

Pay Guide - Concrete Products Award

[MA000056]

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Pay rates change from 1 July each year, the rates in this guide apply from 20 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 below include industry allowance.

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Night shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 2 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 2 hours
Tile factories							
Level 1	\$768.88	\$20.24	\$23.28	\$23.28	\$25.30	\$30.36	\$40.48
Level 2	\$790.38	\$20.80	\$23.92	\$23.92	\$26.00	\$31.20	\$41.60
Level 3	\$820.18	\$21.59	\$24.83	\$24.83	\$26.99	\$32.39	\$43.18
Level 4	\$847.88	\$22.32	\$25.67	\$25.67	\$27.90	\$33.48	\$44.64
Level 5	\$892.68	\$23.49	\$27.01	\$27.01	\$29.36	\$35.24	\$46.98
Other than tile factories							
Level 1	\$776.41	\$20.44	\$23.51	\$23.51	\$25.55	\$30.66	\$40.88
Level 2	\$797.91	\$21.00	\$24.15	\$24.15	\$26.25	\$31.50	\$42.00
Level 3	\$827.71	\$21.79	\$25.06	\$25.06	\$27.24	\$32.69	\$43.58
Level 4	\$855.41	\$22.52	\$25.90	\$25.90	\$28.15	\$33.78	\$45.04
Level 5	\$900.21	\$23.69	\$27.24	\$27.24	\$29.61	\$35.54	\$47.38

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Classification	Saturday - all shiftworkers	Sunday - non-continuous shiftworker	Sunday - continuous shiftworker	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - day worker	Delayed meal break
Tile factories							
Level 1	\$30.36	\$40.48	\$40.48	\$40.48	\$40.48	\$50.60	\$30.36
Level 2	\$31.20	\$41.60	\$41.60	\$41.60	\$41.60	\$52.00	\$31.20
Level 3	\$32.39	\$43.18	\$43.18	\$43.18	\$43.18	\$53.98	\$32.39
Level 4	\$33.48	\$44.64	\$44.64	\$44.64	\$44.64	\$55.80	\$33.48
Level 5	\$35.24	\$46.98	\$46.98	\$46.98	\$46.98	\$58.73	\$35.24
Other than tile factories							
Level 1	\$30.66	\$40.88	\$40.88	\$40.88	\$40.88	\$51.10	\$30.66
Level 2	\$31.50	\$42.00	\$42.00	\$42.00	\$42.00	\$52.50	\$31.50
Level 3	\$32.69	\$43.58	\$43.58	\$43.58	\$43.58	\$54.48	\$32.69
Level 4	\$33.78	\$45.04	\$45.04	\$45.04	\$45.04	\$56.30	\$33.78
Level 5	\$35.54	\$47.38	\$47.38	\$47.38	\$47.38	\$59.23	\$35.54

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Classification	Overtime - Monday to Saturday - first 2 hours - day worker	Overtime - Monday to Saturday - after 2 hours - day worker	Overtime - Sunday - day worker	Overtime - RDO - first 2 hours - day worker	Overtime - RDO - after 2 hours - day worker	Less than 10 hour break between shifts	Overtime - non-continuous shiftworker - first 2 hours
Tile factories							
Level 1	\$30.36	\$40.48	\$40.48	\$30.36	\$40.48	\$40.48	\$30.36
Level 2	\$31.20	\$41.60	\$41.60	\$31.20	\$41.60	\$41.60	\$31.20
Level 3	\$32.39	\$43.18	\$43.18	\$32.39	\$43.18	\$43.18	\$32.39
Level 4	\$33.48	\$44.64	\$44.64	\$33.48	\$44.64	\$44.64	\$33.48
Level 5	\$35.24	\$46.98	\$46.98	\$35.24	\$46.98	\$46.98	\$35.24
Other than tile factories							
Level 1	\$30.66	\$40.88	\$40.88	\$30.66	\$40.88	\$40.88	\$30.66
Level 2	\$31.50	\$42.00	\$42.00	\$31.50	\$42.00	\$42.00	\$31.50
Level 3	\$32.69	\$43.58	\$43.58	\$32.69	\$43.58	\$43.58	\$32.69
Level 4	\$33.78	\$45.04	\$45.04	\$33.78	\$45.04	\$45.04	\$33.78
Level 5	\$35.54	\$47.38	\$47.38	\$35.54	\$47.38	\$47.38	\$35.54

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Classification	Overtime - non-continuous shiftworker - after 2 hours	Overtime - continuous shiftworker	Overtime - unrelieved shiftworker	Less than 8 hour break between shifts (shift changes) - shiftworkers
Tile factories				
Level 1	\$40.48	\$40.48	\$40.48	\$40.48
Level 2	\$41.60	\$41.60	\$41.60	\$41.60
Level 3	\$43.18	\$43.18	\$43.18	\$43.18
Level 4	\$44.64	\$44.64	\$44.64	\$44.64
Level 5	\$46.98	\$46.98	\$46.98	\$46.98
Other than tile factories				
Level 1	\$40.88	\$40.88	\$40.88	\$40.88
Level 2	\$42.00	\$42.00	\$42.00	\$42.00
Level 3	\$43.58	\$43.58	\$43.58	\$43.58
Level 4	\$45.04	\$45.04	\$45.04	\$45.04
Level 5	\$47.38	\$47.38	\$47.38	\$47.38

Casual

Table 1 of 3

Classification	Hourly pay rate	Afternoon shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Night shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 2 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 2 hours	Saturday - all shiftworkers
Tile factories							
Level 1	\$25.30	\$28.34	\$28.34	\$30.36	\$35.42	\$45.54	\$35.42
Level 2	\$26.00	\$29.12	\$29.12	\$31.20	\$36.40	\$46.80	\$36.40
Level 3	\$26.99	\$30.23	\$30.23	\$32.39	\$37.78	\$48.58	\$37.78
Level 4	\$27.90	\$31.25	\$31.25	\$33.48	\$39.06	\$50.22	\$39.06
Level 5	\$29.36	\$32.89	\$32.89	\$35.24	\$41.11	\$52.85	\$41.11
Other than tile factories							
Level 1	\$25.55	\$28.62	\$28.62	\$30.66	\$35.77	\$45.99	\$35.77
Level 2	\$26.25	\$29.40	\$29.40	\$31.50	\$36.75	\$47.25	\$36.75
Level 3	\$27.24	\$30.51	\$30.51	\$32.69	\$38.13	\$49.03	\$38.13
Level 4	\$28.15	\$31.53	\$31.53	\$33.78	\$39.41	\$50.67	\$39.41
Level 5	\$29.61	\$33.17	\$33.17	\$35.54	\$41.46	\$53.30	\$41.46

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Classification	Sunday - non-continuous shiftworker	Sunday - continuous shiftworker	Public holiday - non-continuous shiftworker	Public holiday - continuous shiftworker	Public holiday - day worker	Delayed meal break	Overtime - Monday to Saturday - first 2 hours - day worker
Tile factories							
Level 1	\$45.54	\$45.54	\$45.54	\$45.54	\$55.66	\$35.42	\$37.95
Level 2	\$46.80	\$46.80	\$46.80	\$46.80	\$57.20	\$36.40	\$39.00
Level 3	\$48.58	\$48.58	\$48.58	\$48.58	\$59.37	\$37.78	\$40.48
Level 4	\$50.22	\$50.22	\$50.22	\$50.22	\$61.38	\$39.06	\$41.85
Level 5	\$52.85	\$52.85	\$52.85	\$52.85	\$64.60	\$41.11	\$44.04
Other than tile factories							
Level 1	\$45.99	\$45.99	\$45.99	\$45.99	\$56.21	\$35.77	\$38.33
Level 2	\$47.25	\$47.25	\$47.25	\$47.25	\$57.75	\$36.75	\$39.38
Level 3	\$49.03	\$49.03	\$49.03	\$49.03	\$59.92	\$38.13	\$40.86
Level 4	\$50.67	\$50.67	\$50.67	\$50.67	\$61.93	\$39.41	\$42.23
Level 5	\$53.30	\$53.30	\$53.30	\$53.30	\$65.15	\$41.46	\$44.42

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Classification	Overtime - Monday to Saturday - after 2 hours - day worker	Overtime - Sunday - day worker	Overtime - non-continuous shiftworker - first 2 hours	Overtime - non-continuous shiftworker - after 2 hours	Overtime - continuous shiftworker	Overtime - unrelieved shiftworker
Tile factories						
Level 1	\$50.60	\$50.60	\$37.95	\$50.60	\$50.60	\$50.60
Level 2	\$52.00	\$52.00	\$39.00	\$52.00	\$52.00	\$52.00
Level 3	\$53.98	\$53.98	\$40.48	\$53.98	\$53.98	\$53.98
Level 4	\$55.80	\$55.80	\$41.85	\$55.80	\$55.80	\$55.80
Level 5	\$58.73	\$58.73	\$44.04	\$58.73	\$58.73	\$58.73
Other than tile factories						
Level 1	\$51.10	\$51.10	\$38.33	\$51.10	\$51.10	\$51.10
Level 2	\$52.50	\$52.50	\$39.38	\$52.50	\$52.50	\$52.50
Level 3	\$54.48	\$54.48	\$40.86	\$54.48	\$54.48	\$54.48
Level 4	\$56.30	\$56.30	\$42.23	\$56.30	\$56.30	\$56.30
Level 5	\$59.23	\$59.23	\$44.42	\$59.23	\$59.23	\$59.23

Allowances

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

Allowances	Rate
* Industry allowance - other than tile factories (already included in the rate tables above)	\$0.60 per hour
* Industry allowance - tile factories (already included in the rate tables above)	\$0.40 per hour
Bituminous sprayer allowance	\$0.60 per hour or part of an hour while doing that work
Boot allowance	\$3.20 per week to buy the boots
Clothing allowance	\$2.60 per week to buy the clothing
Distant work - board and lodging	\$85.59 per day for the first 7 days and \$598.82 for any extra week or part thereof
Distant work - fares reimbursement	reimbursement for all reasonable travel fares to the distant work
Epoxy based materials allowance	\$0.93 per hour or part of an hour while doing that work
First aid allowance	\$3.02 per day
Fork-lift operators allowance	\$0.13 per hour up to a maximum of \$4.86 per week
Leading hand allowance - in charge of less than 3 employees	\$0.58 per hour up to a maximum of \$21.86 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Leading hand allowance - in charge of 3 to 6 employees	\$0.75 per hour up to a maximum of \$28.64 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Leading hand allowance - in charge of more than 6 employees	\$0.91 per hour up to a maximum of \$34.67 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Loss of clothing reimbursement	reimbursement for destroyed clothing up to a maximum of \$746.90
Meal allowance - overtime	\$16.09 for the first and subsequent meals during overtime and any meals provided by the employee themselves if overtime has been cancelled or shortened
Protective clothing reimbursement	reimbursement for the cost of suitable boots and waders, waterproof overcoat and sou'wester'
Sandblasting allowance	\$0.93 per hour or part of an hour while doing that work
Tools reimbursement	reimbursement for tools and gloves
Transfer from job to job	payment at the minimum hourly rate of pay (including any relevant all purpose allowance) for time spent in travel
Working in and out of tanks allowance	\$0.60 per hour with a minimum payment of 4 hours

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.