



Fair Work
OMBUDSMAN

Pay Guide - Cement and Lime Award

[MA000055]

Published 23 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](#).

Adult

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Sunday	Public holiday	Overtime - Monday to Saturday - first 2 hours - not continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - not continuous shiftworkers	Working through a meal break
Level 1	\$695.25	\$18.30	\$36.60	\$45.75	\$27.45	\$36.60	\$27.45
Level 2	\$728.85	\$19.18	\$38.36	\$47.95	\$28.77	\$38.36	\$28.77
Level 3	\$750.35	\$19.75	\$39.50	\$49.38	\$29.63	\$39.50	\$29.63
Level 4	\$764.75	\$20.12	\$40.24	\$50.30	\$30.18	\$40.24	\$30.18
Level 5	\$779.05	\$20.50	\$41.00	\$51.25	\$30.75	\$41.00	\$30.75
Level 6	\$800.55	\$21.07	\$42.14	\$52.68	\$31.61	\$42.14	\$31.61
Level 7	\$823.55	\$21.67	\$43.34	\$54.18	\$32.51	\$43.34	\$32.51

Table 2 of 2

Classification	Afternoon or night shift	Permanent night shift	Saturday - shiftwork	Overtime - continuous shiftwork	Less than 10 hour break between shifts
Level 1	\$21.05	\$23.79	\$27.45	\$36.60	\$36.60
Level 2	\$22.06	\$24.93	\$28.77	\$38.36	\$38.36
Level 3	\$22.71	\$25.68	\$29.63	\$39.50	\$39.50
Level 4	\$23.14	\$26.16	\$30.18	\$40.24	\$40.24
Level 5	\$23.58	\$26.65	\$30.75	\$41.00	\$41.00
Level 6	\$24.23	\$27.39	\$31.61	\$42.14	\$42.14
Level 7	\$24.92	\$28.17	\$32.51	\$43.34	\$43.34

Casual

Table 1 of 2

Classification	Hourly pay rate	Sunday	Public holiday	Overtime - Monday to Saturday - first 2 hours - not continuous shiftworkers	Overtime - Monday to Saturday - after 2 hours - not continuous shiftworkers	Working through a meal break	Afternoon or night shift
Level 1	\$22.88	\$41.18	\$50.33	\$32.03	\$41.18	\$32.03	\$25.62
Level 2	\$23.98	\$43.16	\$52.75	\$33.57	\$43.16	\$33.57	\$26.85
Level 3	\$24.69	\$44.44	\$54.31	\$34.56	\$44.44	\$34.56	\$27.65
Level 4	\$25.15	\$45.27	\$55.33	\$35.21	\$45.27	\$35.21	\$28.17
Level 5	\$25.63	\$46.13	\$56.38	\$35.88	\$46.13	\$35.88	\$28.70
Level 6	\$26.34	\$47.41	\$57.94	\$36.87	\$47.41	\$36.87	\$29.50
Level 7	\$27.09	\$48.76	\$59.59	\$37.92	\$48.76	\$37.92	\$30.34

Table 2 of 2

Classification	Permanent night shift	Saturday - shiftwork	Overtime - continuous shiftwork	Less than 10 hour break between shifts
Level 1	\$28.37	\$32.03	\$41.18	\$41.18
Level 2	\$29.73	\$33.57	\$43.16	\$43.16
Level 3	\$30.61	\$34.56	\$44.44	\$44.44
Level 4	\$31.19	\$35.21	\$45.27	\$45.27
Level 5	\$31.78	\$35.88	\$46.13	\$46.13
Level 6	\$32.66	\$36.87	\$47.41	\$47.41
Level 7	\$33.59	\$37.92	\$48.76	\$48.76

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
* First aid allowance	\$0.50 per hour
* Industry disability allowance (already included in the rate tables above)	\$1.43 per hour
* Leading hand allowance - in charge of 1-5 employees	\$0.76 per hour
* Leading hand allowance - in charge of 6-16 employees	\$1.10 per hour
* Leading hand allowance - in charge of 17 or more employees	\$1.43 per hour
Meal allowance	\$13.16 for a meal
Vehicle allowance	\$0.78 per km
Change in locality - travel time allowance - Monday to Saturday - sleeping berth not provided	payment at the minimum hourly rate (including any relevant all purpose allowance) for a maximum of 12 hours in every 24 hours
Change in locality - travel time allowance - Monday to Saturday - sleeping berth provided	payment at the minimum hourly rate (including any relevant all purpose allowance) for a maximum of 8 hours in every 24 hours
Change in locality - travel time allowance - Sunday or public holiday - sleeping berth not provided	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for a maximum of 12 hours in every 24 hours
Change in locality - travel time allowance - Sunday or public holiday - sleeping berth provided	payment at the minimum hourly rate (including any relevant all purpose allowance) + 50% for a maximum of 8 hours in every 24 hours
Change in locality - expenses reimbursement	reimbursement of travel fares and reasonable expenses
Change in locality - accommodation allowance	payment of a reasonable amount for board and lodging, up to \$395.85 per week
Temporary transfer - travel allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) for travel time in excess of normal travel time and if using own vehicle, \$0.78 per km in excess of the normal distance travelled
Stand-by allowance	payment at the minimum hourly rate of pay (including any relevant all purpose allowances) until released

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](#) 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](#) 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.