	\$25.56	\$34.08	\$34.08	\$42.60	\$34.08
Apprentice - 3rd year	\$695.64	\$18.31	\$27.47	\$36.62	\$36.62	\$45.78	\$36.62
Apprentice - 4th year	\$811.45	\$21.35	\$32.03	\$42.70	\$42.70	\$53.38	\$42.70

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
Apprentice - 1st year	\$21.75	\$21.75	\$29.00	\$16.68	\$21.75	\$29.00	\$18.85
Apprentice - 2nd year	\$25.56	\$25.56	\$34.08	\$19.60	\$25.56	\$34.08	\$22.15
Apprentice - 3rd year	\$27.47	\$27.47	\$36.62	\$21.06	\$27.47	\$36.62	\$23.80
Apprentice - 4th year	\$32.03	\$32.03	\$42.70	\$24.55	\$32.03	\$42.70	\$27.76

Table 3 of 3

Classification	Saturday - shiftworkers	Overtime - continuous shiftworkers	Overtime - non-continuous shiftworkers - first 2 hours	Overtime - non-continuous shiftworkers - after 2 hours	Work on rostered day off - unrelieved shiftworker
Apprentice - 1st year	\$21.75	\$29.00	\$21.75	\$29.00	\$29.00
Apprentice - 2nd year	\$25.56	\$34.08	\$25.56	\$34.08	\$34.08
Apprentice - 3rd year	\$27.47	\$36.62	\$27.47	\$36.62	\$36.62
Apprentice - 4th year	\$32.03	\$42.70	\$32.03	\$42.70	\$42.70

## Adult apprentice - Started after 1 Jan 2014

Table 1 of 3

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours (not shiftworkers)	Overtime - Monday to Saturday - after 2 hours (not shiftworkers)	Sunday	Public holiday	Public holiday - continuous shiftworkers
Apprentice - 1st year	\$792.14	\$20.85	\$31.28	\$41.70	\$41.70	\$52.13	\$41.70
Apprentice - 2nd year	\$860.94	\$22.66	\$33.99	\$45.32	\$45.32	\$56.65	\$45.32
Apprentice - 3rd year	\$860.94	\$22.66	\$33.99	\$45.32	\$45.32	\$56.65	\$45.32
Apprentice - 4th year	\$860.94	\$22.66	\$33.99	\$45.32	\$45.32	\$56.65	\$45.32

Table 2 of 3

Classification	Working through a meal break (not shiftworkers)	Work on rostered day off - ordinary hours	Work on rostered day off - outside ordinary hours	Afternoon or night shift continuing for 5 or more shifts in a row	Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours	Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours	Permanent night shift
Apprentice - 1st year	\$31.28	\$31.28	\$41.70	\$23.98	\$31.28	\$41.70	\$27.11
Apprentice - 2nd year	\$33.99	\$33.99	\$45.32	\$26.06	\$33.99	\$45.32	\$29.46
Apprentice - 3rd year	\$33.99	\$33.99	\$45.32	\$26.06	\$33.99	\$45.32	\$29.46
Apprentice - 4th year	\$33.99	\$33.99	\$45.32	\$26.06	\$33.99	\$45.32	\$29.46

Table 3 of 3

Classification	Saturday - shiftworkers	Overtime - continuous shiftworkers	Overtime - non-continuous shiftworkers - first 2 hours	Overtime - non-continuous shiftworkers - after 2 hours	Work on rostered day off - unrelieved shiftworker
Apprentice - 1st year	\$31.28	\$41.70	\$31.28	\$41.70	\$41.70
Apprentice - 2nd year	\$33.99	\$45.32	\$33.99	\$45.32	\$45.32
Apprentice - 3rd year	\$33.99	\$45.32	\$33.99	\$45.32	\$45.32
Apprentice - 4th year	\$33.99	\$45.32	\$33.99	\$45.32	\$45.32

## 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
Availability for duty allowance	\$2.08 per hour up to a maximum of \$79.16 per week
* Electrical distribution line maintenance and tree clearing allowance	\$69.26 per week
* Electrician's licence allowance (already included in the rate tables above)	\$32.38 per week
* Electrician's licence allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$12.95 per week
* Electrician's licence allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above)	\$16.19 per week
* Electrician's licence allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above)	\$17.81 per week
* Electrician's licence allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$12.95 per week
* Electrician's licence allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$25.90 per week
* Electrician's licence allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$16.84 per week
* Electrician's licence allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above)	\$19.43 per week
* Electrician's licence allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above)	\$21.05 per week
* Electrician's licence allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$16.84 per week
* Electrician's licence allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.17 per week
* Electrician's licence allowance - 3rd year junior apprentice (already included in the rate tables above)	\$22.67 per week
* Electrician's licence allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$22.67 per week

<b>Allowances</b>	<b>Rate</b>
* Electrician's licence allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.17 per week
* Electrician's licence allowance - 4th year junior apprentice (already included in the rate tables above)	\$26.55 per week
* Electrician's licence allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$26.55 per week
* Electrician's licence allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.17 per week
First aid allowance	\$0.50 per hour up to a maximum of \$18.89 per week
* Industry allowance (already included in the rate tables above)	\$33.28 per week
* Industry allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$13.31 per week
* Industry allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above)	\$16.64 per week
* Industry allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above)	\$18.30 per week
* Industry allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$13.31 per week
* Industry allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$26.62 per week
* Industry allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$17.31 per week
* Industry allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above)	\$19.97 per week
* Industry allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above)	\$21.63 per week
* Industry allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$17.31 per week
* Industry allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.95 per week
* Industry allowance - 3rd year junior apprentice (already included in the rate tables above)	\$23.30 per week
* Industry allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$23.30 per week

<b>Allowances</b>	<b>Rate</b>
* Industry allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.95 per week
* Industry allowance - 4th year junior apprentice (already included in the rate tables above)	\$27.29 per week
* Industry allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$27.29 per week
* Industry allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$28.95 per week
* Leading hand allowance - in charge of 3-10 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$38.68 per week
* Leading hand allowance - in charge of 11-20 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$53.97 per week
* Leading hand allowance - in charge of more than 20 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher	\$72.86 per week
Living away from home - board and lodging allowance - full week	\$536.49 per week
Living away from home - board and lodging allowance - part of a week	an allowance covering all living expenses reasonably incurred up to a maximum of \$536.49 per week
Living away from home - meal allowance	\$16.41 per meal, for meals not included in fares or accommodation cost
Living away from home - regular return home allowance	reimbursement for the cost of reasonable travelling expenses
Loss of tools allowance	payment up to a maximum trade value of \$376.00
Meal allowance - overtime	\$16.41 for each meal
Multistorey allowance - 0-15 floors	\$0.62 per hour
Multistorey allowance - 16-30 floors	\$0.76 per hour
Multistorey allowance - 31-45 floors	\$1.16 per hour
Multistorey allowance - 46-60 floors	\$1.47 per hour
Multistorey allowance - more than 60 floors	\$1.87 per hour
Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 0-15 floors	\$1.38 per hour with an additional \$0.76 per hour for work above each further 15 metres
Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 16-30 floors	\$1.52 per hour with an additional \$0.76 per hour for work above each further 15 metres

<b>Allowances</b>	<b>Rate</b>
Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 31-45 floors	\$1.92 per hour with an additional \$0.76 per hour for work above each further 15 metres
Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of - 46-60 floors	\$2.23 per hour with an additional \$0.76 per hour for work above each further 15 metres
Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of - more than 60 floors	\$2.63 per hour with an additional \$0.76 per hour for work above each further 15 metres
Towers allowance - higher than 15 metres	\$0.76 per hour with an additional \$0.76 per hour for work above each further 15 metres
* Nominee allowance - electrical mechanics	\$82.75 per week
* Ordering materials allowance - building and construction industry – less than 4 days in pay period on such matters	\$3.60 per day where ordering materials is required
* Ordering materials allowance - building and construction industry – 4 or more days in pay period on such duties	\$17.99 per week
* Tool allowance - applies to apprentices, Electrical workers grade 5 and above, and Electrical workers below grade 5 performing the duties of television antenna installer/erector or television/radio/electronic equipment serviceperson	\$20.02 per week
Travel allowance - start and/or finish on job site - up to 50 km from registered office/depot - employer offers to provide transport	\$3.78 per day
Travel allowance - start and/or finish on job site - up to 50 km from registered office/depot - employer does not offer to provide transport	\$21.06 per day
Travel allowance - start and/or finish on job site - more than 50 km from registered office/depot - employer offers to provide transport	\$3.78 per day plus payment for time spent travelling in excess of 50km at the appropriate rate and payment for incidental expenses
Travel allowance - start and/or finish on job site - more than 50 km from registered office/depot, employer does not offer to provide transport	\$21.06 per day plus payment for time spent travelling in excess of 50km at the appropriate rate and payment for incidental expenses
Travel time allowance	\$6.47 per day
Travel time allowance - 1st year junior apprentice - started before 1/1/14	\$2.59 per day
Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12	\$3.24 per day
Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12	\$3.56 per day
Travel time allowance - 1st year adult apprentice - started before 1/1/14	\$2.59 per day
Travel time allowance - 1st year adult apprentice - started on or after 1/1/14	\$5.18 per day
Travel time allowance - 2nd year junior apprentice - started before 1/1/14	\$3.36 per day



Allowances	Rate
Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12	\$3.88 per day
Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12	\$4.21 per day
Travel time allowance - 2nd year adult apprentice - started before 1/1/14	\$3.36 per day
Travel time allowance - 2nd year adult apprentice - started on or after 1/1/14	\$5.63 per day
Travel time allowance - 3rd year junior apprentice	\$4.53 per day
Travel time allowance - 3rd year adult apprentice - started before 1/1/14	\$4.53 per day
Travel time allowance - 3rd year adult apprentice - started on or after 1/1/14	\$5.63 per day
Travel time allowance - 4th year junior apprentice	\$5.31 per day
Travel time allowance - 4th year adult apprentice - started before 1/1/14	\$5.31 per day
Travel time allowance - 4th year adult apprentice - started on or after 1/1/14	\$5.63 per day
Vehicle allowance	\$0.80 per km

## Disclaimer

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