



Fair Work  
OMBUDSMAN

## Pay Guide - Cement, Lime and Quarrying Award

**[MA000055]**

Published 23 December 2021

Pay rates for this award will change from 01 November 2020. The rates in this guide apply from the first full pay period on or after 04 February 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 below include industry disability allowance. If the First aid or Leading hand allowances apply, the rates below should not be used, and should be calculated using [the PACT](#).

### Adult

#### Full-time & part-time

Table 1 of 3

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
Cement and lime industry - level 1	\$803.62	\$21.14	\$42.28	\$52.85	\$31.71	\$42.28
Cement and lime industry - level 2	\$842.52	\$22.17	\$44.34	\$55.43	\$33.26	\$44.34
Cement and lime industry - level 3	\$867.22	\$22.82	\$45.64	\$57.05	\$34.23	\$45.64
Cement and lime industry - level 4	\$884.02	\$23.26	\$46.52	\$58.15	\$34.89	\$46.52
Cement and lime industry - level 5	\$900.42	\$23.69	\$47.38	\$59.23	\$35.54	\$47.38
Cement and lime industry - level 6	\$925.32	\$24.35	\$48.70	\$60.88	\$36.53	\$48.70
Cement and lime industry - level 7	\$951.82	\$25.04	\$50.08	\$62.60	\$37.56	\$50.08
Quarrying industry - grade 1	\$768.01	\$20.21	\$40.42	\$50.53	\$30.32	\$40.42
Quarrying industry - grade 2	\$788.81	\$20.76	\$41.52	\$51.90	\$31.14	\$41.52
Quarrying industry - grade 3	\$840.21	\$22.11	\$44.22	\$55.28	\$33.17	\$44.22
Quarrying industry - grade 4	\$864.41	\$22.75	\$45.50	\$56.88	\$34.13	\$45.50
Quarrying industry - grade 5	\$889.71	\$23.42	\$46.84	\$58.55	\$35.13	\$46.84
Quarrying industry - grade 6	\$916.21	\$24.11	\$48.22	\$60.28	\$36.17	\$48.22

**Table 2 of 3**

<b>Classification</b>	<b>Working through a meal break</b>	<b>Afternoon or night shift</b>	<b>Permanent night shift</b>	<b>Saturday - shiftwork</b>	<b>Saturday - first 2 hours - shiftwork</b>	<b>Saturday - after 2 hours - shiftwork</b>
Cement and lime industry - level 1	\$31.71	\$24.31	\$27.48	\$31.71	N/A	N/A
Cement and lime industry - level 2	\$33.26	\$25.50	\$28.82	\$33.26	N/A	N/A
Cement and lime industry - level 3	\$34.23	\$26.24	\$29.67	\$34.23	N/A	N/A
Cement and lime industry - level 4	\$34.89	\$26.75	\$30.24	\$34.89	N/A	N/A
Cement and lime industry - level 5	\$35.54	\$27.24	\$30.80	\$35.54	N/A	N/A
Cement and lime industry - level 6	\$36.53	\$28.00	\$31.66	\$36.53	N/A	N/A
Cement and lime industry - level 7	\$37.56	\$28.80	\$32.55	\$37.56	N/A	N/A
Quarrying industry - grade 1	\$30.32	\$23.24	\$26.27	N/A	\$30.32	\$40.42
Quarrying industry - grade 2	\$31.14	\$23.87	\$26.99	N/A	\$31.14	\$41.52
Quarrying industry - grade 3	\$33.17	\$25.43	\$28.74	N/A	\$33.17	\$44.22
Quarrying industry - grade 4	\$34.13	\$26.16	\$29.58	N/A	\$34.13	\$45.50
Quarrying industry - grade 5	\$35.13	\$26.93	\$30.45	N/A	\$35.13	\$46.84
Quarrying industry - grade 6	\$36.17	\$27.73	\$31.34	N/A	\$36.17	\$48.22

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - continuous shiftwork</b>	<b>Minimum break after working overtime - change to shift</b>	<b>Less than 10 hour break between shifts</b>	<b>Changes to shiftwork - more than 48 hours notice - Monday to Friday</b>	<b>Working on RDO</b>
Cement and lime industry - level 1	\$42.28	N/A	\$42.28	\$31.71	N/A
Cement and lime industry - level 2	\$44.34	N/A	\$44.34	\$33.26	N/A
Cement and lime industry - level 3	\$45.64	N/A	\$45.64	\$34.23	N/A
Cement and lime industry - level 4	\$46.52	N/A	\$46.52	\$34.89	N/A
Cement and lime industry - level 5	\$47.38	N/A	\$47.38	\$35.54	N/A
Cement and lime industry - level 6	\$48.70	N/A	\$48.70	\$36.53	N/A
Cement and lime industry - level 7	\$50.08	N/A	\$50.08	\$37.56	N/A
Quarrying industry - grade 1	N/A	\$40.42	\$40.42	N/A	\$40.42
Quarrying industry - grade 2	N/A	\$41.52	\$41.52	N/A	\$41.52
Quarrying industry - grade 3	N/A	\$44.22	\$44.22	N/A	\$44.22
Quarrying industry - grade 4	N/A	\$45.50	\$45.50	N/A	\$45.50
Quarrying industry - grade 5	N/A	\$46.84	\$46.84	N/A	\$46.84
Quarrying industry - grade 6	N/A	\$48.22	\$48.22	N/A	\$48.22

## Casual

Table 1 of 3

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
Cement and lime industry - level 1	\$26.43	\$47.57	\$58.14	\$37.00	\$47.57	\$37.00
Cement and lime industry - level 2	\$27.71	\$49.88	\$60.97	\$38.80	\$49.88	\$38.80
Cement and lime industry - level 3	\$28.53	\$51.35	\$62.76	\$39.94	\$51.35	\$39.94
Cement and lime industry - level 4	\$29.08	\$52.34	\$63.97	\$40.71	\$52.34	\$40.71
Cement and lime industry - level 5	\$29.61	\$53.30	\$65.15	\$41.46	\$53.30	\$41.46
Cement and lime industry - level 6	\$30.44	\$54.79	\$66.96	\$42.61	\$54.79	\$42.61
Cement and lime industry - level 7	\$31.30	\$56.34	\$68.86	\$43.82	\$56.34	\$43.82
Quarrying industry - grade 1	\$25.26	\$45.47	\$55.58	\$35.37	\$45.47	\$35.37
Quarrying industry - grade 2	\$25.95	\$46.71	\$57.09	\$36.33	\$46.71	\$36.33
Quarrying industry - grade 3	\$27.64	\$49.75	\$60.80	\$38.69	\$49.75	\$38.69
Quarrying industry - grade 4	\$28.44	\$51.19	\$62.56	\$39.81	\$51.19	\$39.81
Quarrying industry - grade 5	\$29.28	\$52.70	\$64.41	\$40.99	\$52.70	\$40.99
Quarrying industry - grade 6	\$30.14	\$54.25	\$66.30	\$42.19	\$54.25	\$42.19

Table 2 of 3

Classification	Afternoon or night shift	Permanent night shift	Saturday - shiftwork	Saturday - first 2 hours - shiftwork	Saturday - after 2 hours - shiftwork	Overtime - continuous shiftwork
Cement and lime industry - level 1	\$29.60	\$32.77	\$37.00	N/A	N/A	\$47.57
Cement and lime industry - level 2	\$31.04	\$34.36	\$38.80	N/A	N/A	\$49.88
Cement and lime industry - level 3	\$31.95	\$35.37	\$39.94	N/A	N/A	\$51.35
Cement and lime industry - level 4	\$32.56	\$36.05	\$40.71	N/A	N/A	\$52.34
Cement and lime industry - level 5	\$33.17	\$36.72	\$41.46	N/A	N/A	\$53.30
Cement and lime industry - level 6	\$34.09	\$37.74	\$42.61	N/A	N/A	\$54.79
Cement and lime industry - level 7	\$35.06	\$38.81	\$43.82	N/A	N/A	\$56.34
Quarrying industry - grade 1	\$28.29	\$31.33	N/A	\$35.37	\$45.47	N/A
Quarrying industry - grade 2	\$29.06	\$32.18	N/A	\$36.33	\$46.71	N/A
Quarrying industry - grade 3	\$30.95	\$34.27	N/A	\$38.69	\$49.75	N/A
Quarrying industry - grade 4	\$31.85	\$35.26	N/A	\$39.81	\$51.19	N/A
Quarrying industry - grade 5	\$32.79	\$36.30	N/A	\$40.99	\$52.70	N/A
Quarrying industry - grade 6	\$33.75	\$37.37	N/A	\$42.19	\$54.25	N/A

**Table 3 of 3**

<b>Classification</b>	<b>Minimum break after working overtime - change to shift</b>	<b>Less than 10 hour break between shifts</b>	<b>Changes to shiftwork - more than 48 hours notice - Monday to Friday</b>	<b>Working on RDO</b>
Cement and lime industry - level 1	N/A	\$47.57	\$37.00	N/A
Cement and lime industry - level 2	N/A	\$49.88	\$38.80	N/A
Cement and lime industry - level 3	N/A	\$51.35	\$39.94	N/A
Cement and lime industry - level 4	N/A	\$52.34	\$40.71	N/A
Cement and lime industry - level 5	N/A	\$53.30	\$41.46	N/A
Cement and lime industry - level 6	N/A	\$54.79	\$42.61	N/A
Cement and lime industry - level 7	N/A	\$56.34	\$43.82	N/A
Quarrying industry - grade 1	\$45.47	\$45.47	N/A	\$45.47
Quarrying industry - grade 2	\$46.71	\$46.71	N/A	\$46.71
Quarrying industry - grade 3	\$49.75	\$49.75	N/A	\$49.75
Quarrying industry - grade 4	\$51.19	\$51.19	N/A	\$51.19
Quarrying industry - grade 5	\$52.70	\$52.70	N/A	\$52.70
Quarrying industry - grade 6	\$54.25	\$54.25	N/A	\$54.25

## 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 - Cement and lime employees	\$0.57 per hour
* First aid allowance - Quarrying employees	\$0.42 per hour
* Industry disability allowance (already included in the rate tables above) - Cement and lime employees	\$1.65 per hour
* Industry disability allowance (already included in the rate tables above) - Quarrying employees	\$0.72 per hour
* Leading hand allowance - in charge of 1-5 employees - Cement and lime employees	\$0.88 per hour
* Leading hand allowance - in charge of 6-16 employees - Cement and lime employees	\$1.27 per hour
* Leading hand allowance - in charge of 17 or more employees - Cement and lime employees	\$1.65 per hour
*Leading hand and in charge of plant allowance - in charge of 1 or 2 employees - Quarrying employees	\$0.48 per hour
*Leading hand and in charge of plant allowance - in charge of 3 to 6 employees - Quarrying employees	\$0.67 per hour
*Leading hand and in charge of plant allowance - in charge of 6 to 10 employees - Quarrying employees	\$0.83 per hour
*Leading hand and in charge of plant allowance - in charge of more than 10 employees - Quarrying employees	\$1.32 per hour
*Leading hand and in charge of plant allowance - in charge of processing plant - Quarrying employees	\$0.48 per hour
Articulated licence reimbursement - Quarrying employees	reimbursement for the cost of obtaining the licence
Laundry reimbursement - agreed allowance - Quarrying employees	an allowance as agreed for laundering the clothing
Laundry reimbursement - no agreed allowance - Quarrying employees	reimbursement for the demonstrated cost of laundering the clothing
Tool reimbursement - Quarrying employees	reimbursement for the cost of the tools and appliances
Meal allowance	\$14.62 for a meal
Vehicle allowance	\$0.78 per km
Change in locality - accommodation allowance - Cement and lime employees	payment of a reasonable amount for board and lodging, up to \$438.19 per week

Allowances	Rate
Change in locality - accommodation allowance - Quarrying employees	payment of a reasonable amount for board and lodging, up to \$438.45 per week
Change in locality - expenses reimbursement - not purchasing a permanent residence	reimbursement of travel fares and reasonable expenses, up to 3 months
Change in locality - expenses reimbursement - purchasing a permanent residence	reimbursement of travel fares and reasonable expenses, up to 6 months
Change in locality - expenses reimbursement - required to remain away from usual residence	reimbursement of travel fares and reasonable expenses
Change in locality - meal allowance	\$14.62 per meal
Change in locality - travel time allowance - Monday to Saturday - not purchasing a permanent residence - sleeping berth not provided	payment at the minimum hourly rate per hour for a maximum of 12 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 3 months
Change in locality - travel time allowance - Monday to Saturday - purchasing a permanent residence - sleeping berth not provided	payment at the minimum hourly rate per hour for a maximum of 12 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 6 months
Change in locality - travel time allowance - Monday to Saturday - not purchasing a permanent residence - sleeping berth provided	payment at the minimum hourly rate per hour for a maximum of 8 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 3 months
Change in locality - travel time allowance - Monday to Saturday - purchasing a permanent residence - sleeping berth provided	payment at the minimum hourly rate per hour, up to a maximum of 8 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 6 months
Change in locality - travel time allowance - Sunday or public holiday - not purchasing a permanent residence - sleeping berth not provided	payment at the minimum hourly rate + 50% per hour for a maximum of 12 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 3 months
Change in locality - travel time allowance - Sunday or public holiday - purchasing a permanent residence - sleeping berth not provided	payment at the minimum hourly rate + 50% per hour for a maximum of 12 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 6 months
Change in locality - travel time allowance - Sunday or public holiday - not purchasing a permanent residence - sleeping berth provided	payment at the minimum hourly rate + 50% per hour for a maximum of 8 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 3 months
Change in locality - travel time allowance - Sunday or public holiday - purchasing a permanent residence - sleeping berth provided	payment at the minimum hourly rate + 50% per hour for a maximum of 8 hours in every 24 hours, until permanent residence is taken up at the new location, for up to 6 months
Stand-by allowance	payment at the minimum hourly rate of pay (including any relevant all-purpose allowances) per hour until released

Allowances	Rate
Temporary change in locality - travel time allowance - Monday to Saturday - sleeping berth not provided	payment at the minimum hourly rate per hour for a maximum of 12 hours in every 24 hours
Temporary change in locality - travel time allowance - Monday to Saturday - sleeping berth provided	payment at the minimum hourly rate per hour for a maximum of 8 hours in every 24 hours
Temporary change in locality - travel time allowance - Sunday or public holiday - sleeping berth not provided	payment at the minimum hourly rate + 50% per hour for a maximum of 12 hours in every 24 hours
Temporary change in locality - travel time allowance - Sunday or public holiday - sleeping berth provided	payment at the minimum hourly rate + 50% per hour for a maximum of 8 hours in every 24 hours
Temporary transfer - travel allowance - uses own vehicle	payment at the minimum hourly rate of pay (including any relevant all-purpose allowances) for travel time in excess of normal travel time and \$0.78 per km in excess of the normal distance travelled
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

## 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.

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