

Pay Guide - Cemetery Industry Award

[MA000070]

Published 17 August 2020

Pay rates change from 1 July each year, the rates in this guide apply from 01 July 2018.

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.

Note: Trade qualified juniors must be paid the appropriate adult rate.

Adult

Full-time & part-time

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$751.02	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43
Cemetery employee class 2	\$800.12	\$21.06	\$31.59	\$42.12	\$42.12	\$52.65
Cemetery employee class 3	\$826.52	\$21.75	\$32.63	\$43.50	\$43.50	\$54.38
Cemetery employee class 4	\$869.22	\$22.88	\$34.32	\$45.76	\$45.76	\$57.20
Cemetery employee class 5	\$912.92	\$24.03	\$36.05	\$48.06	\$48.06	\$60.08
Cemetery employee class 6	\$936.82	\$24.66	\$36.99	\$49.32	\$49.32	\$61.65

Casual

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$24.71	\$34.60	\$44.48	\$44.48	\$54.37
Cemetery employee class 2	\$26.33	\$36.86	\$47.39	\$47.39	\$57.92
Cemetery employee class 3	\$27.19	\$38.06	\$48.94	\$48.94	\$59.81
Cemetery employee class 4	\$28.60	\$40.04	\$51.48	\$51.48	\$62.92
Cemetery employee class 5	\$30.04	\$42.05	\$54.07	\$54.07	\$66.08
Cemetery employee class 6	\$30.83	\$43.16	\$55.49	\$55.49	\$67.82

Junior - Full-time & part-time - under 17 years

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$391.42	\$10.30	\$15.45	\$20.60	\$20.60	\$25.75
Cemetery employee class 2	\$415.97	\$10.95	\$16.43	\$21.90	\$21.90	\$27.38
Cemetery employee class 3	\$429.17	\$11.30	\$16.95	\$22.60	\$22.60	\$28.25
Cemetery employee class 4	\$450.52	\$11.86	\$17.79	\$23.72	\$23.72	\$29.65
Cemetery employee class 5	\$472.37	\$12.43	\$18.65	\$24.86	\$24.86	\$31.08
Cemetery employee class 6	\$484.32	\$12.75	\$19.13	\$25.50	\$25.50	\$31.88

Junior - Full-time & part-time - 17 years

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$463.34	\$12.20	\$18.30	\$24.40	\$24.40	\$30.50
Cemetery employee class 2	\$492.80	\$12.97	\$19.46	\$25.94	\$25.94	\$32.43
Cemetery employee class 3	\$508.64	\$13.39	\$20.09	\$26.78	\$26.78	\$33.48
Cemetery employee class 4	\$534.26	\$14.06	\$21.09	\$28.12	\$28.12	\$35.15
Cemetery employee class 5	\$560.48	\$14.75	\$22.13	\$29.50	\$29.50	\$36.88
Cemetery employee class 6	\$574.82	\$15.13	\$22.70	\$30.26	\$30.26	\$37.83

Junior - Full-time & part-time - 18 years

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$535.26	\$14.09	\$21.14	\$28.18	\$28.18	\$35.23
Cemetery employee class 2	\$569.63	\$14.99	\$22.49	\$29.98	\$29.98	\$37.48
Cemetery employee class 3	\$588.11	\$15.48	\$23.22	\$30.96	\$30.96	\$38.70
Cemetery employee class 4	\$618.00	\$16.27	\$24.41	\$32.54	\$32.54	\$40.68
Cemetery employee class 5	\$648.59	\$17.07	\$25.61	\$34.14	\$34.14	\$42.68
Cemetery employee class 6	\$665.32	\$17.51	\$26.27	\$35.02	\$35.02	\$43.78

Junior - Full-time & part-time - 19 years

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$679.10	\$17.87	\$26.81	\$35.74	\$35.74	\$44.68
Cemetery employee class 2	\$723.29	\$19.04	\$28.56	\$38.08	\$38.08	\$47.60
Cemetery employee class 3	\$747.05	\$19.66	\$29.49	\$39.32	\$39.32	\$49.15
Cemetery employee class 4	\$785.48	\$20.67	\$31.01	\$41.34	\$41.34	\$51.68
Cemetery employee class 5	\$824.81	\$21.71	\$32.57	\$43.42	\$43.42	\$54.28
Cemetery employee class 6	\$846.32	\$22.27	\$33.41	\$44.54	\$44.54	\$55.68

Junior - Casual - under 17 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$12.88	\$18.03	\$23.18	\$23.18	\$28.33
Cemetery employee class 2	\$13.69	\$19.16	\$24.64	\$24.64	\$30.11
Cemetery employee class 3	\$14.13	\$19.78	\$25.43	\$25.43	\$31.08
Cemetery employee class 4	\$14.83	\$20.76	\$26.69	\$26.69	\$32.62
Cemetery employee class 5	\$15.54	\$21.75	\$27.97	\$27.97	\$34.18
Cemetery employee class 6	\$15.94	\$22.31	\$28.69	\$28.69	\$35.06

Junior - Casual - 17 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$15.25	\$21.35	\$27.45	\$27.45	\$33.55
Cemetery employee class 2	\$16.21	\$22.70	\$29.18	\$29.18	\$35.67
Cemetery employee class 3	\$16.74	\$23.43	\$30.13	\$30.13	\$36.82
Cemetery employee class 4	\$17.58	\$24.61	\$31.64	\$31.64	\$38.67
Cemetery employee class 5	\$18.44	\$25.81	\$33.19	\$33.19	\$40.56
Cemetery employee class 6	\$18.91	\$26.48	\$34.04	\$34.04	\$41.61

Junior - Casual - 18 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$17.61	\$24.66	\$31.70	\$31.70	\$38.75
Cemetery employee class 2	\$18.74	\$26.23	\$33.73	\$33.73	\$41.22
Cemetery employee class 3	\$19.35	\$27.09	\$34.83	\$34.83	\$42.57
Cemetery employee class 4	\$20.34	\$28.47	\$36.61	\$36.61	\$44.74
Cemetery employee class 5	\$21.34	\$29.87	\$38.41	\$38.41	\$46.94
Cemetery employee class 6	\$21.89	\$30.64	\$39.40	\$39.40	\$48.15

Junior - Casual - 19 years

Classification	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Cemetery employee class 1	\$22.34	\$31.27	\$40.21	\$40.21	\$49.14
Cemetery employee class 2	\$23.80	\$33.32	\$42.84	\$42.84	\$52.36
Cemetery employee class 3	\$24.58	\$34.41	\$44.24	\$44.24	\$54.07
Cemetery employee class 4	\$25.84	\$36.17	\$46.51	\$46.51	\$56.84
Cemetery employee class 5	\$27.14	\$37.99	\$48.85	\$48.85	\$59.70
Cemetery employee class 6	\$27.84	\$38.97	\$50.11	\$50.11	\$61.24

Apprentice - Started before 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Apprentice 1st year	\$429.59	\$11.31	\$16.97	\$22.62	\$22.62	\$28.28
Apprentice 2nd year	\$534.26	\$14.06	\$21.09	\$28.12	\$28.12	\$35.15
Apprentice 3rd year	\$659.87	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Apprentice 4th year	\$827.35	\$21.78	\$32.67	\$43.56	\$43.56	\$54.45

Apprentice - Started after 1 Jan 2014 - Did not complete year 12

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Apprentice 1st year	\$450.52	\$11.86	\$17.79	\$23.72	\$23.72	\$29.65
Apprentice 2nd year	\$534.26	\$14.06	\$21.09	\$28.12	\$28.12	\$35.15
Apprentice 3rd year	\$659.87	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Apprentice 4th year	\$827.35	\$21.78	\$32.67	\$43.56	\$43.56	\$54.45

Apprentice - Started after 1 Jan 2014 - Completed year 12

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Apprentice 1st year	\$492.39	\$12.96	\$19.44	\$25.92	\$25.92	\$32.40
Apprentice 2nd year	\$576.13	\$15.16	\$22.74	\$30.32	\$30.32	\$37.90
Apprentice 3rd year	\$659.87	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Apprentice 4th year	\$827.35	\$21.78	\$32.67	\$43.56	\$43.56	\$54.45

Adult apprentice - Started before 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Apprentice 1st year	\$429.59	\$11.31	\$16.97	\$22.62	\$22.62	\$28.28
Apprentice 2nd year	\$534.26	\$14.06	\$21.09	\$28.12	\$28.12	\$35.15
Apprentice 3rd year	\$659.87	\$17.37	\$26.06	\$34.74	\$34.74	\$43.43
Apprentice 4th year	\$827.35	\$21.78	\$32.67	\$43.56	\$43.56	\$54.45

Adult apprentice - Started after 1 Jan 2014

Classification	Weekly pay rate	Hourly pay rate	Overtime - Monday to Saturday - first 2 hours	Overtime - Monday to Saturday - after first 2 hours	Overtime - Sunday	Public holiday
Apprentice 1st year	\$701.74	\$18.47	\$27.71	\$36.94	\$36.94	\$46.18
Apprentice 2nd year	\$751.02	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43
Apprentice 3rd year	\$751.02	\$19.77	\$29.66	\$39.54	\$39.54	\$49.43
Apprentice 4th year	\$827.35	\$21.78	\$32.67	\$43.56	\$43.56	\$54.45

Allowances

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

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Apprentice travel to block release training reimbursement	reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training
Excavation allowance	\$45.22 for the first body and \$22.61 for each additional body from the same grave
Exhumation allowance - body has been buried for 14 days or less	\$74.53 per body
Exhumation allowance - body has been buried for more than 14 days but less than seven years - arterially embalmed and sealed in a metal, polythene or plastic container	\$89.60 per body
Exhumation allowance - body has been buried for more than 14 days but less than seven years - has not been arterially embalmed and inserted in a metal, polythene or plastic container	\$149.06 per body
Exhumation allowance - body has been buried in excess of seven years	\$74.53 per body
First aid allowance	\$0.26 per hour up to a maximum of \$10.05 per week
* Industry allowance (already included in the rate tables above)	\$0.84 per hour
Leading hand allowance - in charge of 2 to 6 employees (not class 5 or above)	\$0.46 per hour up to a maximum of \$17.59 per week
Leading hand allowance - in charge of more than 6 employees (not class 5 or above)	\$1.01 per hour up to a maximum of \$38.52 per week
Lift and deepen allowance - 5 years but less than 10 years since last burial	\$72.85 per procedure
Lift and deepen allowance - 10 years but less than 25 years since last burial	\$54.43 per procedure
Lift and deepen allowance - 25 years but less than 50 years since last burial	\$36.01 per procedure
Lift and deepen allowance - more than 50 years since last burial	\$18.42 per procedure
Meal allowance	\$12.61 per meal
Vehicle allowance	\$0.78 per km

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.