



Fair Work
OMBUDSMAN

Pay Guide

Quarrying Award [MA000037]

Published 9 December 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 July 2014.

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 below include industry disability allowance. If the First aid allowance or Leading hand allowance apply, the rates below should not be used, and should be calculated using [the PACT](#).

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Afternoon shift	Afternoon shift - NSW	Afternoon shift - VIC	Afternoon shift - QLD	Night shift
Grade 1	\$664.44	\$17.49	\$20.11	\$23.26	\$20.99	\$19.68	\$20.11
Grade 2	\$682.44	\$17.96	\$20.65	\$23.89	\$21.55	\$20.21	\$20.65
Grade 3	\$726.84	\$19.13	\$22.00	\$25.44	\$22.96	\$21.52	\$22.00
Grade 4	\$747.84	\$19.68	\$22.63	\$26.17	\$23.62	\$22.14	\$22.63
Grade 5	\$769.74	\$20.26	\$23.30	\$26.95	\$24.31	\$22.79	\$23.30
Grade 6	\$792.74	\$20.86	\$23.99	\$27.74	\$25.03	\$23.47	\$23.99

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Classification	Night shift - NSW	Night shift - VIC	Permanent night shift	Permanent night shift - NSW	Permanent night shift - VIC	Permanent night shift - QLD	Saturday - first 2 hours
Grade 1	\$23.26	\$21.86	\$22.74	\$23.26	\$21.86	\$20.11	\$26.24
Grade 2	\$23.89	\$22.45	\$23.35	\$23.89	\$22.45	\$20.65	\$26.94
Grade 3	\$25.44	\$23.91	\$24.87	\$25.44	\$23.91	\$22.00	\$28.70
Grade 4	\$26.17	\$24.60	\$25.58	\$26.17	\$24.60	\$22.63	\$29.52
Grade 5	\$26.95	\$25.33	\$26.34	\$26.95	\$25.33	\$23.30	\$30.39
Grade 6	\$27.74	\$26.08	\$27.12	\$27.74	\$26.08	\$23.99	\$31.29

Table 3 of 4

Classification	Saturday - after 2 hours	Sunday	Public holiday	Working on RDO	Working through a meal break	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours
Grade 1	\$34.98	\$34.98	\$43.73	\$34.98	\$26.24	\$26.24	\$34.98
Grade 2	\$35.92	\$35.92	\$44.90	\$35.92	\$26.94	\$26.94	\$35.92
Grade 3	\$38.26	\$38.26	\$47.83	\$38.26	\$28.70	\$28.70	\$38.26
Grade 4	\$39.36	\$39.36	\$49.20	\$39.36	\$29.52	\$29.52	\$39.36
Grade 5	\$40.52	\$40.52	\$50.65	\$40.52	\$30.39	\$30.39	\$40.52
Grade 6	\$41.72	\$41.72	\$52.15	\$41.72	\$31.29	\$31.29	\$41.72

Table 4 of 4

Classification	Overtime - first 3 hours - Monday to Saturday - QLD	Overtime - after 3 hours - Monday to Saturday - QLD	Overtime - Sunday	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shiftwork changes
Grade 1	\$26.24	\$34.98	\$34.98	\$34.98	\$34.98
Grade 2	\$26.94	\$35.92	\$35.92	\$35.92	\$35.92
Grade 3	\$28.70	\$38.26	\$38.26	\$38.26	\$38.26
Grade 4	\$29.52	\$39.36	\$39.36	\$39.36	\$39.36
Grade 5	\$30.39	\$40.52	\$40.52	\$40.52	\$40.52
Grade 6	\$31.29	\$41.72	\$41.72	\$41.72	\$41.72

Casual

Table 1 of 4

Classification	Hourly pay rate	Afternoon shift	Afternoon shift - NSW	Afternoon shift - VIC	Afternoon shift - QLD	Night shift	Night shift - NSW
Grade 1	\$21.86	\$24.49	\$27.63	\$25.36	\$24.05	\$24.49	\$27.63
Grade 2	\$22.45	\$25.14	\$28.38	\$26.04	\$24.70	\$25.14	\$28.38
Grade 3	\$23.91	\$26.78	\$30.23	\$27.74	\$26.30	\$26.78	\$30.23
Grade 4	\$24.60	\$27.55	\$31.09	\$28.54	\$27.06	\$27.55	\$31.09
Grade 5	\$25.33	\$28.36	\$32.01	\$29.38	\$27.86	\$28.36	\$32.01
Grade 6	\$26.08	\$29.20	\$32.96	\$30.25	\$28.68	\$29.20	\$32.96

Table 2 of 4

Classification	Night shift - VIC	Permanent night shift	Permanent night shift - NSW	Permanent night shift - VIC	Permanent night shift - QLD	Saturday - first 2 hours	Saturday - after 2 hours
Grade 1	\$26.24	\$27.11	\$27.63	\$26.24	\$24.49	\$30.61	\$39.35
Grade 2	\$26.94	\$27.84	\$28.38	\$26.94	\$25.14	\$31.43	\$40.41
Grade 3	\$28.70	\$29.65	\$30.23	\$28.70	\$26.78	\$33.48	\$43.04
Grade 4	\$29.52	\$30.50	\$31.09	\$29.52	\$27.55	\$34.44	\$44.28
Grade 5	\$30.39	\$31.40	\$32.01	\$30.39	\$28.36	\$35.46	\$45.59
Grade 6	\$31.29	\$32.33	\$32.96	\$31.29	\$29.20	\$36.51	\$46.94

Table 3 of 4

Classification	Sunday	Public holiday	Working on RDO	Working through a meal break	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - first 3 hours - Monday to Saturday - QLD
Grade 1	\$39.35	\$48.10	\$39.35	\$30.61	\$30.61	\$39.35	\$30.61
Grade 2	\$40.41	\$49.39	\$40.41	\$31.43	\$31.43	\$40.41	\$31.43
Grade 3	\$43.04	\$52.61	\$43.04	\$33.48	\$33.48	\$43.04	\$33.48
Grade 4	\$44.28	\$54.12	\$44.28	\$34.44	\$34.44	\$44.28	\$34.44
Grade 5	\$45.59	\$55.72	\$45.59	\$35.46	\$35.46	\$45.59	\$35.46
Grade 6	\$46.94	\$57.37	\$46.94	\$36.51	\$36.51	\$46.94	\$36.51

Table 4 of 4

Classification	Overtime - after 3 hours - Monday to Saturday - QLD	Overtime - Sunday	Less than 10 hour break between shifts	Less than 8 hour break between shifts - shiftwork changes
Grade 1	\$39.35	\$39.35	\$39.35	\$39.35
Grade 2	\$40.41	\$40.41	\$40.41	\$40.41
Grade 3	\$43.04	\$43.04	\$43.04	\$43.04
Grade 4	\$44.28	\$44.28	\$44.28	\$44.28
Grade 5	\$45.59	\$45.59	\$45.59	\$45.59
Grade 6	\$46.94	\$46.94	\$46.94	\$46.94

Allowances

If any all purpose allowances apply (marked *), they should be added to the minimum rate before casual loading, penalties and overtime are calculated.

Allowances	Rate
Accommodation expenses allowance - temporary or permanent transfer	up to \$396.08 per week to cover the cost of board and lodging
Articulated licence reimbursement	reimbursement for the cost of obtaining the licence
Damage to clothing, spectacles, hearing aids or tools reimbursement	cost of the damage sustained
Fares and travel expenses reimbursement - temporary or permanent transfer	the cost of all reasonable fares and travel expenses, including \$13.16 per meal
* First aid allowance	\$0.36 per hour
* Industry allowance (already included in the rate tables above)	\$0.62 per hour
Laundry reimbursement	an allowance as agreed for laundering the clothing or reimbursement for the demonstrated cost of laundering the clothing
* Leading hand allowance - in charge of less than 3 employees	\$0.42 per hour
* Leading hand allowance - in charge of 3 to 6 employees	\$0.58 per hour
* Leading hand allowance - in charge of 6 to 10 employees	\$0.72 per hour
* Leading hand allowance - in charge of more than 10 employees	\$1.14 per hour
* Leading hand allowance - in charge of plant	\$0.42 per hour
Meal allowance - overtime	\$13.16 for a meal
Permanent change in locality travelling allowance - travels between the localities Monday and Saturday - does not involve all night travel	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 12 hours out of 24 hours
Permanent change in locality travelling allowance - travels between the localities Monday and Saturday - all night travel - sleeping berth provided	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 8 hours out of 24 hours
Permanent change in locality travelling allowance - travels between the localities on a Sunday or public holiday - does not involve all night travel	Employees minimum hourly rate + 50% (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 12 hours out of 24 hours
Permanent change in locality travelling allowance - travels between the localities on a Sunday or public holiday - all night travel - sleeping berth provided	Employees minimum hourly rate + 50% (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 8 hours out of 24 hours

Allowances	Rate
Stand-by allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) until released
Temporary change in locality travelling allowance - travels between the localities between Monday and Saturday - does not involve all night travel	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 12 hours out of 24 hours
Temporary change in locality travelling allowance - travels between the localities between Monday and Saturday - all night travel - sleeping berth provided	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 8 hours out of 24 hours
Temporary change in locality travelling allowance -travels between the localities on a Sunday or public holiday - does not involve all night travel	Employees minimum hourly rate + 50% (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 12 hours out of 24 hours
Temporary change in locality travelling allowance - travels between the localities on a Sunday or public holiday - all night travel - sleeping berth provided	Employees minimum hourly rate + 50% (including any relevant all purpose allowances) whilst necessarily travelling between localities with a maximum payment of 8 hours out of 24 hours
Temporary transfer travelling allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for all time spent travelling in excess of normal travelling time
Temporary transfer travelling allowance - private vehicle	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for all time spent travelling in excess of normal travelling time and \$0.78 per km for additional distance travelled
Tool reimbursement	reimbursement for the cost of the tools and appliances
Vehicle allowance	\$0.78 per km

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.

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. 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](#) by visiting 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.

We encourage you to [subscribe to email updates](#) at www.fairwork.gov.au/emailupdates to receive alerts when pay rates and entitlements change in this pay guide.