

Pay Guide - Asphalt Industry Award

[MA000054]

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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](#).

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 inclement weather allowance and industry allowance.

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Afternoon or night shift - 5 or more shifts in a row	Afternoon or night shift - less than 5 shifts in a row - first 8 hours	Afternoon or night shift - less than 5 shifts in a row - after 8 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday
Skill level 1	\$841.59	\$22.15	\$25.47	\$33.23	\$44.30	\$28.80	\$33.23	\$44.30
Skill level 2	\$886.69	\$23.34	\$26.84	\$35.01	\$46.68	\$30.34	\$35.01	\$46.68
Skill level 3	\$920.79	\$24.24	\$27.88	\$36.36	\$48.48	\$31.51	\$36.36	\$48.48
Skill level 4	\$968.69	\$25.50	\$29.33	\$38.25	\$51.00	\$33.15	\$38.25	\$51.00
Skill level 5	\$976.49	\$25.70	\$29.56	\$38.55	\$51.40	\$33.41	\$38.55	\$51.40

Table 2 of 2

Classification	Public holiday	Overtime - shiftworker	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - unrelieved shiftworker - first 8 hours	Overtime - unrelieved shiftworker - after 8 hours	Less than 10 hour break between shifts	Less than 8 hour break between shifts - change to shift
Skill level 1	\$55.38	\$44.30	\$33.23	\$44.30	\$33.23	\$44.30	\$44.30	\$44.30
Skill level 2	\$58.35	\$46.68	\$35.01	\$46.68	\$35.01	\$46.68	\$46.68	\$46.68
Skill level 3	\$60.60	\$48.48	\$36.36	\$48.48	\$36.36	\$48.48	\$48.48	\$48.48
Skill level 4	\$63.75	\$51.00	\$38.25	\$51.00	\$38.25	\$51.00	\$51.00	\$51.00
Skill level 5	\$64.25	\$51.40	\$38.55	\$51.40	\$38.55	\$51.40	\$51.40	\$51.40

Casual

Table 1 of 2

Classification	Hourly pay rate	Afternoon or night shift - 5 or more shifts in a row	Afternoon or night shift - less than 5 shifts in a row - first 8 hours	Afternoon or night shift - less than 5 shifts in a row - after 8 hours	Night shift - non-rotating	Saturday - shiftworker	Sunday	Public holiday
Skill level 1	\$27.69	\$31.84	\$41.54	\$55.38	\$36.00	\$41.54	\$55.38	\$69.23
Skill level 2	\$29.18	\$33.56	\$43.77	\$58.36	\$37.93	\$43.77	\$58.36	\$72.95
Skill level 3	\$30.30	\$34.85	\$45.45	\$60.60	\$39.39	\$45.45	\$60.60	\$75.75
Skill level 4	\$31.88	\$36.66	\$47.82	\$63.76	\$41.44	\$47.82	\$63.76	\$79.70
Skill level 5	\$32.13	\$36.95	\$48.20	\$64.26	\$41.77	\$48.20	\$64.26	\$80.33

Table 2 of 2

Classification	Overtime - shiftworker	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after 2 hours	Overtime - unrelieved shiftworker - first 8 hours	Overtime - unrelieved shiftworker - after 8 hours
Skill level 1	\$55.38	\$41.54	\$55.38	\$41.54	\$55.38
Skill level 2	\$58.36	\$43.77	\$58.36	\$43.77	\$58.36
Skill level 3	\$60.60	\$45.45	\$60.60	\$45.45	\$60.60
Skill level 4	\$63.76	\$47.82	\$63.76	\$47.82	\$63.76
Skill level 5	\$64.26	\$48.20	\$64.26	\$48.20	\$64.26

Allowances

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

Allowances	Rate
Country work - fares reimbursement	reimbursement for the cost of travel fares to the work location only
Country work - completed work - fares reimbursement	reimbursement for the cost of travel fares
Country work - travel time allowance	payment at the minimum hourly rate of pay for time spent travelling, with a maximum payment of 8 hours per day
Country work - travel expenses - meal allowance	\$16.33 per meal, with a maximum payment of 3 meals per day
Country work - travel expenses - overnight allowance	\$74.85 per night
Distant work - accommodation allowance - whole week	\$537.19 per week for reasonable board and lodging
Distant work - accommodation allowance - part of a week	reimbursement for the cost of all reasonable living expenses, up to a maximum of \$537.19 per week
Distant work - incidentals allowance	\$5.73 per night
Distant work - return home reimbursement	reimbursement for the cost of reasonable fares to return home for a weekend, on a maximum of 1 weekend every 4 weeks
First aid allowance	\$3.41 per day
* Inclement weather allowance (already included in the rate tables above)	\$0.92 per hour
* Industry allowance (already included in the rates table above)	\$0.90 per hour
Leading hand allowance	\$0.78 per hour, up to a maximum of \$29.81 per week
Meal allowance - overtime	\$16.33 for the first meal and \$16.33 for an extra meal after every 4 hours
Protective clothing and equipment reimbursement	reimbursement for the cost of purchasing any protective clothing and equipment required
Special clothing reimbursement	reimbursement for the cost of purchasing 3 sets of uniforms
Tool reimbursement	reimbursement for the cost of purchasing any tools required

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call us on 13 13 94 or speak with a union, industry association or workplace relations professional.