



Fair Work  
OMBUDSMAN

## Pay Guide - Joinery and Building Trades Award

**[MA000029]**

Published 18 November 2021

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 November 2020.

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

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## 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, Leading hand allowance, Tool allowance or Stonemasonry tools and equipment allowance & reimbursement applies, the rates below should not be used, and should be calculated using the [PACT](#).

### 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	\$786.68	\$20.71	\$25.89	\$25.89	\$31.07	\$31.07	\$31.07
Level 2	\$808.28	\$21.28	\$26.60	\$26.60	\$31.92	\$31.92	\$31.92
Level 3	\$837.98	\$22.06	\$27.58	\$27.58	\$33.09	\$33.09	\$33.09
Level 4	\$865.68	\$22.79	\$28.49	\$28.49	\$34.19	\$34.19	\$34.19
Level 5	\$910.48	\$23.96	\$29.95	\$29.95	\$35.94	\$35.94	\$35.94
Level 6	\$937.98	\$24.69	\$30.86	\$30.86	\$37.04	\$37.04	\$37.04
Level 7	\$965.48	\$25.41	\$31.76	\$31.76	\$38.12	\$38.12	\$38.12

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	\$41.42	\$31.07	\$41.42	\$51.78	\$41.42	\$41.42	\$41.42
Level 2	\$42.56	\$31.92	\$42.56	\$53.20	\$42.56	\$42.56	\$42.56
Level 3	\$44.12	\$33.09	\$44.12	\$55.15	\$44.12	\$44.12	\$44.12
Level 4	\$45.58	\$34.19	\$45.58	\$56.98	\$45.58	\$45.58	\$45.58
Level 5	\$47.92	\$35.94	\$47.92	\$59.90	\$47.92	\$47.92	\$47.92
Level 6	\$49.38	\$37.04	\$49.38	\$61.73	\$49.38	\$49.38	\$49.38
Level 7	\$50.82	\$38.12	\$50.82	\$63.53	\$50.82	\$50.82	\$50.82

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours - not shiftworkers</b>	<b>Overtime - Monday to Friday - after 2 hours - not shiftworkers</b>	<b>Saturday before 12 noon - first 2 hours</b>	<b>Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon</b>	<b>Sunday</b>	<b>Overtime - Monday to Friday - shiftworker</b>	<b>Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Level 1	\$31.07	\$41.42	\$31.07	\$41.42	\$41.42	\$41.42	\$41.42	\$41.42
Level 2	\$31.92	\$42.56	\$31.92	\$42.56	\$42.56	\$42.56	\$42.56	\$42.56
Level 3	\$33.09	\$44.12	\$33.09	\$44.12	\$44.12	\$44.12	\$44.12	\$44.12
Level 4	\$34.19	\$45.58	\$34.19	\$45.58	\$45.58	\$45.58	\$45.58	\$45.58
Level 5	\$35.94	\$47.92	\$35.94	\$47.92	\$47.92	\$47.92	\$47.92	\$47.92
Level 6	\$37.04	\$49.38	\$37.04	\$49.38	\$49.38	\$49.38	\$49.38	\$49.38
Level 7	\$38.12	\$50.82	\$38.12	\$50.82	\$50.82	\$50.82	\$50.82	\$50.82

## 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	\$753.80	\$19.84	\$24.80	\$24.80	\$29.76	\$29.76
Level 2	\$775.40	\$20.41	\$25.51	\$25.51	\$30.62	\$30.62
Level 3	\$805.10	\$21.19	\$26.49	\$26.49	\$31.79	\$31.79
Level 4	\$832.80	\$21.92	\$27.40	\$27.40	\$32.88	\$32.88
Level 5	\$877.60	\$23.09	\$28.86	\$28.86	\$34.64	\$34.64
Level 6	\$905.10	\$23.82	\$29.78	\$29.78	\$35.73	\$35.73
Level 7	\$932.60	\$24.54	\$30.68	\$30.68	\$36.81	\$36.81

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	\$29.76	\$39.68	\$49.60	\$39.68	\$39.68	\$39.68
Level 2	\$30.62	\$40.82	\$51.03	\$40.82	\$40.82	\$40.82
Level 3	\$31.79	\$42.38	\$52.98	\$42.38	\$42.38	\$42.38
Level 4	\$32.88	\$43.84	\$54.80	\$43.84	\$43.84	\$43.84
Level 5	\$34.64	\$46.18	\$57.73	\$46.18	\$46.18	\$46.18
Level 6	\$35.73	\$47.64	\$59.55	\$47.64	\$47.64	\$47.64
Level 7	\$36.81	\$49.08	\$61.35	\$49.08	\$49.08	\$49.08

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours - not shiftworkers</b>	<b>Overtime - Monday to Friday - after 2 hours - not shiftworkers</b>	<b>Saturday before 12 noon - first 2 hours</b>	<b>Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon</b>	<b>Sunday</b>	<b>Overtime - Monday to Friday - shiftworker</b>	<b>Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Level 1	\$29.76	\$39.68	\$29.76	\$39.68	\$39.68	\$39.68	\$39.68	\$39.68
Level 2	\$30.62	\$40.82	\$30.62	\$40.82	\$40.82	\$40.82	\$40.82	\$40.82
Level 3	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38	\$42.38
Level 4	\$32.88	\$43.84	\$32.88	\$43.84	\$43.84	\$43.84	\$43.84	\$43.84
Level 5	\$34.64	\$46.18	\$34.64	\$46.18	\$46.18	\$46.18	\$46.18	\$46.18
Level 6	\$35.73	\$47.64	\$35.73	\$47.64	\$47.64	\$47.64	\$47.64	\$47.64
Level 7	\$36.81	\$49.08	\$36.81	\$49.08	\$49.08	\$49.08	\$49.08	\$49.08

## 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	\$25.89	\$31.07	\$31.07	\$36.24	\$36.24	\$36.24	\$46.60
Level 2	\$26.60	\$31.92	\$31.92	\$37.24	\$37.24	\$37.24	\$47.88
Level 3	\$27.58	\$33.09	\$33.09	\$38.61	\$38.61	\$38.61	\$49.64
Level 4	\$28.49	\$34.19	\$34.19	\$39.88	\$39.88	\$39.88	\$51.28
Level 5	\$29.95	\$35.94	\$35.94	\$41.93	\$41.93	\$41.93	\$53.91
Level 6	\$30.86	\$37.04	\$37.04	\$43.21	\$43.21	\$43.21	\$55.55
Level 7	\$31.76	\$38.12	\$38.12	\$44.47	\$44.47	\$44.47	\$57.17

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	\$36.24	\$46.60	\$56.95	\$46.60	\$36.24	\$46.60
Level 2	\$37.24	\$47.88	\$58.52	\$47.88	\$37.24	\$47.88
Level 3	\$38.61	\$49.64	\$60.67	\$49.64	\$38.61	\$49.64
Level 4	\$39.88	\$51.28	\$62.67	\$51.28	\$39.88	\$51.28
Level 5	\$41.93	\$53.91	\$65.89	\$53.91	\$41.93	\$53.91
Level 6	\$43.21	\$55.55	\$67.90	\$55.55	\$43.21	\$55.55
Level 7	\$44.47	\$57.17	\$69.88	\$57.17	\$44.47	\$57.17

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	\$36.24	\$46.60	\$46.60	\$46.60	\$46.60
Level 2	\$37.24	\$47.88	\$47.88	\$47.88	\$47.88
Level 3	\$38.61	\$49.64	\$49.64	\$49.64	\$49.64
Level 4	\$39.88	\$51.28	\$51.28	\$51.28	\$51.28
Level 5	\$41.93	\$53.91	\$53.91	\$53.91	\$53.91
Level 6	\$43.21	\$55.55	\$55.55	\$55.55	\$55.55
Level 7	\$44.47	\$57.17	\$57.17	\$57.17	\$57.17

## 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	\$24.80	\$29.76	\$29.76	\$34.72	\$34.72
Level 2	\$25.51	\$30.62	\$30.62	\$35.72	\$35.72
Level 3	\$26.49	\$31.79	\$31.79	\$37.08	\$37.08
Level 4	\$27.40	\$32.88	\$32.88	\$38.36	\$38.36
Level 5	\$28.86	\$34.64	\$34.64	\$40.41	\$40.41
Level 6	\$29.78	\$35.73	\$35.73	\$41.69	\$41.69
Level 7	\$30.68	\$36.81	\$36.81	\$42.95	\$42.95

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	\$34.72	\$44.64	\$54.56	\$44.64	\$34.72	\$44.64
Level 2	\$35.72	\$45.92	\$56.13	\$45.92	\$35.72	\$45.92
Level 3	\$37.08	\$47.68	\$58.27	\$47.68	\$37.08	\$47.68
Level 4	\$38.36	\$49.32	\$60.28	\$49.32	\$38.36	\$49.32
Level 5	\$40.41	\$51.95	\$63.50	\$51.95	\$40.41	\$51.95
Level 6	\$41.69	\$53.60	\$65.51	\$53.60	\$41.69	\$53.60
Level 7	\$42.95	\$55.22	\$67.49	\$55.22	\$42.95	\$55.22

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	\$34.72	\$44.64	\$44.64	\$44.64	\$44.64
Level 2	\$35.72	\$45.92	\$45.92	\$45.92	\$45.92
Level 3	\$37.08	\$47.68	\$47.68	\$47.68	\$47.68
Level 4	\$38.36	\$49.32	\$49.32	\$49.32	\$49.32
Level 5	\$40.41	\$51.95	\$51.95	\$51.95	\$51.95
Level 6	\$41.69	\$53.60	\$53.60	\$53.60	\$53.60
Level 7	\$42.95	\$55.22	\$55.22	\$55.22	\$55.22

## Apprentice - 3 years - Started before 1 Jan 2014 - Joinery work, shopfitting, stonemasonry or outside work

Table 1 of 4

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	\$471.68	\$12.42	\$15.53	\$15.53	\$18.63	\$18.63
Apprentice 2nd year / Stage 2	\$691.08	\$18.19	\$22.74	\$22.74	\$27.29	\$27.29
Apprentice 3rd year / Stage 3	\$822.68	\$21.65	\$27.06	\$27.06	\$32.48	\$32.48

Table 2 of 4

Classification	Stonemasonry afternoon shift 3pm - 11pm	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
Apprentice 1st year / Stage 1	\$18.63	\$24.84	\$18.63	\$24.84	\$31.05
Apprentice 2nd year / Stage 2	\$27.29	\$36.38	\$27.29	\$36.38	\$45.48
Apprentice 3rd year / Stage 3	\$32.48	\$43.30	\$32.48	\$43.30	\$54.13

Table 3 of 4

Classification	Working on paid shift off - shiftworkers	Less than 10 hour break between shifts	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
Apprentice 1st year / Stage 1	\$24.84	\$24.84	\$24.84	\$18.63	\$24.84	\$18.63
Apprentice 2nd year / Stage 2	\$36.38	\$36.38	\$36.38	\$27.29	\$36.38	\$27.29
Apprentice 3rd year / Stage 3	\$43.30	\$43.30	\$43.30	\$32.48	\$43.30	\$32.48

Table 4 of 4

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	Less than 8 hour break between shifts - change to shift
Apprentice 1st year / Stage 1	\$24.84	\$24.84	\$24.84	\$24.84	\$24.84
Apprentice 2nd year / Stage 2	\$36.38	\$36.38	\$36.38	\$36.38	\$36.38
Apprentice 3rd year / Stage 3	\$43.30	\$43.30	\$43.30	\$43.30	\$43.30



## Apprentice - 3 years - Started before 1 Jan 2014 - Other than joinery, shopfitting, stonemasonry or outside work

Table 1 of 4

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	\$438.80	\$11.55	\$14.44	\$14.44	\$17.33	\$17.33
Apprentice 2nd year / Stage 2	\$658.20	\$17.32	\$21.65	\$21.65	\$25.98	\$25.98
Apprentice 3rd year / Stage 3	\$789.80	\$20.78	\$25.98	\$25.98	\$31.17	\$31.17

Table 2 of 4

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
Apprentice 1st year / Stage 1	\$17.33	\$23.10	\$28.88	\$23.10
Apprentice 2nd year / Stage 2	\$25.98	\$34.64	\$43.30	\$34.64
Apprentice 3rd year / Stage 3	\$31.17	\$41.56	\$51.95	\$41.56

Table 3 of 4

Classification	Less than 10 hour break between shifts	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	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon
Apprentice 1st year / Stage 1	\$23.10	\$23.10	\$17.33	\$23.10	\$17.33	\$23.10
Apprentice 2nd year / Stage 2	\$34.64	\$34.64	\$25.98	\$34.64	\$25.98	\$34.64
Apprentice 3rd year / Stage 3	\$41.56	\$41.56	\$31.17	\$41.56	\$31.17	\$41.56

Table 4 of 4

Classification	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	\$23.10	\$23.10	\$23.10	\$23.10
Apprentice 2nd year / Stage 2	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 3rd year / Stage 3	\$41.56	\$41.56	\$41.56	\$41.56

## Apprentice - 3 years - Started after 1 Jan 2014 - Joinery, shopfitting, stonemasonry or outside work

Table 1 of 4

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	\$515.58	\$13.57	\$16.96	\$16.96	\$20.36	\$20.36
Apprentice 2nd year / Stage 2	\$691.08	\$18.19	\$22.74	\$22.74	\$27.29	\$27.29
Apprentice 3rd year / Stage 3	\$822.68	\$21.65	\$27.06	\$27.06	\$32.48	\$32.48

Table 2 of 4

Classification	Stonemasonry afternoon shift 3pm - 11pm	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
Apprentice 1st year / Stage 1	\$20.36	\$27.14	\$20.36	\$27.14	\$33.93	\$27.14
Apprentice 2nd year / Stage 2	\$27.29	\$36.38	\$27.29	\$36.38	\$45.48	\$36.38
Apprentice 3rd year / Stage 3	\$32.48	\$43.30	\$32.48	\$43.30	\$54.13	\$43.30

Table 3 of 4

Classification	Less than 10 hour break between shifts	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	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon
Apprentice 1st year / Stage 1	\$27.14	\$27.14	\$20.36	\$27.14	\$20.36	\$27.14
Apprentice 2nd year / Stage 2	\$36.38	\$36.38	\$27.29	\$36.38	\$27.29	\$36.38
Apprentice 3rd year / Stage 3	\$43.30	\$43.30	\$32.48	\$43.30	\$32.48	\$43.30

Table 4 of 4

Classification	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	\$27.14	\$27.14	\$27.14	\$27.14
Apprentice 2nd year / Stage 2	\$36.38	\$36.38	\$36.38	\$36.38
Apprentice 3rd year / Stage 3	\$43.30	\$43.30	\$43.30	\$43.30

## Apprentice - 3 years - Started after 1 Jan 2014 - Other than joinery, shopfitting, stonemasonry or outside work

Table 1 of 4

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	\$482.70	\$12.70	\$15.88	\$15.88	\$19.05	\$19.05
Apprentice 2nd year / Stage 2	\$658.20	\$17.32	\$21.65	\$21.65	\$25.98	\$25.98
Apprentice 3rd year / Stage 3	\$789.80	\$20.78	\$25.98	\$25.98	\$31.17	\$31.17

Table 2 of 4

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
Apprentice 1st year / Stage 1	\$19.05	\$25.40	\$31.75	\$25.40
Apprentice 2nd year / Stage 2	\$25.98	\$34.64	\$43.30	\$34.64
Apprentice 3rd year / Stage 3	\$31.17	\$41.56	\$51.95	\$41.56

Table 3 of 4

Classification	Less than 10 hour break between shifts	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	Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon
Apprentice 1st year / Stage 1	\$25.40	\$25.40	\$19.05	\$25.40	\$19.05	\$25.40
Apprentice 2nd year / Stage 2	\$34.64	\$34.64	\$25.98	\$34.64	\$25.98	\$34.64
Apprentice 3rd year / Stage 3	\$41.56	\$41.56	\$31.17	\$41.56	\$31.17	\$41.56

Table 4 of 4

Classification	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	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice 2nd year / Stage 2	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 3rd year / Stage 3	\$41.56	\$41.56	\$41.56	\$41.56

## Apprentice - 4 years - Started before 1 Jan 2014 - Joinery, 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	\$427.78	\$11.26	\$14.08	\$14.08	\$16.89	\$16.89	\$16.89
Apprentice 2nd year / Stage 2	\$515.58	\$13.57	\$16.96	\$16.96	\$20.36	\$20.36	\$20.36
Apprentice 3rd year / Stage 3	\$691.08	\$18.19	\$22.74	\$22.74	\$27.29	\$27.29	\$27.29
Apprentice 4th year / Stage 4	\$822.68	\$21.65	\$27.06	\$27.06	\$32.48	\$32.48	\$32.48

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	\$22.52	\$16.89	\$22.52	\$28.15	\$22.52	\$22.52	\$22.52
Apprentice 2nd year / Stage 2	\$27.14	\$20.36	\$27.14	\$33.93	\$27.14	\$27.14	\$27.14
Apprentice 3rd year / Stage 3	\$36.38	\$27.29	\$36.38	\$45.48	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$43.30	\$32.48	\$43.30	\$54.13	\$43.30	\$43.30	\$43.30

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	\$16.89	\$22.52	\$16.89	\$22.52	\$22.52	\$22.52	\$22.52	\$22.52
Apprentice 2nd year / Stage 2	\$20.36	\$27.14	\$20.36	\$27.14	\$27.14	\$27.14	\$27.14	\$27.14
Apprentice 3rd year / Stage 3	\$27.29	\$36.38	\$27.29	\$36.38	\$36.38	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$32.48	\$43.30	\$32.48	\$43.30	\$43.30	\$43.30	\$43.30	\$43.30

## Apprentice - 4 years - Started before 1 Jan 2014 - Other than joinery, 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	\$394.90	\$10.39	\$12.99	\$12.99	\$15.59	\$15.59
Apprentice 2nd year / Stage 2	\$482.70	\$12.70	\$15.88	\$15.88	\$19.05	\$19.05
Apprentice 3rd year / Stage 3	\$658.20	\$17.32	\$21.65	\$21.65	\$25.98	\$25.98
Apprentice 4th year / Stage 4	\$789.80	\$20.78	\$25.98	\$25.98	\$31.17	\$31.17

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	\$15.59	\$20.78	\$25.98	\$20.78	\$20.78	\$20.78
Apprentice 2nd year / Stage 2	\$19.05	\$25.40	\$31.75	\$25.40	\$25.40	\$25.40
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$43.30	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$51.95	\$41.56	\$41.56	\$41.56

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	\$15.59	\$20.78	\$15.59	\$20.78	\$20.78	\$20.78	\$20.78	\$20.78
Apprentice 2nd year / Stage 2	\$19.05	\$25.40	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$31.17	\$41.56	\$41.56	\$41.56	\$41.56	\$41.56

## Apprentice - 4 years - Started after 1 Jan 2014 – Did not complete year 12 - Joinery, 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	\$471.68	\$12.42	\$15.53	\$15.53	\$18.63	\$18.63	\$18.63
Apprentice 2nd year / Stage 2	\$559.48	\$14.73	\$18.41	\$18.41	\$22.10	\$22.10	\$22.10
Apprentice 3rd year / Stage 3	\$691.08	\$18.19	\$22.74	\$22.74	\$27.29	\$27.29	\$27.29
Apprentice 4th year / Stage 4	\$822.68	\$21.65	\$27.06	\$27.06	\$32.48	\$32.48	\$32.48

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	\$24.84	\$18.63	\$24.84	\$31.05	\$24.84	\$24.84	\$24.84
Apprentice 2nd year / Stage 2	\$29.46	\$22.10	\$29.46	\$36.83	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$36.38	\$27.29	\$36.38	\$45.48	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$43.30	\$32.48	\$43.30	\$54.13	\$43.30	\$43.30	\$43.30

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	\$18.63	\$24.84	\$18.63	\$24.84	\$24.84	\$24.84	\$24.84	\$24.84
Apprentice 2nd year / Stage 2	\$22.10	\$29.46	\$22.10	\$29.46	\$29.46	\$29.46	\$29.46	\$29.46
Apprentice 3rd year / Stage 3	\$27.29	\$36.38	\$27.29	\$36.38	\$36.38	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$32.48	\$43.30	\$32.48	\$43.30	\$43.30	\$43.30	\$43.30	\$43.30

**Apprentice - 4 years - Started after 1 Jan 2014 - Did not complete year 12 - Other than joinery, shopfitting, stonemasonry or outside work**

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Early morning shift - Monday to Friday</b>	<b>Early afternoon shift - Monday to Friday</b>	<b>Afternoon shift - Monday to Friday</b>	<b>Night shift - Monday to Friday</b>
Apprentice 1st year / Stage 1	\$438.80	\$11.55	\$14.44	\$14.44	\$17.33	\$17.33
Apprentice 2nd year / Stage 2	\$526.60	\$13.86	\$17.33	\$17.33	\$20.79	\$20.79
Apprentice 3rd year / Stage 3	\$658.20	\$17.32	\$21.65	\$21.65	\$25.98	\$25.98
Apprentice 4th year / Stage 4	\$789.80	\$20.78	\$25.98	\$25.98	\$31.17	\$31.17

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours</b>	<b>Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours</b>	<b>Public holiday</b>	<b>Working on paid shift off - shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Working through a meal break</b>
Apprentice 1st year / Stage 1	\$17.33	\$23.10	\$28.88	\$23.10	\$23.10	\$23.10
Apprentice 2nd year / Stage 2	\$20.79	\$27.72	\$34.65	\$27.72	\$27.72	\$27.72
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$43.30	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$51.95	\$41.56	\$41.56	\$41.56

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours - not shiftworkers</b>	<b>Overtime - Monday to Friday - after 2 hours - not shiftworkers</b>	<b>Saturday before 12 noon - first 2 hours</b>	<b>Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon</b>	<b>Sunday</b>	<b>Overtime - Monday to Friday - shiftworker</b>	<b>Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Apprentice 1st year / Stage 1	\$17.33	\$23.10	\$17.33	\$23.10	\$23.10	\$23.10	\$23.10	\$23.10
Apprentice 2nd year / Stage 2	\$20.79	\$27.72	\$20.79	\$27.72	\$27.72	\$27.72	\$27.72	\$27.72
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$31.17	\$41.56	\$41.56	\$41.56	\$41.56	\$41.56

## Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - Joinery, 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	\$515.58	\$13.57	\$16.96	\$16.96	\$20.36	\$20.36	\$20.36
Apprentice 2nd year / Stage 2	\$603.28	\$15.88	\$19.85	\$19.85	\$23.82	\$23.82	\$23.82
Apprentice 3rd year / Stage 3	\$691.08	\$18.19	\$22.74	\$22.74	\$27.29	\$27.29	\$27.29
Apprentice 4th year / Stage 4	\$822.68	\$21.65	\$27.06	\$27.06	\$32.48	\$32.48	\$32.48

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	\$27.14	\$20.36	\$27.14	\$33.93	\$27.14	\$27.14	\$27.14
Apprentice 2nd year / Stage 2	\$31.76	\$23.82	\$31.76	\$39.70	\$31.76	\$31.76	\$31.76
Apprentice 3rd year / Stage 3	\$36.38	\$27.29	\$36.38	\$45.48	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$43.30	\$32.48	\$43.30	\$54.13	\$43.30	\$43.30	\$43.30

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	\$20.36	\$27.14	\$20.36	\$27.14	\$27.14	\$27.14	\$27.14	\$27.14
Apprentice 2nd year / Stage 2	\$23.82	\$31.76	\$23.82	\$31.76	\$31.76	\$31.76	\$31.76	\$31.76
Apprentice 3rd year / Stage 3	\$27.29	\$36.38	\$27.29	\$36.38	\$36.38	\$36.38	\$36.38	\$36.38
Apprentice 4th year / Stage 4	\$32.48	\$43.30	\$32.48	\$43.30	\$43.30	\$43.30	\$43.30	\$43.30



**Apprentice - 4 years - Started after 1 Jan 2014 - Completed year 12 - Other than joinery, shopfitting, stonemasonry or outside work**

**Table 1 of 3**

<b>Classification</b>	<b>Weekly pay rate</b>	<b>Hourly pay rate</b>	<b>Early morning shift - Monday to Friday</b>	<b>Early afternoon shift - Monday to Friday</b>	<b>Afternoon shift - Monday to Friday</b>	<b>Night shift - Monday to Friday</b>
Apprentice 1st year / Stage 1	\$482.70	\$12.70	\$15.88	\$15.88	\$19.05	\$19.05
Apprentice 2nd year / Stage 2	\$570.40	\$15.01	\$18.76	\$18.76	\$22.52	\$22.52
Apprentice 3rd year / Stage 3	\$658.20	\$17.32	\$21.65	\$21.65	\$25.98	\$25.98
Apprentice 4th year / Stage 4	\$789.80	\$20.78	\$25.98	\$25.98	\$31.17	\$31.17

**Table 2 of 3**

<b>Classification</b>	<b>Shiftwork (less than 5 shifts in a row) - Monday to Friday - first 2 hours</b>	<b>Shiftwork (less than 5 shifts in a row) - Monday to Friday - after 2 hours</b>	<b>Public holiday</b>	<b>Working on paid shift off - shiftworkers</b>	<b>Less than 10 hour break between shifts</b>	<b>Working through a meal break</b>
Apprentice 1st year / Stage 1	\$19.05	\$25.40	\$31.75	\$25.40	\$25.40	\$25.40
Apprentice 2nd year / Stage 2	\$22.52	\$30.02	\$37.53	\$30.02	\$30.02	\$30.02
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$43.30	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$51.95	\$41.56	\$41.56	\$41.56

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Friday - first 2 hours - not shiftworkers</b>	<b>Overtime - Monday to Friday - after 2 hours - not shiftworkers</b>	<b>Saturday before 12 noon - first 2 hours</b>	<b>Saturday before 12 noon - after 2 hours, and all Saturday work after 12 noon</b>	<b>Sunday</b>	<b>Overtime - Monday to Friday - shiftworker</b>	<b>Overtime - business operates 2 or 3 shifts per day and the shiftworker works the 2nd or 3rd shift</b>	<b>Less than 8 hour break between shifts - change to shift</b>
Apprentice 1st year / Stage 1	\$19.05	\$25.40	\$19.05	\$25.40	\$25.40	\$25.40	\$25.40	\$25.40
Apprentice 2nd year / Stage 2	\$22.52	\$30.02	\$22.52	\$30.02	\$30.02	\$30.02	\$30.02	\$30.02
Apprentice 3rd year / Stage 3	\$25.98	\$34.64	\$25.98	\$34.64	\$34.64	\$34.64	\$34.64	\$34.64
Apprentice 4th year / Stage 4	\$31.17	\$41.56	\$31.17	\$41.56	\$41.56	\$41.56	\$41.56	\$41.56

## Adult Apprentice - 3 years - Joinery, 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	\$761.28	\$20.04	\$25.05	\$25.05	\$30.06	\$30.06	\$30.06
Apprentice 2nd year / Stage 2	\$805.18	\$21.19	\$26.49	\$26.49	\$31.79	\$31.79	\$31.79
Apprentice 3rd year / Stage 3	\$857.78	\$22.58	\$28.23	\$28.23	\$33.87	\$33.87	\$33.87

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	\$40.08	\$30.06	\$40.08	\$50.10	\$40.08	\$40.08	\$40.08
Apprentice 2nd year / Stage 2	\$42.38	\$31.79	\$42.38	\$52.98	\$42.38	\$42.38	\$42.38
Apprentice 3rd year / Stage 3	\$45.16	\$33.87	\$45.16	\$56.45	\$45.16	\$45.16	\$45.16

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	\$30.06	\$40.08	\$30.06	\$40.08	\$40.08	\$40.08	\$40.08	\$40.08
Apprentice 2nd year / Stage 2	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38	\$42.38
Apprentice 3rd year / Stage 3	\$33.87	\$45.16	\$33.87	\$45.16	\$45.16	\$45.16	\$45.16	\$45.16

## Adult Apprentice - 3 years - Other than joinery, 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	\$728.40	\$19.17	\$23.96	\$23.96	\$28.76	\$28.76
Apprentice 2nd year / Stage 2	\$772.30	\$20.32	\$25.40	\$25.40	\$30.48	\$30.48
Apprentice 3rd year / Stage 3	\$824.90	\$21.71	\$27.14	\$27.14	\$32.57	\$32.57

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	\$28.76	\$38.34	\$47.93	\$38.34	\$38.34	\$38.34
Apprentice 2nd year / Stage 2	\$30.48	\$40.64	\$50.80	\$40.64	\$40.64	\$40.64
Apprentice 3rd year / Stage 3	\$32.57	\$43.42	\$54.28	\$43.42	\$43.42	\$43.42

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	\$28.76	\$38.34	\$28.76	\$38.34	\$38.34	\$38.34	\$38.34	\$38.34
Apprentice 2nd year / Stage 2	\$30.48	\$40.64	\$30.48	\$40.64	\$40.64	\$40.64	\$40.64	\$40.64
Apprentice 3rd year / Stage 3	\$32.57	\$43.42	\$32.57	\$43.42	\$43.42	\$43.42	\$43.42	\$43.42

## Adult Apprentice - 4 years - Joinery, 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	\$743.78	\$19.58	\$24.48	\$24.48	\$29.37	\$29.37	\$29.37
Apprentice 2nd year / Stage 2	\$778.88	\$20.50	\$25.63	\$25.63	\$30.75	\$30.75	\$30.75
Apprentice 3rd year / Stage 3	\$805.18	\$21.19	\$26.49	\$26.49	\$31.79	\$31.79	\$31.79
Apprentice 4th year / Stage 4	\$857.78	\$22.58	\$28.23	\$28.23	\$33.87	\$33.87	\$33.87

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	\$39.16	\$29.37	\$39.16	\$48.95	\$39.16	\$39.16	\$39.16
Apprentice 2nd year / Stage 2	\$41.00	\$30.75	\$41.00	\$51.25	\$41.00	\$41.00	\$41.00
Apprentice 3rd year / Stage 3	\$42.38	\$31.79	\$42.38	\$52.98	\$42.38	\$42.38	\$42.38
Apprentice 4th year / Stage 4	\$45.16	\$33.87	\$45.16	\$56.45	\$45.16	\$45.16	\$45.16

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	\$29.37	\$39.16	\$29.37	\$39.16	\$39.16	\$39.16	\$39.16	\$39.16
Apprentice 2nd year / Stage 2	\$30.75	\$41.00	\$30.75	\$41.00	\$41.00	\$41.00	\$41.00	\$41.00
Apprentice 3rd year / Stage 3	\$31.79	\$42.38	\$31.79	\$42.38	\$42.38	\$42.38	\$42.38	\$42.38
Apprentice 4th year / Stage 4	\$33.87	\$45.16	\$33.87	\$45.16	\$45.16	\$45.16	\$45.16	\$45.16

## Adult Apprentice - 4 years - Other than joinery, 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	\$710.90	\$18.71	\$23.39	\$23.39	\$28.07	\$28.07
Apprentice 2nd year / Stage 2	\$746.00	\$19.63	\$24.54	\$24.54	\$29.45	\$29.45
Apprentice 3rd year / Stage 3	\$772.30	\$20.32	\$25.40	\$25.40	\$30.48	\$30.48
Apprentice 4th year / Stage 4	\$824.90	\$21.71	\$27.14	\$27.14	\$32.57	\$32.57

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	\$28.07	\$37.42	\$46.78	\$37.42	\$37.42	\$37.42
Apprentice 2nd year / Stage 2	\$29.45	\$39.26	\$49.08	\$39.26	\$39.26	\$39.26
Apprentice 3rd year / Stage 3	\$30.48	\$40.64	\$50.80	\$40.64	\$40.64	\$40.64
Apprentice 4th year / Stage 4	\$32.57	\$43.42	\$54.28	\$43.42	\$43.42	\$43.42

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	\$28.07	\$37.42	\$28.07	\$37.42	\$37.42	\$37.42	\$37.42	\$37.42
Apprentice 2nd year / Stage 2	\$29.45	\$39.26	\$29.45	\$39.26	\$39.26	\$39.26	\$39.26	\$39.26
Apprentice 3rd year / Stage 3	\$30.48	\$40.64	\$30.48	\$40.64	\$40.64	\$40.64	\$40.64	\$40.64
Apprentice 4th year / Stage 4	\$32.57	\$43.42	\$32.57	\$43.42	\$43.42	\$43.42	\$43.42	\$43.42

## 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	\$0.92 per hour when wearing protective equipment
Bagging allowance	\$0.67 per hour
Cold work allowance	\$0.74 per hour or part thereof
Collection of monies allowance - glass and glazing work	\$0.18 per hour up to a maximum of \$6.77 per week
Computing quantities allowance - does not apply to leading hand or setter-out	\$5.38 per day or part thereof
Confined space allowance	\$0.92 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	\$0.74 per hour
Explosive powered tools allowance	\$1.75 per day
First aid allowance	\$0.46 per hour up to a maximum of \$17.46 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	\$0.21 per hour up to a maximum of \$7.92 per week
Heavy blocks allowance - over 5.5 kg and under 9 kg	\$0.74 per hour
Heavy blocks allowance - 9kg or over and up to 18kg	\$1.34 per hour
Heavy blocks allowance - over 18 kg	\$1.89 per hour
Hot bitumen allowance	\$0.92 per hour
Hot places allowance - between 46°C and 54°C	\$0.74 per hour or part thereof
Hot places allowance - over 54°C	\$0.92 per hour or part thereof
* Industry allowance - joinery work, shopfitting, stonemasonry or outside work (already included in the rate tables above for these employees)	\$0.87 per hour
* Industry allowance - glaziers & apprentice glaziers, other than on factory glazing	\$0.88 per hour
Insulation allowance	\$0.92 per hour or part thereof

<b>Allowances</b>	<b>Rate</b>
* 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	\$0.55 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	\$1.22 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	\$1.56 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	\$2.07 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 \$73.47 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	\$15.71 per meal, for any meals incurred while travelling to or from the distant job
Living away from home - weekend return home allowance	\$43.05 per occasion
Living away from home (distant job) return journey expenses allowance	\$20.81 per occurrence
Loss of clothing and tools reimbursement	reimbursement up to a maximum of \$1,896.00 for the loss of tools or clothes
Meal allowance	\$15.71 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	\$0.92 per hour

<b>Allowances</b>	<b>Rate</b>
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	\$2.91 per day
Silicosis x-ray reimbursement - stonemasonry work	the cost of an x-ray for silicosis once every six months
Spray application allowance	\$0.74 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	\$0.07 per hour and reimbursement for the cost of the tools
Swing scaffold allowance - first 4 hours	\$5.36 for the first 4 hours or part thereof
Swing scaffold allowance - after 4 hours	\$1.11 per hour
* Tool allowance - Carpenter and/or joiner, Carver, Joiner special class, Joiner-setter out, Letter cutter, Prefab setter, Prefab tradesperson, Shopfitter, Stonemason	\$0.86 per hour
* Tool allowance - Plasterer	\$0.71 per hour
* Tool allowance - Glazier	\$0.30 per hour
* Tool allowance - Assembler A	\$0.26 per hour
* Tool allowance - Glass worker	\$0.21 per hour
* Tool allowance - Painter	\$0.21 per hour
Tower allowance	\$0.74 per hour for all work above 15 metres and a further \$0.74 per hour for work above each additional 15 metres
Toxic substances allowance - employee in close proximity to toxic substances	\$0.74 per hour
Toxic substances allowance - employee using toxic substances	\$0.92 per hour
Transport of employees reimbursement - after working overtime when no reasonable means of transport is 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	\$0.78 per km for travel on the employer's business
Wet work allowance - not stonemasonry work in a cemetery	\$0.74 per hour
Wet work allowance - stonemasonry work in a cemetery	\$0.88 per hour



Allowances	Rate
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	\$0.78 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	\$0.78 per km for distance travelled in excess of the distance normally travelled between home and the normal workplace

## Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on. You can find out more about accountability and what you can expect from us in our [Customer service charter](http://www.fairwork.gov.au/our-commitment-to-you) at [www.fairwork.gov.au/our-commitment-to-you](http://www.fairwork.gov.au/our-commitment-to-you).

We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](http://www.fairwork.gov.au/awards) at [www.fairwork.gov.au/awards](http://www.fairwork.gov.au/awards). If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](http://www.fairwork.gov.au/contact-us) by visiting [www.fairwork.gov.au/contact-us](http://www.fairwork.gov.au/contact-us) or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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