



Australian Government

# Fair Work

## OMBUDSMAN


### PAY AND CONDITIONS GUIDE

**Manufacturing and Associated Industries and Occupations  
Award 2010 [MA000010]** ('modern award')  
replacing terms and conditions in or derived from

**Electronics Industry Award [AN160112]** ('pre-modern award')

**(WA)**

Effective from 01 July 2011.

Published 21 July 2011 

#### **Background**

This guide was developed by the Fair Work Ombudsman to assist employers and employees covered by this modern award, pre-modern award and pay scales derived from this pre-modern award to identify minimum wages, penalties, loadings and allowances.

#### **Transitional arrangements**

Modern awards commenced operation on 01 January 2010. However, minimum wage, loading and penalty entitlements commence from 01 July 2010. Almost all modern awards include provisions to 'transition' employers and employees from their pre-modern award to the modern award system.

This modern award includes transitional provisions that provide for the 'phasing in' of increases or decreases in minimum wages, penalties and loadings in the modern award in 5 increments over 4 years from 01 July 2010. All other terms and conditions in this modern award apply in full from 01 January 2010.

The rates in this guide are current from the first pay period on or after 01 July 2011. The rates set out in this guide will change from the first full period on or after 01 July each year to take account of Fair Work Australia's annual wage review and transitional arrangements. The rates may also change as a result of a Fair Work Australia decision to vary the modern award or pay and condition entitlements of the modern award from time to time.

#### **Transitional arrangements for Division 2B State awards**

Division 2B State awards (other than Division 2B enterprise awards) terminate at the end of 31 December 2010 and, from 1 January 2011, employers and employees are covered by the relevant modern award. However, most modern awards provide that all the terms of Division 2B State awards continue to apply until the end of the full pay period which started before 1 February 2011.

The employers affected include sole traders, partnerships, other unincorporated entities and non-trading corporations in New South Wales, Queensland, South Australia and Tasmania who are covered by a Division 2B State award.

From the first full pay period starting on or after 1 February 2011, an employer who was covered by a Division 2B State award, must comply with all of the terms and conditions contained in their relevant modern award, and any transitional arrangements that apply. Transitional arrangements in most modern awards for Division 2B State award employers provide that from the first full pay period starting on or after 1 February 2011, they must pay at least the same minimum wage rates, penalties and loadings as national system employers who are transitioning from the equivalent NAPSA. There are some exceptions and special transitional arrangements that apply in certain situations. If you require help determining whether these exceptions or special transitional arrangements apply to you, please contact the Fair Work Infoline on 13 13 94.

Note: Modern awards are not intended to reduce an employee's take-home pay. An employee or his/her union can apply to Fair Work Australia for a take-home pay order to remedy any reduction in his/her overall take-home pay.

### **Who should use the guide?**

Employees and employers who were entitled to terms and conditions in or derived from this pre-modern award and who are now covered by this modern award.

The guide contains information from this modern award about:

- who the modern award covers;
- wage rates, including rates for casual employees, junior employees, trainees and apprentices;
- penalty rates for working at particular times or under particular arrangements;
- allowances; and
- other conditions of employment.

### **What if an agreement applies to employees covered by the modern award?**

Minimum wage entitlements in a modern award override lesser wage entitlements in an agreement or contract of employment at all times, including agreements and contracts that were made before the commencement of the *Fair Work Act 2009*. All employees covered by the modern award must not be paid less than the rate of pay in the modern award.

However, the penalty rates and allowances in the modern award do not apply to agreement-covered employees, unless the agreement is read in conjunction with the modern award (e.g. a pre-reform certified agreement (a type of collective agreement made before 27 March 2006)).

If you require assistance with any provisions of this guide please contact the **Fair Work Infoline** on **13 13 94**.

## **Coverage**

This award covers employers throughout Australia of employees in the Manufacturing and Associated Industries and Occupations who are covered by the classifications in this award and those employees.

The award does not cover:

- an employer who is outside the scope of clause 4.9(a) or (b) unless such employer employs an employee covered by clause 4.9(c) and the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee; or
- an employee excluded from award coverage by the Act; or

- exempt employers and employees, as set out in clause 4.11.

The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the Fair Work (Transitional Provisions and Consequential Amendments) Act 2009 (Cth)), or employers in relation to those employees.

This award covers any employer which supplies labour on an on - hire basis in the industry (or industries) set out in clauses 4.9(a) or (b) in respect of on - hire employees in classifications covered by this award, and those on - hire employees, while engaged in the performance of work for a business in that industry (those industries).

This award covers any employer which supplies on - hire employees in occupations set out in clause 4.9(c) covered by classifications in this award and those on - hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee.  
Clauses 4.5 and 4.6 operate subject to the exclusions from coverage in this award.

This award covers employers which provide group training services for apprentices and/or trainees engaged in the industries and/or parts of industry and/or occupations set out at clause 4.9 and those apprentices and/or trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. Clause 4.8 operates subject to the exclusions from coverage in this award.

Details regarding what does and does not constitute Manufacturing and Associated Industries and Occupations can be found in the award.

## **Wages**

This modern award includes transitional arrangements that apply to minimum wage entitlements from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award wages commence in full).

The following wage tables set out base rates of pay for classifications under the modern award.

It also sets out how the modern award classification matches up with pre-modern award classification. If there is no classification match the employee may be covered by another pre-modern award, or another modern award, such as a modern award that covers the employee's occupation rather than the industry.

The base rates of pay in this guide include any applicable industry allowance. The base rates of pay also include any increase from Fair Work Australia's annual wage review. For more information about transitional arrangements for minimum wage entitlements, please visit [www.fairwork.gov.au](http://www.fairwork.gov.au)

## **Casual employees**

The rates for casual employees set in the table below are minimum rates for **ordinary hours** only.

Please visit [www.fairwork.gov.au](http://www.fairwork.gov.au) for information about penalty entitlements for casual employees.

\*Post 26 March 2006 employer

Wage rates for casual employees of employers that became part of the national system after 26 March 2006 do not include annual leave loading because those employees did not have a pre-modern award entitlement to annual leave loading.

## **Adult**

The rates in this guide are current from the first pay period on or after 01 July 2011 until the final pay period before 01 July 2012 only.

### **Full & Part Time Employee**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C14, Engineering/ manufacturing employee - level I	General, Assembler	\$15.51
C14, Engineering/ manufacturing employee - level I	General, Trainee installer	\$15.51
C14, Engineering/ manufacturing employee - level I	Construction, Trainee Installer	\$15.51
C13, Engineering/ manufacturing employee - level II	General, Assembler	\$15.79
C13, Engineering/ manufacturing employee - level II	General, Trainee installer	\$15.69
C13, Engineering/ manufacturing employee - level II	Construction, Trainee Installer	\$15.90
C12, Engineering/ manufacturing employee - level III	General, Installer	\$16.57
C12, Engineering/ manufacturing employee - level III	General, Servicepersons assistant	\$16.46
C12, Engineering/ manufacturing employee - level III	General, Assembler (1)	\$16.38
C12, Engineering/ manufacturing employee - level III	Construction, Installer	\$17.03
C11, Engineering/ manufacturing employee - level IV	General, Installer	\$16.99
C11, Engineering/ manufacturing employee - level IV	General, Servicepersons assistant	\$16.70

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C11, Engineering/ manufacturing employee - level IV	General, Assembler (1)	\$16.62
C11, Engineering/ manufacturing employee - level IV	Construction, Installer	\$17.14
C10, Engineering/ manufacturing tradesperson - level I	General, Electronic technician (Grade I)	\$18.06
C10, Engineering/ manufacturing tradesperson - level I	General, Electronic serviceperson	\$18.06
C10, Engineering/ manufacturing tradesperson - level I	Construction, Electronic technician (Grade I)	\$18.82
C10, Engineering/ manufacturing tradesperson - level I	Construction, Electronic serviceperson	\$18.06
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade III)	\$20.08
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade II)	\$18.63
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade I)	\$18.63
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade III)	\$20.50
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade II)	\$19.41
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade I)	\$19.06
C8, Engineering/ manufacturing tradesperson -special class level I	General, Electronic technician (Grade III)	\$20.32
C8, Engineering/ manufacturing tradesperson -special class level I	General, Electronic technician (Grade II)	\$19.19
C8, Engineering/ manufacturing tradesperson -special class level I	Construction, Electronic technician (Grade III)	\$20.74
C8, Engineering/ manufacturing tradesperson -special class level I	Construction, Electronic technician (Grade II)	\$19.65
C7, Engineering/ manufacturing tradesperson - special class level II	General, Electronic technician (Grade III)	\$20.54

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C7, Engineering/ manufacturing tradesperson - special class level II	General, Electronic technician (Grade II)	\$19.45
C7, Engineering/ manufacturing tradesperson - special class level II	Construction, Electronic technician (Grade III)	\$20.95

### **Persons without relevant work experience**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
No qualification, 0 years experience	General, Trainee installer	\$15.54
No qualification, 0 years experience	Construction, Trainee Installer	\$15.58

### **Casual Employee**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C14, Engineering/ manufacturing employee - level I	General, Assembler	\$18.92 (22.00%)
C14, Engineering/ manufacturing employee - level I	General, Trainee installer	\$18.92 (22.00%)
C14, Engineering/ manufacturing employee - level I	Construction, Trainee Installer	\$18.92 (22.00%)
C13, Engineering/ manufacturing employee - level II	General, Assembler	\$19.26 (22.00%)
C13, Engineering/ manufacturing employee - level II	General, Trainee installer	\$19.15 (22.00%)
C13, Engineering/ manufacturing employee - level II	Construction, Trainee Installer	\$19.40 (22.00%)
C12, Engineering/ manufacturing employee - level III	General, Installer	\$20.22 (22.00%)
C12, Engineering/ manufacturing employee - level III	General, Servicepersons assistant	\$20.08 (22.00%)
C12, Engineering/ manufacturing employee - level III	General, Assembler (1)	\$19.98 (22.00%)
C12, Engineering/ manufacturing employee - level III	Construction, Installer	\$20.78 (22.00%)

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C11, Engineering/ manufacturing employee - level IV	General, Installer	\$20.73 (22.00%)
C11, Engineering/ manufacturing employee - level IV	General, Servicepersons assistant	\$20.37 (22.00%)
C11, Engineering/ manufacturing employee - level IV	General, Assembler (1)	\$20.27 (22.00%)
C11, Engineering/ manufacturing employee - level IV	Construction, Installer	\$20.91 (22.00%)
C10, Engineering/ manufacturing tradesperson - level I	General, Electronic technician (Grade I)	\$22.03 (22.00%)
C10, Engineering/ manufacturing tradesperson - level I	General, Electronic serviceperson	\$22.03 (22.00%)
C10, Engineering/ manufacturing tradesperson - level I	Construction, Electronic technician (Grade I)	\$22.96 (22.00%)
C10, Engineering/ manufacturing tradesperson - level I	Construction, Electronic serviceperson	\$22.03 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade III)	\$24.50 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade II)	\$22.72 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	General, Electronic technician (Grade I)	\$22.72 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade III)	\$25.01 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade II)	\$23.68 (22.00%)
C9, Engineering/ manufacturing tradesperson - level II	Construction, Electronic technician (Grade I)	\$23.25 (22.00%)
C8, Engineering/ manufacturing tradesperson -special class level I	General, Electronic technician (Grade III)	\$24.79 (22.00%)
C8, Engineering/ manufacturing tradesperson -special class level I	General, Electronic technician (Grade II)	\$23.41 (22.00%)
C8, Engineering/ manufacturing tradesperson -special class level I	Construction, Electronic technician (Grade III)	\$25.30 (22.00%)

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
C8, Engineering/ manufacturing tradesperson -special class level I	Construction, Electronic technician (Grade II)	\$23.97 (22.00%)
C7, Engineering/ manufacturing tradesperson - special class level II	General, Electronic technician (Grade III)	\$25.06 (22.00%)
C7, Engineering/ manufacturing tradesperson - special class level II	General, Electronic technician (Grade II)	\$23.72 (22.00%)
C7, Engineering/ manufacturing tradesperson - special class level II	Construction, Electronic technician (Grade III)	\$25.56 (22.00%)

### **Persons without relevant work experience**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
No qualification, 0 years experience	General, Trainee installer	\$17.40 (12.00%)
No qualification, 0 years experience	Construction, Trainee Installer	\$17.45 (12.00%)

### **Junior**

The rates in this guide are current from the first pay period on or after 01 July 2011 until the final pay period before 01 July 2012 only.

### **Full & Part Time**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
<b>Unapprenticed juniors</b>		
Under 16 years of age	Assembler, Under 16 years of age	\$5.65
At 16 years of age	Assembler, Between 16 and 17 years of age	\$7.27
At 16 years of age	Installer, Under 17 years of age	\$7.55
At 17 years of age	Assembler, Between 17 and 18 years of age	\$8.88
At 17 years of age	Installer, Between 17 and 18 years of age	\$9.22
At 18 years of age	Assembler, Between 18 and 19 years of age	\$10.50
At 18 years of age	Installer, Between 18 and 19 years of age	\$10.90
At 19 years of age	Assembler, Between 19 and 20 years of age	\$12.68
At 19 years of age	Installer, Between 19 and 20 years of age	\$12.90
At 20 years of age	Assembler, Between 20 and 21 years of age	\$15.02



<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
At 20 years of age	Installer, Between 20 and 21 years of age	\$15.39

### **Casual**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
<b>Unapprenticed juniors</b>		
Under 16 years of age	Assembler, Under 16 years of age	\$6.90 (22.00%)
At 16 years of age	Assembler, Between 16 and 17 years of age	\$8.87 (22.00%)
At 16 years of age	Installer, Under 17 years of age	\$9.21 (22.00%)
At 17 years of age	Assembler, Between 17 and 18 years of age	\$10.84 (22.00%)
At 17 years of age	Installer, Between 17 and 18 years of age	\$11.25 (22.00%)
At 18 years of age	Assembler, Between 18 and 19 years of age	\$12.81 (22.00%)
At 18 years of age	Installer, Between 18 and 19 years of age	\$13.30 (22.00%)
At 19 years of age	Assembler, Between 19 and 20 years of age	\$15.47 (22.00%)
At 19 years of age	Installer, Between 19 and 20 years of age	\$15.74 (22.00%)
At 20 years of age	Assembler, Between 20 and 21 years of age	\$18.32 (22.00%)
At 20 years of age	Installer, Between 20 and 21 years of age	\$18.78 (22.00%)

### **Apprentice**

The rates in this guide are current from the first pay period on or after 01 July 2011 until the final pay period before 01 July 2012 only.

### **Full & Part Time**

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
<b>Completed year 10 or less</b>		
Stage 1	Part I - General, Four year term, First year	\$7.58
Stage 1	Part I - General, Three and a half year term, First six months	\$7.58
Stage 1	Part I - General, Three year term, First year	\$8.91
Stage 1	Part II - Construction, Four year term, First year	\$7.58

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Stage 1	Part II - Construction, Three and a half year term, First six months	\$7.58
Stage 1	Part II - Construction, Three year term, First year	\$9.12
Stage 2	Part I - General, Four year term, Second year	\$9.93
Stage 2	Part I - General, Three and a half year term, Next year	\$9.93
Stage 2	Part I - General, Three year term, Second year	\$11.97
Stage 2	Part II - Construction, Four year term, Second year	\$9.93
Stage 2	Part II - Construction, Three and a half year term, Next year	\$9.93
Stage 2	Part II - Construction, Three year term, Second year	\$12.25
Stage 3	Part I - General, Four year term, Third year	\$13.54
Stage 3	Part I - General, Three and a half year term, Following year	\$13.54
Stage 3	Part I - General, Three year term, Third year	\$14.87
Stage 3	Part II - Construction, Four year term, Third year	\$13.54
Stage 3	Part II - Construction, Three and a half year term, Following year	\$13.54
Stage 3	Part II - Construction, Three year term, Third year	\$15.21
Stage 4	Part I - General, Four year term, Fourth year	\$15.89
Stage 4	Part I - General, Three and a half year term, Final year	\$15.89
Stage 4	Part II - Construction, Four year term, Fourth year	\$15.89
Stage 4	Part II - Construction, Three and a half year term, Final year	\$15.89
<b>Completed year 11</b>		
Stage 1	Part I - General, Four year term, First year	\$8.12
Stage 1	Part I - General, Three and a half year term, First six months	\$8.12
Stage 1	Part I - General, Three year term, First year	\$9.43
Stage 1	Part II - Construction, Four year term, First year	\$8.28

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Stage 1	Part II - Construction, Three and a half year term, First six months	\$8.28
Stage 1	Part II - Construction, Three year term, First year	\$9.64
Stage 2	Part I - General, Four year term, Second year	\$9.93
Stage 2	Part I - General, Three and a half year term, Next year	\$9.93
Stage 2	Part I - General, Three year term, Second year	\$11.97
Stage 2	Part II - Construction, Four year term, Second year	\$9.93
Stage 2	Part II - Construction, Three and a half year term, Next year	\$9.93
Stage 2	Part II - Construction, Three year term, Second year	\$12.25
Stage 3	Part I - General, Four year term, Third year	\$13.54
Stage 3	Part I - General, Three and a half year term, Following year	\$13.54
Stage 3	Part I - General, Three year term, Third year	\$14.87
Stage 3	Part II - Construction, Four year term, Third year	\$13.54
Stage 3	Part II - Construction, Three and a half year term, Following year	\$13.54
Stage 3	Part II - Construction, Three year term, Third year	\$15.21
Stage 4	Part I - General, Four year term, Fourth year	\$15.89
Stage 4	Part I - General, Three and a half year term, Final year	\$15.89
Stage 4	Part II - Construction, Four year term, Fourth year	\$15.89
Stage 4	Part II - Construction, Three and a half year term, Final year	\$15.89
<b>Completed year 12</b>		
Stage 1	Part I - General, Four year term, First year	\$8.26
Stage 1	Part I - General, Three and a half year term, First six months	\$8.26
Stage 1	Part I - General, Three year term, First year	\$9.58
Stage 1	Part II - Construction, Four year term, First year	\$8.42

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Stage 1	Part II - Construction, Three and a half year term, First six months	\$8.42
Stage 1	Part II - Construction, Three year term, First year	\$9.79
Stage 2	Part I - General, Four year term, Second year	\$10.26
Stage 2	Part I - General, Three and a half year term, Next year	\$10.26
Stage 2	Part I - General, Three year term, Second year	\$12.28
Stage 2	Part II - Construction, Four year term, Second year	\$10.47
Stage 2	Part II - Construction, Three and a half year term, Next year	\$10.47
Stage 2	Part II - Construction, Three year term, Second year	\$12.57
Stage 3	Part I - General, Four year term, Third year	\$13.54
Stage 3	Part I - General, Three and a half year term, Following year	\$13.54
Stage 3	Part I - General, Three year term, Third year	\$14.87
Stage 3	Part II - Construction, Four year term, Third year	\$13.54
Stage 3	Part II - Construction, Three and a half year term, Following year	\$13.54
Stage 3	Part II - Construction, Three year term, Third year	\$15.21
Stage 4	Part I - General, Four year term, Fourth year	\$16.25
Stage 4	Part I - General, Three and a half year term, Final year	\$16.25
Stage 4	Part II - Construction, Four year term, Fourth year	\$16.57
Stage 4	Part II - Construction, Three and a half year term, Final year	\$16.57
<b>Adult (21 years of age or over)</b>		
Stage 1	Part I - General, Four year term, First year	\$10.30
Stage 1	Part I - General, Three and a half year term, First six months	\$10.30
Stage 1	Part I - General, Three year term, First year	\$11.61
Stage 1	Part II - Construction, Four year term, First year	\$10.46

<b>Modern award classification</b>	<b>Pre-modern award classification</b>	<b>Base rate of pay (hourly)</b>
Stage 1	Part II - Construction, Three and a half year term, First six months	\$10.46
Stage 1	Part II - Construction, Three year term, First year	\$11.82
Stage 2	Part I - General, Four year term, Second year	\$12.47
Stage 2	Part I - General, Three and a half year term, Next year	\$12.47
Stage 2	Part I - General, Three year term, Second year	\$14.49
Stage 2	Part II - Construction, Four year term, Second year	\$12.68
Stage 2	Part II - Construction, Three and a half year term, Next year	\$12.68
Stage 2	Part II - Construction, Three year term, Second year	\$14.78
Stage 3	Part I - General, Four year term, Third year	\$14.68
Stage 3	Part I - General, Three and a half year term, Following year	\$14.68
Stage 3	Part I - General, Three year term, Third year	\$15.96
Stage 3	Part II - Construction, Four year term, Third year	\$14.96
Stage 3	Part II - Construction, Three and a half year term, Following year	\$14.96
Stage 3	Part II - Construction, Three year term, Third year	\$15.96
Stage 4	Part I - General, Four year term, Fourth year	\$16.25
Stage 4	Part I - General, Three and a half year term, Final year	\$16.25
Stage 4	Part II - Construction, Four year term, Fourth year	\$16.57
Stage 4	Part II - Construction, Three and a half year term, Final year	\$16.57

### **Trainee**

This modern award incorporates trainee rates derived from the National Training Wage Schedule (NTW Sch.), as adjusted from time to time.

### **Supported Wage**

Please refer to clause 30 of the modern award.

For detail of the supported wage provisions see the full version of the modern award.

## **Penalties and Loadings (other than casual or part-time loadings for ordinary hours)**

Where an employee had an entitlement to a loading/penalty rate before 01 January 2010 that is exactly the same as the modern award loading/penalty entitlement the modern award loading/penalty applies in full from 01 January 2010.

### **Transitional arrangements**

This modern award includes transitional arrangements that apply to loading/penalty entitlements where there is a difference in modern award and pre-modern award loading/penalty entitlements. Transitional arrangements apply from the first pay period on or after 01 July 2010 until the first pay period on or after 01 July 2014 (when modern award loadings/penalties apply in full).

Different arrangements apply depending on whether the entitlements are "equivalent" or not.

- A pre-modern award loading/penalty will be "equivalent" to a modern award entitlement where the loading/penalty applies:
  - for the same purpose (e.g. Saturday penalty);
  - for the same time periods; and
  - in the same way#.
    - #A pre-modern award and modern award loading/penalty applies in the same way if the entitlements are both:
      - paid at the same frequency, such as per hour or per shift; and
      - paid as a percentage of the same amount (e.g. both penalties are paid as a percentage of the employee's classification rate, rather than as a percentage of a different amount or paid as a flat dollar amount).

Casual loadings and penalties also need to interact with each other in the same way in the pre-modern award and modern award to be equivalent (e.g. the loading and penalty rate are calculated on the base hourly rate in both instruments).

### **Equivalent entitlements**

If the pre-modern award loading/penalty rate is "equivalent" to the modern award loading/penalty rate the penalty rate is calculated as follows:

1. The difference between the two loading/penalty rates is referred to as a "transitional percentage". The transitional percentage stays the same every year.
2. A proportion of the transitional percentage is calculated each year as follows:

<b>First full pay period on or after</b>	<b>Proportion of transitional percentage</b>
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

3. Where the modern award loading/penalty is higher, the penalty rate is obtained by subtracting the proportion of the transitional percentage.

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is higher.

<b>1/01/2010</b>	<b>1/07/2014</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
25%	50%	30%
50%	75%	55%
50%	100%	60%
75%	100%	80%

4. Where the modern award loading/penalty is lower, the penalty rate is obtained by adding the proportion of the transitional percentage.

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are equivalent and the modern award penalty is lower.

<b>1/01/2010</b>	<b>1/07/2014</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
50%	25%	45%
75%	50%	70%
100%	50%	90%
100%	75%	95%

**Entitlements that are not equivalent**

If pre-modern award and modern award penalty rates are not "equivalent", the following approach applies:

1. Loadings/penalty rates from a modern award are phased in from zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of modern award loading/penalty</b>
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

2. Pre-modern award loadings/penalty rates are phased out to zero in five instalments of 20% by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of pre-modern award loading/ penalty</b>
01 July 2010	80%
01 July 2011	60%
01 July 2012	40%
01 July 2013	20%
01 July 2014	0%

Please note that a pre-modern award penalty rate can be 'phased out' at the same time that a modern award penalty is 'phasing in' (i.e. where different entitlements apply in the same time period). This means that two different rates may apply for the same time period.

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.

Please note the below table is a guide **only** and can only be used when the entitlements are not equivalent.

<b>1/01/2014</b>	<b>1/07/2010</b>
<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(20.00%)</b>
10.00%	2.00%
20.00%	4.00%
25.00%	5.00%
50.00%	10.00%
75.00%	15.00%
100.00%	20.00%
120.00%	24.00%
125.00%	25.00%
130.00%	26.00%
150.00%	30.00%

<b>1/01/2010</b>	<b>1/07/2010</b>
<b>Pre-modern award penalty</b>	<b>Penalty rate (phased)</b>
	<b>(80.00%)</b>
10.00%	8.00%
20.00%	16.00%
25.00%	20.00%
50.00%	40.00%
75.00%	60.00%
100.00%	80.00%
120.00%	96.00%
125.00%	100.00%
130.00%	104.00%
150.00%	120.00%

**New entitlements**

Where an employee did not have a particular loading/penalty entitlement before 01 January 2010, the modern award loading/penalty is phased in from zero as a new entitlement from the first pay period on or after 01 July 2010 by multiplying the penalty rate by the following percentage:

<b>First full pay period on or after</b>	<b>Percent of modern award loading/ penalty</b>
01 July 2010	20%
01 July 2011	40%
01 July 2012	60%
01 July 2013	80%
01 July 2014	100%

*Example:*

The table below shows the percentage penalty rates that apply from the first full pay period on or after 01 July 2010 until the last full pay period before 01 July 2011 for common penalty rates.



Please note the below table is a guide **only** and can only be used when the entitlements in the modern award are new.

<b>1/07/2014</b>	<b>1/07/2010</b>
<b>Modern award penalty</b>	<b>Penalty rate (phased)</b>
25%	5%
50%	10%
75%	15%
100%	20%

For more information about transitional arrangements for loading/penalty entitlements please visit [www.fairwork.gov.au](http://www.fairwork.gov.au) and/or contact the **Fair Work Infoline** on **13 13 94** for advice and assistance.

## **Allowances**

Allowances in modern awards apply in full from 01 January 2010 (although the rates may change from time to time).

### **All states covered by this instrument Full Time, Part Time, Casual**

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.1(a)	Leading hand allowance	All purpose allowance expressed as an hourly rate.  A leading hand <b>in charge of 3-10 employees</b> must be paid 166.3% of the standard rate per week extra for all purposes of the award.  (166.3/38=4.3763157% per hour rate)	1/07/2011	\$0.7909 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.38%)
32.1(a)	Leading hand allowance	All purpose allowance expressed as an hourly rate.  A leading hand <b>in charge of 11-20 employees</b> must be paid 248.40% of the standard rate per week extra for all purposes of the award.  (248.40/38=6.5368421% per hour rate)	1/07/2011	\$1.1804 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (6.54%)
32.1(a)	Leading hand allowance	All purpose allowance expressed as an hourly rate.	1/07/2011	\$1.5026 per hour. This weekly allowance has

Clause	Allowance Type	Description	Effective Date	Rate
		<p>A leading hand <b>in charge of more than 20 employees</b> must be paid 316.20% of the standard rate per week extra for all purposes of the award.</p> <p>(316.20/38=8.3210526% per hour)</p>		<p>been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (8.32%)</p>
32.1(b)	Ship repairing	<p>All purpose allowance expressed per week.</p> <p>A tradesperson engaged on ship repairs will receive 75.5% of the standard rate per week extra.</p> <p>(75.5/38=1.9868421% per hour rate)</p>	1/07/2011	<p>\$0.3588 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)</p>
32.1(b)	Ship repairing	<p>All purpose allowance expressed as per week.</p> <p>An employee other than a tradesperson engaged on ship repairs.</p> <p>61.10% of the standard rate per week extra. (61.10/38=1.6078947 per hour rate)</p>	1/07/2011	<p>\$0.2889 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.60%)</p>
32.1(c)(i)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p><u>Tradespersons</u></p>	1/07/2010	<p>\$0.3866 per hour. This weekly allowance has been converted to an</p>

Clause	Allowance Type	Description	Effective Date	Rate
		<p>A tradesperson must be paid the allowance for supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson.</p> <p>The allowance does not apply to:</p> <ul style="list-style-type: none"> <li>- an employer who had a practice as at 5 November 1979 of providing tools to its employees, or</li> <li>- an employer who has reached agreement with its employees to provide tools.</li> </ul>		hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
32.1(c)(iv)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p><u>Apprentice</u></p> <p>A <b>first year apprentice</b> must be paid the allowance for supplying and maintaining tools ordinarily required in the performance of their work.</p> <p>The allowance does not apply to:</p> <ul style="list-style-type: none"> <li>- an employer who had a practice as at 5 November 1979 of providing tools to its employees, or</li> <li>- an employer who has reached agreement with its employees to provide tools.</li> </ul>	1/07/2010	\$0.1624 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (42.00%)
32.1(c)(iv)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p><u>Apprentice</u></p> <p>A <b>second year apprentice</b> must be paid the allowance for supplying and maintaining tools ordinarily required in the performance of their work.</p> <p>The allowance does not apply to:</p>	1/07/2010	\$0.2126 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (55.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		<ul style="list-style-type: none"> <li>- an employer who had a practice as at 5 November 1979 of providing tools to its employees, or</li> <li>- an employer who has reached agreement with its employees to provide tools.</li> </ul>		
32.1(c)(iv)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p><u>Apprentice</u></p> <p>A <b>third year apprentice</b> must be paid the allowance for supplying and maintaining tools ordinarily required in the performance of their work.</p> <p>The allowance does not apply to:</p> <ul style="list-style-type: none"> <li>- an employer who had a practice as at 5 November 1979 of providing tools to its employees, or</li> <li>- an employer who has reached agreement with its employees to provide tools.</li> </ul>	1/07/2010	\$0.2899 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (75.00%)
32.1(c)(iv)	Tool allowance	<p>All purpose allowance expressed as per week.</p> <p><u>Apprentice</u></p> <p>A <b>fourth year apprentice</b> must be paid the allowance for supplying and maintaining tools ordinarily required in the performance of their work.</p> <p>The allowance does not apply to:</p> <ul style="list-style-type: none"> <li>- an employer who had a practice as at 5 November 1979 of providing tools to its employees, or</li> <li>- an employer who has reached agreement with its employees to provide tools.</li> </ul>	1/07/2010	\$0.3402 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (88.00%)

Clause	Allowance Type	Description	Effective Date	Rate
32.1(d)	Tool allowance	All purpose allowance expressed as per week.  <u>Carpenter or joiner or shipwright/boatbuilder</u>  A carpenter or joiner or shipwright/boatbuilder must be paid a tool allowance.	1/07/2010	\$0.7318 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week).
32.1(e)(i)	Application of technical computing equipment	All purpose allowance expressed as per week.  An employee in the technical field who is required to use technical computing equipment to perform work of a complex nature. Not payable for routine repetitive functions, or where the system is used merely as an aid.  196.50% of the standard rate per week extra. (196.50/38=5.1710526% per hour rate)	1/07/2011	\$0.9338 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (5.17%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C14</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.0856 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>	1/07/2011	\$1.1171 per hour (7.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		An employee, classified at level <b>C13</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.		
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour. <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C12</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.1600 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour. <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C11</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.1998 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour. <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C10</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.2641 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.	1/07/2011	\$1.3038 per hour (7.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		<p><u>Supervisor/Trainer/Coodinator - Technical</u></p> <p>An employee, classified at level <b>C9</b>, primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.</p>		
32.1(f)	Supervisor (in charge) allowance	<p>All purpose allowance expressed as per hour.</p> <p><u>Supervisor/Trainer/Coodinator - Technical</u></p> <p>An employee, classified at level <b>C8</b>, primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.</p>	1/07/2011	\$1.3434 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	<p>All purpose allowance expressed as per hour.</p> <p><u>Supervisor/Trainer/Coodinator - Technical</u></p> <p>An employee, classified at level <b>C7</b>, primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.</p>	1/07/2011	\$1.3794 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	<p>All purpose allowance expressed as per hour.</p> <p><u>Supervisor/Trainer/Coodinator - Technical</u></p> <p>An employee, classified at level <b>C6</b>, primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.</p>	1/07/2011	\$1.4494 per hour (7.00%)



Clause	Allowance Type	Description	Effective Date	Rate
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C5</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.4788 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C4</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.5184 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C3</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.5978 per hour (7.00%)
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour.  <u>Supervisor/Trainer/Coordinator - Technical</u>  An employee, classified at level <b>C2(a)</b> , primarily responsible for the exercise of skills in the technical field up to the level of their	1/07/2011	\$1.6378 per hour (7.00%)

Clause	Allowance Type	Description	Effective Date	Rate
		skill and competence and who is additionally involved in the supervision/training of other technical employees.		
32.1(f)	Supervisor (in charge) allowance	All purpose allowance expressed as per hour. <u>Supervisor/Trainer/Coodinator - Technical</u>  An employee, classified at level <b>C2(b)</b> , primarily responsible for the exercise of skills in the technical field up to the level of their skill and competence and who is additionally involved in the supervision/training of other technical employees.	1/07/2011	\$1.7095 per hour (7.00%)
32.1(g)(i)	Artificial fertilizers and chemicals	All purpose allowance expressed as per week.  An employee who performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis, other than an employee engaged at the C1-C10 level, must be paid the allowance if the work is in relation to a substance other than fertilizers and related activities (other than acid).  52.70% of the standard rate per week extra. (52.70/38=1.3868421% per hour rate)	1/07/2011	\$0.2504 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.39%)
32.1(g)(ii)	Artificial fertilizers and chemicals	All purpose allowance expressed as per day.  An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker must be paid the allowance for <b>general duties</b> .	1/07/2011	\$0.1711 per hour (0.95%)

Clause	Allowance Type	Description	Effective Date	Rate
		7.2% of the standard rate per day extra. (7.2/7.6=0.9473684% per hour rate)		
32.1(g)(ii)	Artificial fertilizers and chemicals	All purpose allowance expressed as per day.  An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker must be paid the allowance for <b>acid production and related activities</b> .  11.5% of the standard rate per day extra. (11.5/7.6=1.5131578% per hour rate)	1/07/2011	\$0.2732 per hour (1.51%)
32.1(g)(ii)	Artificial fertilizers and chemicals	All purpose allowance expressed as per day.  An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker must be paid the allowance for <b>fertiliser production and despatch</b> .  12.3% of the standard rate per day extra. (12.3/7.6=1.618421% per hour rate)	1/07/2011	\$0.2923 per hour (1.62%)
32.2(a)	Vehicle allowance	An employee who reaches agreement to use their own motor vehicle on the employer's business.	1/01/2010	\$0.7400 per kilometre travelled
32.2(b)	First aid allowance	An employee who has been trained to render first aid and is the current holder of appropriate first aid qualifications such as a	1/07/2011	\$0.3593 per hour. This weekly allowance has

Clause	Allowance Type	Description	Effective Date	Rate
		<p>certificate from the St John Ambulance or similar body and has been appointed by the employer to perform first aid duty.</p> <p>(75.6%/38 = 1.989474%)</p>		<p>been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.99%)</p>
32.2(g)(i)	Engine driver and fireperson	<p>An engine driver or fireperson attending to refrigeration compressors.</p> <p>The allowance is not cumulative to the extent of increasing the minimum wage of an employee above the C10 level, except in relation to dragline excavators and tractors.</p>	1/07/2011	<p>\$0.7589 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.20%)</p>
32.2(g)(i)	Engine driver and fireperson	<p>An engine driver or fireperson attending to an electric generator or dynamo exceeding 10kW capacity.</p> <p>The allowance is not cumulative to the extent of increasing the minimum wage of an employee above the C10 level, except in relation to dragline excavators and tractors.</p>	1/07/2011	<p>\$0.7589 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.20%)</p>
32.2(g)(i)	Engine driver and fireperson	<p>An engine driver or fireperson being in charge of plant.</p>	1/07/2011	<p>\$0.7589 per hour. This weekly allowance has</p>

Clause	Allowance Type	Description	Effective Date	Rate
		The allowance is not cumulative to the extent of increasing the minimum wage of an employee above the C10 level, except in relation to dragline excavators and tractors.		been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (4.20%)
32.2(g)(i)	Engine driver and fireperson	An engine driver or fireperson attending to a switchboard where the generating capacity is 350kW or over.  The allowance is not cumulative to the extent of increasing the minimum wage of an employee above the C10 level, except in relation to dragline excavators and tractors.	1/07/2011	\$0.2367 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (1.31%)
32.2(h)	Cleaner, greaser or oiler	If a cleaner, greaser or oiler sometimes under the supervision of an engine driver stops or starts an engine.	1/07/2011	\$0.7033 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (3.89%)
32.2(i)	Manganese dioxide and other pigments allowance	An employee required to handle manganese dioxide and other pigments for the <b>first two hours</b> of such work.	1/07/2011	\$1.5349 per hour (8.50%)

Clause	Allowance Type	Description	Effective Date	Rate
32.2(i)	Manganese dioxide and other pigments allowance	An employee required to handle manganese dioxide and other pigments on any day such work lasts <b>over two hours</b> .	1/07/2011	\$10.8889 per day (60.30%)
32.3(c)	Cold work disability allowance	An employee who works for more than one hour in places where the temperature is reduced by artificial means below 0 degrees Celsius.  In addition, where the work continues for more than two hours, the employee is entitled to a 20 minute paid rest break after every two hours work.	1/07/2011	\$0.5056 per hour (2.80%)
32.3(d)(i)	Hot work allowance	An employee who works for more than one hour in the shade in places where the temperature is raised by artificial means to between 46 and 54 degrees Celsius.	1/07/2011	\$0.5237 per hour (2.90%)
32.3(d)(i)	Hot work allowance	An employee who works for more than one hour in the shade in places where the temperature is raised by artificial means to over 54 degrees Celsius.  In addition, where the work continues for more than two hours in temperatures exceeding 54 degrees Celsius, the employee is entitled to a 20 minute paid rest break after every two hours work.	1/07/2011	\$0.6862 per hour (3.80%)
32.3(e)(i)	Wet work allowance	An employee working in any place where their clothing or boots become saturated by water, oil or another substance must be paid the allowance for the part of the day or shift that they are required to work in wet clothing or boots.	1/07/2011	\$0.5237 per hour (2.90%)

Clause	Allowance Type	Description	Effective Date	Rate
		Does not apply to an employee who is provided with suitable and effective protective clothing and/or footwear.		
32.3(f)	Confined spaces allowance	An employee working in a confined space.	1/07/2011	\$0.6862 per hour (3.80%)
32.3(g)(i)	Dirty work allowance	Where an employee and their supervisor agree that work (other than ship repair work) is of an unusually dirty or offensive nature.	1/07/2011	\$0.5237 per hour (2.90%)
32.3(g)(ii)	Dirty work allowance	Where an employee and their supervisor agree that certain ship repair work is of an unusually dirty or offensive nature.	1/07/2011	\$0.6862 per hour (3.80%)
32.3(h)	Height allowance	An employee other than a linesperson, linesperson's assistant, rigger and splicer, engaged in the construction, erection, repair and/or maintenance as the case may be, of ships, steel frame buildings, bridges, gasometers or other structures at a height in each case of 15 metres or more directly above the nearest horizontal plane.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(i)	Meat digesters and oil tanks	An employee working on repairs in oil tanks or meat digesters.  An employee engaged on such work for more than half of a day or shift must be paid the special rate for the whole day or shift.	1/07/2011	\$0.5237 per hour (2.90%)
32.3(j)	Sanitary works	An employee working in a sanitary works.	1/07/2011	\$0.3612 per hour (2.00%)
32.3(k)	Insulation materials	An employee handling loose slag wool, loose insulwool or other loose material of a like nature used for providing insulation	1/07/2011	\$0.6862 per hour (3.80%)

Clause	Allowance Type	Description	Effective Date	Rate
		against heat, cold or noise, when employed on ship construction or ship repairing or on the construction, repair or demilition of furnaces, walls, floors and/or ceilings.		
32.3(l)	Slaughtering yards	An employee working in slaughtering yards.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(m)(ii)	Boiler repairs	An employee engaged on repairs to oil fired boilers, including the castings, uptakes and funnels, or flues and smoke stacks, while working inside such a boiler.	1/07/2011	\$1.3363 per hour (7.40%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C14	1/07/2011	\$1.8609 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C13	1/07/2011	\$1.9149 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C12	1/07/2011	\$1.9885 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C11	1/07/2011	\$2.0567 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C10	1/07/2011	\$2.1669 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C9	1/07/2011	\$2.2352 per hour (12.00%)



Clause	Allowance Type	Description	Effective Date	Rate
32.3(n)	Underground allowance	An electrician working underground in a mine. C8	1/07/2011	\$2.3031 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C7	1/07/2011	\$2.3646 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C6	1/07/2011	\$2.4846 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C5	1/07/2011	\$2.5352 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C4	1/07/2011	\$2.6031 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C3	1/07/2011	\$2.7392 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C2(a)	1/07/2011	\$2.8077 per hour (12.00%)
32.3(n)	Underground allowance	An electrician working underground in a mine. C2(b)	1/07/2011	\$2.9305 per hour (12.00%)

Clause	Allowance Type	Description	Effective Date	Rate
32.3(o)	Explosive powered tools allowance	An employee required to use explosive powered tools.	1/07/2011	\$1.3543 per day, or 0.178920 per hour (7.50%)
32.3(p)	Ships in dock	An employee working under a ship in a dock or slipway when working on the removal and/or bolting up of plates or in burning-off on those portions of a ship where the height from the dock or shipway floor to the hull of the ship is less than 1.4 metres.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(q)(i)	Foundry allowance	An employee working in a foundry must be paid the allowance to compensate for all disagreeable features associated with foundry work including heat, fumes, atmospheric conditions, sparks, dampness, confined spaces and noise.  The allowance is payable instead of any payment otherwise due under clause 32.3.  Does not apply in relation to work in a foundry when foundry production is not being carried out, with the exception of any work carried out within the 8 hour period immediately following the cessation of foundry production.	1/07/2011	\$0.3973 per hour (2.20%)
32.3(r)	Boiling down works	An employee working in boiling down works.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(s)	Lead works	An employee working in lead works.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(t)(i)	Handlers of carbon black	A storeperson and packer handling carbon black in a bulk store, a forklift driver handling or transporting carbon black (except	1/07/2011	\$0.8668 per hour (4.80%)

Clause	Allowance Type	Description	Effective Date	Rate
		<p>when it is packed in sealed metal containers), an employee handling carbon black elsewhere before processing, an employee engaged in processing free carbon black, a cleaner employed in sweeping free carbon black and an employee engaged in baling used carbon black bags.</p> <p>In addition, the employee must be allowed 15 minutes washing time at the end of each shift.</p>		
32.3(t)(ii)	Handlers of carbon black	For each day in respect of which an employee must be paid the special rate for handling carbon black, unless the employer provides such an employee with 2 sets of overalls per year.	1/01/2010 - 30/06/2010	\$0.3500 per day
32.3(u)	Installing or repairing belting underground in mines	An employee required to install or repair any type of belting underground in mines.	1/07/2011	\$0.2709 per hour (1.50%)
32.3(v)	Processing free coal dust	An employee engaged in processing free coal dust.	1/07/2011	\$0.3792 per hour (2.10%)
32.3(w)	Boiler cleaning—engine driver	<p>An engine driver engaged inside the gas or water space of any boiler, flue or economiser, in cleaning or scraping work.</p> <p>The allowance is instead of the special rates for hot places, wet places, confined spaces, dirty work and boiler repairs.</p>	1/07/2011	\$1.4807 per hour (8.20%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C14	1/07/2011	\$3.8770 per hour (25.00%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2011	\$3.9895 per hour (25.00%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee under 16 working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$1.3570 per hour (36.80%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 16 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$1.8251 per hour (47.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee under 16 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$1.4199 per hour (36.80%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 16 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$1.7442 per hour (47.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 16 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$1.8251 per hour (47.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 16 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2011	\$1.8870 per hour (47.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 17 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$2.1314 per hour (57.80%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 17 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$2.2302 per hour (57.80%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 18 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$2.6354 per hour (68.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 18 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$2.5186 per hour (68.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 18 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2011	\$2.7248 per hour (68.30%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 19 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$3.0422 per hour (82.50%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 19 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$3.1833 per hour (82.50%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 19 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2011	\$3.2913 per hour (82.50%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 20 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/01/2010 - 30/06/2010	\$3.6027 per hour (97.70%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 20 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2010 - 30/06/2011	\$3.7698 per hour (97.70%)
32.3(x)(i)	Second-hand work	An unapprenticed junior employee at 20 years of age working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C13	1/07/2011	\$3.8977 per hour (97.70%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C12	1/07/2011	\$4.1428 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C11	1/07/2011	\$4.2849 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C10	1/07/2011	\$4.5145 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C9	1/07/2011	\$4.6566 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C8	1/07/2011	\$4.7980 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C7	1/07/2011	\$4.9263 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstery, bedding, floor covering and/or soft furnishings. C6	1/07/2011	\$5.1763 per hour (25.00%)

Clause	Allowance Type	Description	Effective Date	Rate
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C5	1/07/2011	\$5.2816 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C4	1/07/2011	\$5.4230 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C3	1/07/2011	\$5.7066 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C2(a)	1/07/2011	\$5.8493 per hour (25.00%)
32.3(x)(i)	Second-hand work	An employee working on second-hand upholstering, bedding, floor covering and/or soft furnishings. C2(b)	1/07/2011	\$6.1053 per hour (25.00%)
32.3(y)	Foreign rock	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island must be paid the allowance for <b>rock phosphate, superphosphate and mixed</b> manure sections receiving ex ship or railway truck.	1/07/2011	\$0.1597 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.88%)

Clause	Allowance Type	Description	Effective Date	Rate
32.3(y)	Foreign rock	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island must be paid the allowance for <b>handling rock phosphate to crushers and all other employees in the rock phosphate section.</b>	1/07/2011	\$0.1511 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.84%)
32.3(y)	Foreign rock	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island must be paid the allowance for <b>mixing superphosphate.</b>	1/07/2011	\$0.0264 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.15%)
32.3(y)	Foreign rock	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island must be paid the allowance for <b>excavating bins, and the manufacture or excavating of superphosphate until such time as it is dumped on the heap for curing.</b>	1/07/2011	\$0.0984 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.54%)



Clause	Allowance Type	Description	Effective Date	Rate
32.3(y)	Foreign rock	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island must be paid the allowance for <b>the handling of superphosphate from the</b> heap until loading in wagons or trucks for despatch, including the manufacture and despatch of mixed fertilizers.	1/07/2011	\$0.0599 per hour. This weekly allowance has been converted to an hourly amount. It should be applied to all ordinary hours of work (up to a maximum of 38 hours per week). (0.33%)
32.3(z)	Farmers' own bags	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker must be paid the allowance for <b>sorting, branding, bagging, dumping,</b> sewing or trucking, fertilizing materials in farmers' own bags.	1/07/2011	\$0.4514 per day (2.50%)
32.3(z)	Farmers' own bags	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker must be paid the allowance for <b>loading double-handling into railway or other trucks, fertilizing materials in farmers' own bags.</b>	1/07/2011	\$0.8307 per day (4.60%)
32.3(z)	Farmers' own bags	An employee who both performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a	1/07/2011	\$1.1196 per day (6.20%)

Clause	Allowance Type	Description	Effective Date	Rate
		chemical/fertilizer production worker must be paid the allowance for <b>loading single-handling into railway or other trucks, fertilizing materials in farmers' own bags.</b>		
32.3(aa)	Soda ash	An employee manually engaged in carrying and stacking bagged soda ash.	1/07/2011	\$1.5891 per hour (8.80%)
32.3(bb)	Raw materials	An employee manually engaged in carrying and stacking bagged raw materials (other than soda ash) and crushing cullet, attending a pug mill or in feeding a bag cleaning machine. (other than soda ash) and crushing cullet, attending a pug mill or in feeding a bag cleaning machine	1/07/2011	\$0.5959 per hour (3.30%)
32.3(cc)	Skimming and floater setting – flat glass tank	An employee engaged in skimming the drawing pit when a machine is not actually in operation or in the actual operation of floater setting on the tank.	1/07/2011	\$2.2753 per half hour (12.60%)
32.3(dd)	Glass furnace regenerators	An employee engaged on the work of building, rebuilding, or packing glass furnace regenerators.	1/07/2011	\$12.5322 per day (69.40%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C14	1/07/2011	\$15.5079 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$15.9579 per hour (100.00%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee under 16 years directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$5.4280 per hour (36.80%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee under 16 years directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$5.6798 per hour (36.80%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee under 16 directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$5.8725 per hour (36.80%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 16 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$6.9768 per hour (47.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 16 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$7.3004 per hour (47.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 16 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$7.5481 per hour (47.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 17 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$8.5255 per hour (57.80%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 17 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$8.9210 per hour (57.80%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 17 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$9.2237 per hour (57.80%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 18 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$10.0743 per hour (68.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 18 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$10.5416 per hour (68.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 18 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$10.8992 per hour (68.30%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 19 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$12.1688 per hour (82.50%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 19 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$12.7332 per hour (82.50%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 19 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$13.1653 per hour (82.50%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 20 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/01/2010 - 30/06/2010	\$14.4108 per hour (97.70%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 20 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2010 - 30/06/2011	\$15.0792 per hour (97.70%)
32.3(ee)	Float glass furnace repair	An unapprenticed junior employee at 20 years of age directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C13	1/07/2011	\$15.5909 per hour (97.70%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C12	1/07/2011	\$16.5711 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C11	1/07/2011	\$17.1395 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C10	1/07/2011	\$18.0579 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C9	1/07/2011	\$18.6263 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C8	1/07/2011	\$19.1921 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C7	1/07/2011	\$19.7053 per hour (100.00%)

<b>Clause</b>	<b>Allowance Type</b>	<b>Description</b>	<b>Effective Date</b>	<b>Rate</b>
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C6	1/07/2011	\$20.7053 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C5	1/07/2011	\$21.1263 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C4	1/07/2011	\$21.6921 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C3	1/07/2011	\$22.8263 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C2(a)	1/07/2011	\$23.3974 per hour (100.00%)
32.3(ee)	Float glass furnace repair	An employee directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair. C2(b)	1/07/2011	\$24.4211 per hour (100.00%)
32.3(ff)	Jack bolt tensioner	An employee who is engaged in adjusting the tensioner of jack bolts while afurnace is under heat	1/07/2011	\$6.7898 per shift or part thereof (37.60%)
32.3(gg)	Loading and unloading away from employer's premises	An employee who is engaged in loading and/or unloading operations at wharves or railway yards elsewhere than on the employer's premises.	1/07/2011	\$6.7898 per shift or part thereof (37.60%)

Clause	Allowance Type	Description	Effective Date	Rate
32.4(d) & (f)	Meal allowance	An employee required to transfer permanently from the employee's usual workplace to another locality, for each meal taken while travelling.	1/07/2011	\$12.2400 per meal
40.11	Meal allowance	<p>An employee must be paid a meal allowance on each occasion the employee is entitled to a rest break, except in the following circumstances:</p> <ul style="list-style-type: none"> <li>- if the employee is a day worker and was notified no later than the previous day that they would be required to work such overtime, or</li> <li>- if the employee is a shiftworker and was notified no later than the previous day or previous rostered shift that they would be required to work such overtime, or</li> <li>- if the employee lives in the same locality as the enterprise and could reasonable return home for meals, or</li> <li>- if the employee is provided with an adequate meal by the employer.</li> </ul> <p>If an employee has provided a meal or meals on the basis that they have been given notice to work overtime and the employee is not required to work overtime or is required to work less than the amount advised, they must be paid the prescribed meal allowance for the meal or meals which they have provided but which are surplus.</p>	1/07/2011	\$12.2400 per meal

**Full Time, Part Time**

Clause	Allowance Type	Description	Effective Date	Rate
32.3(m)(i)	Boiler repairs	An employee working on repairs to smoke-boxes, fire-boxes, furnaces or flues of boilers.	1/07/2011	\$0.3792 per hour (2.10%)

### Special rates not cumulative

Where more than one of the disabilities set out in clause 32.3 entitles an employee to extra rates, the employer must pay only one rate, namely the highest rate for the applicable disabilities.

This does not apply in relation to cold places, hot places, wet places, confined spaces, dirty work or height money, the rates for which are cumulative.

Special rates are not subject to penalty additions

### Other Conditions

The following conditions in the modern award apply in full from 1 January 2010. Please note that the below table is a summary of commonly applicable entitlements in the modern award, there may be other entitlements in the modern award that are relevant to particular employers or employees. Please refer to the modern award for full details.

**Note:** The National Employment Standards (**NES**) operate together with modern awards to provide minimum conditions of employment for employers and employees in the national system. The NES sets out ten minimum statutory entitlements that apply to all employees, including leave and termination of employment entitlements.

For more information about the NES, please visit [www.fairwork.gov.au](http://www.fairwork.gov.au)

### All states covered by this instrument

Clause	Conditions Type	Description
7	Award flexibility (Instrument)	An employer and an individual employee may agree to vary the following terms of this award to meet the genuine needs of the employer and the individual employee with respect to: <ul style="list-style-type: none"> <li>- arrangements for when work is performed</li> <li>- overtime rates</li> </ul>



Clause	Conditions Type	Description
		<ul style="list-style-type: none"> <li>- penalty rates</li> <li>- allowances</li> <li>- leave loading.</li> </ul> <p>Other conditions concerning award flexibility are contained within the Fair Work Act 2009.</p>
8	Facilitative provisions (Instrument)	The award contains facilitative provisions which allow agreement between an employer and employees on how specific award provisions are to apply at the workplace or section/s of it.
9	Consultation (Instrument)	<p>The award contains information on the employer's responsibility to consult regarding major workplace change including the:</p> <ul style="list-style-type: none"> <li>- duty to notify, and</li> <li>- duty to discuss change.</li> </ul>
10	Dispute resolution (Instrument)	The award sets out a dispute resolution procedure for dealing with disputes in relation to a matter under the award or the National Employment Standards (NES).
12	Full-time conditions (Instrument)	Any employee not specifically engaged as being a part-time or casual employee is for all purposes of this award a full-time employee, unless otherwise specified in this award.
13	Part-time conditions (Instrument)	<p>An employee may be engaged to work on a part-time basis involving a regular pattern of hours which average less than 38 ordinary hours per week.</p> <p>A part-time employee must be engaged for a minimum of three consecutive hours a shift. In order to meet their personal circumstances, a part-time employee may request and the employer may agree to an engagement for less than the minimum of three hours.</p> <p>Before commencing part-time employment, the employee and employer must agree in writing on the employees hours of work and their classification. This agreement may be varied in writing by consent.</p> <p>Where the part-time employee's normal paid hours fall on a public holiday prescribed in the NES and they do not work they must not lose pay for the day.</p>

Clause	Conditions Type	Description
14	Casual conditions (Instrument)	<p>A casual employee is one engaged and paid as such. A casual employee for working ordinary time must be paid an hourly rate calculated on the basis of 1/38th of the minimum weekly wage for the work being performed plus a casual loading of 25%. The loading constitutes part of the casual employee's all purpose rate.</p> <p>The minimum engagement for a casual employee is four hours. The minimum engagement may be less if the employee requests it and the employer agrees.</p> <p>The employer must tell the employee if they are being engaged as a casual and also classification level, rate of pay and likely number of hours.</p> <p><b>Casual conversion to full-time or part-time employment</b></p> <p>A casual employee who has been working for six months can choose to become a permanent employee.</p> <p>The employee must be given written notice that they have this right within four weeks of becoming eligible for it.</p> <p>If the casual employee does not choose to become permanent within four weeks of receiving notice they will be taken to have declined the offer.</p> <p>A casual employee must give four weeks written notice to the employer that they want to convert to a permanent employee. The employer must respond within four weeks of getting the notice but must not unreasonably refuse.</p> <p>Once the casual employee has been converted to a permanent employee, the employee may only change back to casual employment by written agreement with the employer.</p> <p>The employer and employee must agree on whether the employee will be converted into a full or part-time employee and also a regular pattern of working hours. A casual employee who has been working on a full-time basis has the right to become a permanent full-time employee. A casual employee who has been working on a regular part-time basis has the right to be given the same spread of hours as they had been working.</p>

Clause	Conditions Type	Description
		<p>Where an employee refuses to convert a casual employee they must state the reasons and make a genuine attempt to reach agreement with the employee.</p> <p>This does not apply to casual employees who only work occasionally or on an irregular basis.</p> <p>The employer may reach an agreement with the majority of employees for casual employees to be able to convert after 12 months rather than six, but this will only apply to a currently engaged employee or group of employees. This agreement must be kept by the employer as a time and wages record. This agreement can only be reached within the two months before the period of six months.</p>
15.1	Apprentice conditions (Instrument)	Subject to appropriate State legislation, an employer will not employ an unapprenticed junior in a trade or occupation provided for in this award.
15.5	Apprentice conditions (Instrument)	<p>When an employee has completed Higher Engineering Tradesperson apprenticeship they shall be employed at least at the C10 level.</p> <p>Where an employee has completed their Higher Engineering Tradesperson or Advanced Engineering Tradesperson apprenticeship with an employer and continues to work for that employer using the skills and knowledge of a C7 level employee, they must be classified at the C7 level.</p>
15.9	Apprentice conditions (Instrument)	An apprenticeship may be cancelled or suspended only in accordance with the requirements of the training agreement and the requirements of State legislation and the apprenticeship authority.
15.11	Apprentice conditions (Instrument)	Notice of termination and redundancy provisions do not apply to apprentices.
15.15	Apprentice conditions (Instrument)	Apprentices attending technical colleges or schools or registered training organisations or TAFE and presenting reports of satisfactory progress must be reimbursed all fees paid by them.
15.16	Apprentice conditions (Instrument)	An apprentice under the age of 18 years is not required to work overtime or shiftwork unless such an apprentice so desires. No apprentice, except in an emergency, is to work or be required to work overtime or shiftwork at times which would prevent their attendance in training consistent with their training agreement.
15.17	Apprentice conditions (Instrument)	Apprentices are required to work an extra day for each day of absence during each year of their apprenticeship, except for annual leave or long service leave. The following year of their apprenticeship

Clause	Conditions Type	Description
		<p>does not start until the extra days have been worked. However, any time that has been worked by the apprentice in excess of their ordinary hours must be credited to the apprentice when calculating the amount of additional time that needs to be worked in the relevant year.</p>
17.2	Cadets (Instrument)	<p>The terms of this award apply to cadets in the technical field except where otherwise stated in this award. A cadet is a person without prior experience in the Manufacturing and Associated Industries and Occupations or other relevant experience who is employed under a contract of training with an employer to complete the training qualification for the C3 level, being an advanced diploma or equivalent. The cadet must have achieved 50% of the modules required for the qualification as a full-time or part-time student before commencing employment with the employer.</p> <p>A Technology Cadet may be required by the employer to work an additional day for each day of absence, except for annual leave, long service leave, paid bereavement leave and public holidays. Any overtime that has been worked by the Technology Cadet must be credited when calculating the additional time that needs to be worked. The next stage of the Technology Cadetship must not commence until the additional days have been worked. Further, a person is not entitled to the wage rate for the next year within a stage of the Technology Cadetship until the additional days have been worked.</p> <p>Reasonable overtime may be worked by the Technology Cadet provided that it does not stop them completing their training. No Technology Cadet is to work overtime or shiftwork on their own unless consistent with this award.</p> <p>No Technology Cadet is to work shiftwork unless the shiftwork makes satisfactory provision for approved training.</p> <p>A Technology Cadet has a probation period of up to three months which may be reduced by the employer.</p> <p>Technology Cadets who fail to either complete the Technology Cadetship or who cannot be placed in full-time employment with the employer after finishing the cadetship are not entitled to notice of termination or redundancy pay. However, if they were employed by the employer immediately before becoming a technology cadet they are entitled to notice of termination and redundancy.</p> <p>Termination of employment of Technology Cadets is dealt with in the training agreement or in State or Territory training legislation. An employer starting such action must give written notice to the Technology Cadet.</p>

Clause	Conditions Type	Description
		<p>The Technology Cadet is allowed to be away from work without loss of wages to attend the approved training. Where the employment of a Technology Cadet by an employer is continued finishing the cadetship, the cadetship period must be counted as service.</p>
18	Trainees (Instrument)	<p>The terms of this award apply to trainees covered by the National Training Wage provisions, trainees in the technical field and trainee engineers and trainee scientists, except where otherwise stated in this award.</p> <p>A trainee in the technical field must be allowed reasonable time (not exceeding an average of eight hours per week during a school term) to attend classes on the same basis as apprentices in the establishment are allowed time off for day time schooling. For this purpose, years of experience as a trainee is equivalent to years of apprenticeship.</p> <p>A trainee engineer or trainee scientist must not spend more than three nights per week of two hours' lecture or three hours' practical work at an educational institution. All other time necessary for attendance at the educational institution must be allowed off during the day without loss of pay. In the event of disagreement between the employer and the trainee regarding the course of study for any year, the recommendation of the educational institution must be accepted.</p> <p>A trainee engineer or trainee scientist is not obliged to work overtime when it interferes with studies and no trainee engineer or trainee scientist is to be employed on shiftwork except at their own request during academic vacations.</p> <p>A trainee engineer or trainee scientist is to be allowed reasonable leave of absence without loss of pay for the purpose of sitting for examination in any subject or subjects being studied for the year.</p>
19	Unapprenticed juniors (Instrument)	<p>The terms of this award apply to unapprenticed juniors except where otherwise stated in this award.</p>
20	Absence from duty (Instrument)	<p>Unless a provision of this award or the Act states otherwise, an employee not attending for duty loses their pay for the actual time of such non-attendance.</p>
21	Abandonment of employment (Instrument)	<p>If an employee has been absent from work for three continuous days without telling the employer it may be that the employee has abandoned their employment.</p>

Clause	Conditions Type	Description
		<p>If an employee cannot give a reasonable explanation for the absence within either 14 days of the last attendance at work or the last three day absence, the employee has abandoned their employment.</p> <p>Termination by abandonment operates either from the last day the employee was at work, the last day the employee had permission to be away or the last day the employee notified the employer they would be away, whichever is later.</p>
22.2	Termination of employment - notice of termination by an employee (Instrument)	The notice of termination required to be given by an employee is the same as an employer except there is no requirement to give additional notice based on age. If an employee fails to give the required notice the employer may withhold from any monies due on termination, the difference between the amount of notice required and the amount of notice actually given.
22.3	Termination of employment - job search entitlement (Instrument)	Where an employer has given notice of termination to an employee, an employee must be allowed up to one day's time off without loss of pay for the purpose of seeking other employment. The time off is to be taken at times that are convenient to the employee after consultation with the employer.
23.2	Redundancy - transitional provisions (Instrument)	<p>An employee whose employment is terminated by an employer is entitled to redundancy pay in accordance with terms of a NAPSA:</p> <ul style="list-style-type: none"> <li>- that would have applied to the employee immediately prior to 1 January 2010, if the employee had at that time been in their current circumstances of employment and no agreement-based transitional instrument or enterprise agreement had applied to the employee; and</li> <li>- that would have entitled the employee to redundancy pay in excess of the employee's entitlement to redundancy pay, if any, under the NES.</li> </ul> <p>The employee's entitlement to redundancy pay under the NAPSA is limited to the amount of redundancy pay which exceeds the employee's entitlement to redundancy pay, if any, under the NES.</p> <p>This clause does not operate to diminish an employee's entitlement to redundancy pay under any other instrument.</p> <p>This clause ceases to operate on 31 December 2014.</p>
23.3	Redundancy - transitional provisions (Instrument)	Any small employer who prior to 1 January 2010 would have been covered by the Engine Drivers' and Firemen's (ACT) Award 2000 will be covered by the redundancy provisions in the NES except that the amount of pay must be calculated in accordance with the table in clause 23.3(b) of the modern award.

Clause	Conditions Type	Description
		Any small employer who prior to 1 January 2010 would have been covered by clauses 6.1 to 6.6 of the Furnishing Industry National Award 2003 will be covered by the redundancy provisions in the NES except that the amount of pay must be calculated in accordance with the table in clause 23.4(b) of the modern award.
23.5	Redundancy - transfer to lower paid duties (Instrument)	Where an employee is transferred to lower paid duties by reason of redundancy, the same period of notice must be given as the employee would have been entitled to if the employment had been terminated. Alternatively, the employer may choose to pay the employee the difference between the former ordinary time rate of pay and the new ordinary time rate of pay for the number of weeks of notice still owing.
23.6	Redundancy - employee leaving during notice period (Instrument)	An employee given notice of termination in circumstances of redundancy may terminate their employment during the period of notice. The employee is entitled to receive the benefits and payments they would have received had they remained in employment until the expiry of the notice, but is not entitled to payment instead of notice.
23.7	Redundancy - job search entitlement (Instrument)	An employee given notice of termination in circumstances of redundancy must be allowed up to one day's time off without loss of pay during each week of notice for the purpose of seeking other employment.  If the employee has been allowed paid leave for more than one day, the employee must, by request, produce proof of attendance at an interview or they will not be entitled to payment for the time absent. For this purpose a statutory declaration is sufficient.
24.1(g)	Annualised salary arrangements (Instrument)	<b>Annualised salary arrangement for Supervisor/Trainer/Coordinator- Levels 1 and 2</b>  An employer and an individual employee who is a Supervisor/Trainer/Coordinator Level 1 or 2 may agree to an annualised salary arrangement.  Further details regarding how the agreement may be reached and what must be contained are contained in the award.
24.2	Higher duties (Instrument)	An employee who works at least two hours in one day at a higher level than normal must be paid the higher minimum wage for that day. If they work less than two hours they must be paid the higher minimum wage for the time worked.

Clause	Conditions Type	Description
26	Apprentice conditions (Instrument)	If an adult apprentice was working for the same employer before they started their apprenticeship they will have the same minimum wage as they were previously entitled to.
29.3	Junior conditions (Instrument)	<p>A junior engaged on any of the following operations is entitled to receive the minimum wage for an adult employee:</p> <ul style="list-style-type: none"> <li>- angle iron cropping where the material weighs more than 5.2 kg per metre and is not clamped</li> <li>- assisting a steel furnace ladle operator other than in daubing or repairing ladles</li> <li>- assisting a storeperson racking and/or loading and/or unloading off vehicles, heavy steel plates, bars or sections</li> <li>- breaking up pig iron</li> <li>- carrying material to or from a cupola forge or electric steel furnace or using the slicer or hanging on to the end of a bloom, except in the case of a junior moulder</li> <li>- cutting out and punching rivets or plates</li> <li>- cutting plates by means of a hammer and cold set</li> <li>- plate edge planners in structural steel or ship building yards where the operator travels on the machine</li> <li>- punching machines handling plates of a mass more than 38 kg</li> <li>- shearing machines, other than guillotine plate shearers, handling plates of a mass of more than 38 kg.</li> </ul>
31	Employer and employee duties (Instrument)	<p>An employer may direct an employee to carry out such duties as are within the limits of the employee's skills, competence and training consistent with the classification structure of this award provided that such duties are not designed to promote deskilling.</p> <p>An employer may direct an employee to carry out such duties and use such tools and equipment as may be required provided that the employee has been properly trained in the use of such tools and equipment.</p>



Clause	Conditions Type	Description
		Any direction issued by an employer under this provision must be consistent with the employer's responsibilities to provide a safe and healthy working environment.
32.1(c)	Tools (Instrument)	<p>An employer is to provide for a tradesperson or an apprentice all necessary power tools, special purpose tools, precision measuring instruments and, for a sheet metal worker, snips used in the cutting of stainless steel, monel metal and similar hard metals.</p> <p>A tradesperson or apprentice is to replace or pay for any tools supplied by their employer which are lost as a result of negligence by the employee.</p>
32.2(d)	Clothing, footwear and/ or equipment (Instrument)	<p><b>Damage to clothing, spectacles, hearing aids and tools</b></p> <p>Compensation must be made to an employee to the extent of the damage sustained where, in the course of work, clothing, spectacles, hearing aids or tools of trade are damaged or destroyed by fire or molten metal or through the use of corrosive substances. The employer's liability in respect of tools is limited to the tools of trade which are ordinarily required for the performance of the employee's duties. Compensation is not payable if an employee is entitled to workers compensation in respect of the damage.</p> <p>Where an employee as a result of performing any duty required by the employer, and as a result of negligence of the employer, suffers any damage to or soiling of clothing or other personal equipment, including spectacles and hearing aids, the employer is liable for the replacement, repair or cleaning of such clothing or personal equipment including spectacles and hearing aids.</p>
32.2(e)	Clothing, footwear and/ or equipment (Instrument)	<p><b>Case hardened prescription lenses</b></p> <p>An employer who requires an employee to have their prescription lenses case hardened must pay for the case hardening.</p> <p><b>Protective clothing and equipment allowance</b></p> <p>The employer must pay for any protective clothing or equipment the employee is required to wear by State or Territory law.</p>
32.4	Travelling time	<b>Excess travelling and fares</b>

Clause	Conditions Type	Description
	(Instrument)	<p>An employee required to start and/or finish work away from the usual workplace must be paid:</p> <p>(i) for the extra time it takes to get to the non-usual workplace.</p> <p>(ii) any extra fares incurred by the employee. If the employee uses their own transport they will be paid whatever extra fares they would have incurred unless they have an arrangement to get a regular allowance.</p> <p><b>Engagement of labour away from workshops</b></p> <p>An employer can engage labour on the site of a job carried on away from the workshop, without payment for any travelling time or fares, unless the employee is sent from the workshop.</p> <p>If an employee engaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop they must be paid fares in excess of those incurred in travelling to and from the workshop.</p> <p><b>Distant work</b></p> <p>If an employee has to temporarily live away from home for work reasons they will be paid for any necessary travelling time back to their usual workplace and expenses.</p> <p>After each four week period on distant work an employee is entitled to be paid for a return fare reasonably incurred for personal travel between the locality and the employee's usual residence, unless such distant work is inherent in the normal work of the employee.</p>
32.5	Training conditions (Instrument)	<p>The employer must pay for all training costs so long as the employee can provide evidence for the expenditure. The employer may pay the costs annually after seeing reports of satisfactory progress.</p> <p>The employer must pay for any excess travel costs needed for training.</p>
32.6	District allowance (Instrument)	<p>An employee in the Northern Territory or Western Australia is entitled to payment of a district allowance in accordance with the terms of an award or NAPSA under the Workplace Relations Act 1996 that would have applied to the employee immediately prior to 1 January 2010, if the employee had at that time been in their current circumstances of employment and no agreement - based transitional instrument or enterprise</p>

Clause	Conditions Type	Description
		<p>agreement had applied to the employee, and that would have entitled the employee to payment of a district allowance.</p> <p>This clause ceases to operate on 31 December 2014.</p>
32.7	Accident pay (Instrument)	<p>An employee is entitled to accident pay in accordance with the terms of:</p> <ul style="list-style-type: none"> <li>- a NAPSA that would have applied to the employee immediately prior to 1 January 2010 or an award made under the Workplace Relations Act 1996 (Cth) that would have applied to the employee immediately prior to 27 March 2006, if the employee had at that time been in their current circumstances of employment and no agreement-based transitional instrument or enterprise agreement had applied to the employee, and</li> <li>- that would have entitled the employee to accident pay in excess of the employee's entitlement to accident pay, if any, under any other instrument.</li> </ul> <p>The employee's entitlement to accident pay under the NAPSA or award is limited to the amount of accident pay which exceeds the employee's entitlement to accident pay, if any, under any other instrument.</p> <p>This clause does not reduce an employee's entitlement to accident pay under any other instrument and ceases to operate on 31 December 2014.</p>
34.2	Method of payment (Instrument)	<p>Wages must be paid by cash, cheque or electronic funds transfer into the employee's bank or other recognised financial institution account.</p> <p>If an employee is paid by cheque the employer should have a facility to cash that cheque if the employees needs it.</p>
35	Superannuation (Instrument)	<p>The award contains information on:</p> <ul style="list-style-type: none"> <li>- the employers responsibility to make superannuation contributions to a superannuation fund</li> <li>- the ability for an employee to authorise their employer to pay on their behalf contributions to a superannuation fund</li> <li>- the employers responsibility to make superannuation contributions to another superannuation fund that is chosen by the employee.</li> </ul>

Clause	Conditions Type	Description
36.2	Hours of work (Instrument)	<p><b>Ordinary hours of work-day workers</b></p> <p>Subject to clause 36.5, the ordinary hours of work for day workers are an average of 38 per week but not exceeding 152 hours in 28 days.</p> <p>The ordinary hours of work may be worked on any day from Monday to Friday. Ordinary hours may be worked on Saturday or Sunday if an employee or the majority of employees agree.</p> <p>The ordinary hours of work are to be between 6.00 am and 6.00 pm. The spread of hours may be altered by up to one hour at either end of the spread if an employee or a majority of employees agrees.</p> <p>Preparation work done immediately before the spread of hours continuous with an employee's shift is to be regarded as part of the 38 ordinary hours of work. For example, getting the plant ready for production work.</p>
36.3	Hours of work (Instrument)	<p><b>Ordinary hours of work-continuous shiftworkers</b></p> <p>Continuous shiftwork means work carried on with consecutive shifts of employees throughout the 24 hours of each of at least six consecutive days without interruption except for breakdowns or meal breaks or due to unavoidable causes beyond the control of the employer.</p> <p>The ordinary hours of continuous shiftworkers are to average 38 hours per week including meal breaks and must not be more than 152 hours in 28 days. Continuous shiftworkers are entitled to a 20 minute meal break on each shift which must be counted as time worked.</p> <p>By agreement between the employer and the majority of employees concerned, a roster system may operate on the basis that the weekly average of 38 ordinary hours is achieved over a period which exceeds 28 consecutive days but does not exceed 12 months.</p> <p>Except at the regular change-over of shifts, an employee must not be required to work more than one shift in each 24 hours.</p>
36.4	Hours of work (Instrument)	<p><b>Ordinary hours of work - non-continuous shiftworkers</b></p>

Clause	Conditions Type	Description
		<p>The ordinary hours of work for non-continuous shiftworkers are an average of 38 per week and must not be more than 152 hours in 28 consecutive days.</p> <p>By agreement between the employer and the majority of employees concerned, a roster system may operate on the basis that the weekly average of 38 ordinary hours is allowed over a period which exceeds 28 consecutive days but does not exceed 12 months.</p> <p>The ordinary hours of work must be worked continuously, except for meal breaks, at the discretion of the employer.</p> <p>Except at change-over of shifts an employee must not be required to work more than one shift in each 24 hours.</p>
36.5	Hours of work (Instrument)	<p>The arrangement of ordinary working hours must be by agreement between the employer and the majority of employees. The employer may also reach agreement about working hours with individual employees. The employer has the right to fix daily hours of work and shift hours from time to time.</p> <p>By agreement between an employer and the majority of employees in the enterprise or part of the enterprise concerned, 12 hour days or shifts may be introduced subject to:</p> <ul style="list-style-type: none"> <li>(i) proper health monitoring procedures being introduced;</li> <li>(ii) suitable roster arrangements being made;</li> <li>(iii) proper supervision being provided;</li> <li>(iv) adequate breaks being provided; and</li> <li>(v) a trial or review process being jointly implemented by the employer and the employees or their representatives.</li> </ul> <p>Where an employee works on a shift other than a rostered shift, overtime rates are to be paid. This does not apply for the customary rotation of shifts, when the employees arrange the change of shifts or as an alternative to standing the employee off in accordance with s691 of the Act.</p>
36.6	Hours of work (Instrument)	<p><b>Daylight saving</b></p> <p>When daylight savings occurs, the length of shifts is to be calculated according to the clock rather than the actual hours worked.</p>

Clause	Conditions Type	Description
36.7	Hours of work (Instrument)	<p><b>Make up time</b></p> <p>An employee may elect, with the consent of the employer, to work make up time under which the employee takes time off during ordinary hours, and works those hours at a later time, during the spread of ordinary hours provided in this award.</p>
37.1	Shiftwork (Instrument)	<p>For the purposes of this award:</p> <p>Rostered shift means any shift of which the employee concerned has had at least 48 hours notice.</p> <p>Afternoon shift means any shift finishing after 6.00 p.m. and at or before midnight.</p> <p>Night shift means any shift finishing after midnight and at or before 8.00 a.m.</p> <p>By agreement between the employer and the majority of employees concerned or in appropriate cases an individual employee, the span of hours over which shifts may be worked may be altered by up to one hour at either end of the span.</p>
38	Breaks - meal (Instrument)	<p>An employee must not work for longer than five hours without a meal break.</p> <p>When this is not possible due to limited eating facilities, employees may work up for up to six hours without a meal break.</p> <p>An individual employee or a majority of employees may agree with the employer to work up to six hours without a meal break.</p> <p>The time of taking a scheduled meal break or rest break by one or more employees may be altered by an employer if it is necessary to do so in order to meet a requirement for continuity of operations.</p> <p>An employer may stagger the time of taking meal and rest breaks to meet operational requirements.</p> <p>An employee must work during meal breaks at the ordinary time rate whenever instructed to do so for the purpose of making good any breakdown of plant or for routine maintenance of plant which can only be done while the plant is idle.</p>

Clause	Conditions Type	Description
		<p>Employees engaged in the technical field of work, technical workers, tracers and draughtspersons, production planners, trainee engineers and trainee scientists must be allowed a paid 10 minute morning tea rest period at a time fixed by the employer.</p>
39	Other (Instrument)	<p><b>Ship trials</b></p> <p>For an employee in the technical field engaged on ship trials, whether at wharf or in harbour or at sea, the following provisions also apply:</p> <p>The employee's time for the purpose of computing the time of trial duty is deemed to start at the time the employee is told to be on board the vessel, provided the employee is ready to go aboard at that time Time is deemed to end at the time the employee gains contact with the shore. Where such contact is obtained by the vessel's mooring at a wharf, contact is deemed to be gained when the gangway is lowered after mooring.</p> <p>The maximum number of continuous hours the employee is required to be on duty is 12 hours. Should trials be planned for a longer duration a relief shift must be arranged before leaving wharf.</p> <p>A reasonable time, not less than 30 minutes, or as otherwise agreed on, must be allowed for each meal. Lunch must be provided and the time of lunch must be, as far as practicable, between 12 noon and 2.00 p.m. If the employee is required to be on board before 7.00 a.m. breakfast must be provided, and if the trial continues after 6.00 p.m. a light dinner must be provided. Where shifts are being worked, adequate meals must be provided for each shift.</p>
40.1(d)	Overtime – time off in lieu (Instrument)	<p>An employee may choose, if the employer agrees, to take time off instead of payment for overtime.</p> <p>Overtime taken as time off during ordinary hours must be taken at the ordinary time rate, that is an hour for each hour worked.</p> <p>If an employee requests, an employer must pay the overtime rate, for any overtime worked which has not been taken as time off in lieu of payment for overtime within four weeks of accrual.</p>
40.2	Overtime - other (Instrument)	<p>An employer may require an employee to work reasonable overtime at overtime rates.</p>

Clause	Conditions Type	Description
		<p>An employee may refuse to work overtime in circumstances where the working of such overtime would result in the employee working hours which are unreasonable having regard to:</p> <ul style="list-style-type: none"> <li>(i) any risk to employee health and safety;</li> <li>(ii) the employee's personal circumstances including any family responsibilities;</li> <li>(iii) the needs of the workplace or enterprise;</li> <li>(iv) the notice, if any, given by the employer of the overtime and by the employee of their intention to refuse it; and</li> <li>(v) any other relevant matter.</li> </ul>
40.4	Break between work periods (Instrument)	<p><b>Rest period after overtime</b></p> <p>When overtime work is necessary it must, wherever reasonably practicable, be arranged so that an employee has at least 10 consecutive hours off duty between the work of successive working days.</p> <p>An employee, other than a casual employee, who works so much overtime between the termination of their ordinary hours on one day and the commencement of their ordinary hours on the next day that the employee has not had at least 10 consecutive hours off duty between those times must subject be released after overtime until the employee has had 10 consecutive hours off duty without loss of pay.</p> <p>By agreement between the employer and individual employee, the 10 hour break may be reduced to a period of no less than eight hours.</p> <p>Shiftworkers are entitled to an eight hour break rather than ten hours:</p> <ul style="list-style-type: none"> <li>(i) for the purpose of changing shift rosters; or</li> <li>(ii) where a shiftworker does not report for duty and a day worker or a shiftworker is required to replace the shiftworker; or</li> <li>(iii) where a shift is worked by arrangement between the employees themselves.</li> </ul>
40.5	Call-back (Instrument)	<p>An employee recalled to work overtime after leaving the employer's enterprise, whether notified before or after leaving the enterprise, must be paid for a minimum of four hours work at the call back overtime rate.</p> <p>Where an employee is required to regularly hold themselves in readiness for a call back they must be paid for a minimum of three hours work at the appropriate overtime rate.</p>



Clause	Conditions Type	Description
		<p>If the employee is recalled on more than one occasion between the termination of their ordinary hours on one day and the commencement of their ordinary hours on the next working day they are entitled to the three or four hour minimum overtime payment for each call back. However, in such circumstances, it is only the time which is actually worked during the previous call or calls which is to be taken into account when determining the overtime rate for subsequent calls.</p> <p>Except in the case of unforeseen circumstances arising, an employee must not be required to work the full three or four hours as the case may be if the job they were recalled to perform is completed within a shorter period.</p> <p>This does not apply in cases where it is customary for an employee to return to the enterprise to perform a specific job outside the employee's ordinary hours or where the overtime is continuous, subject to a meal break, with the commencement or completion of ordinary hours.</p> <p>Overtime for call back is not to be considered overtime for rest periods after overtime.</p>
40.6	Standing by (Instrument)	Subject to any custom prevailing at an enterprise, where an employee is required regularly to hold themselves in readiness to work after ordinary hours, the employee must be paid standing by time at the employee's ordinary time rate for the time they are standing by.
40.10	Breaks - rest (Instrument)	<p>An employee working overtime must be allowed a rest break of 20 minutes without deduction of pay after each four hours of overtime worked if the employee is to continue work after the rest break.</p> <p>Where a day worker is required to work overtime on a Saturday, Sunday or public holiday or on a rostered day off, the first rest break must be paid at the employee's ordinary time rate.</p> <p>Where overtime is to be worked immediately after the completion of ordinary hours on a day or shift and the period of overtime is to be more than one and a half hours, an employee, before starting the overtime, is entitled to a rest break of 20 minutes to be paid at the employee's ordinary time rate.</p> <p>An employer and employee may agree to any variation the rest breaks to meet the circumstances of the work in hand provided that the employer is not required to make any payment in excess of or less than what would otherwise be required.</p>
40.11	Breaks - meal	<b>Meal allowance</b>

Clause	Conditions Type	Description
	(Instrument)	<p>The meal allowance is not payable in the following circumstances.</p> <p>(i) if the employee is a day worker and was notified no later than the previous day that they would be required to work such overtime; or  (ii) if the employee is a shiftworker and was notified no later than the previous day or previous rostered shift that they would be required to work such overtime; or  (iii) if the employee lives in the same locality as the enterprise and could reasonable return home for meals; or  (iv) if the employee is provided with an adequate meal by the employer.</p> <p>If an employee has provided a meal or meals on the basis that they have been given notice to work overtime and the employee is not required to work overtime or is required to work less than the amount advised, they must be paid the prescribed meal allowance for the meal or meals which they have provided but which are not needed.</p>
40.12	Transport of employees (Instrument)	<p>When an employee, after having worked overtime or a shift for which they have not been regularly rostered, finishes work at a time when reasonable means of transport are not available, the employer must provide the employee with a conveyance home, or pay the employee at the overtime rate for the time reasonably occupied in reaching home.</p>
41.2	Annual leave (Instrument)	<p><b>Conversion to hourly entitlement</b></p> <p>An employer may reach agreement with the majority of employees concerned to convert the annual leave entitlement in the NES to an hourly entitlement for administrative ease (i.e. 152 hours for a full-time employee entitled to four weeks of annual leave and 190 hours for a shiftworker).</p>
41.3	Annual leave (Instrument)	<p><b>Definition of shiftworker</b></p> <p>For the purpose of the NES, a shiftworker is a seven day shiftworker who is regularly rostered to work on Sundays and public holidays.</p> <p>Where an employee with 12 months continuous service is engaged for part of the 12 month period as a seven day shiftworker, that employee must have their annual leave increased by half a day for each month the employee is continuously engaged as a seven day shiftworker.</p>

Clause	Conditions Type	Description
41.4	Annual leave (Instrument)	<p><b>Payment for period of annual leave</b></p> <p>Instead of the <b>base rate of pay</b> as referred to in the NES, an employee under this award, before going on annual leave, must be paid the wages they would have received for the ordinary hours the employee would have worked had the employee not been on leave during the relevant period.</p> <p>The wages to be paid must be worked out on the basis of what the employee would have been paid under this award for working ordinary hours during the period of annual leave, including allowances, loadings and penalties paid for all purposes of the award, first aid allowance and any other wages payable under the employee's contract of employment including any overaward payment.</p> <p>The employee is not entitled to payments in respect of overtime, special rates or any other payment which might have been payable to the employee as a reimbursement for expenses incurred.</p>
41.5	Annual leave loading (Instrument)	<p>During a period of annual leave an employee must also be paid a loading calculated on their wages.</p> <p>The loading must be as follows.</p> <p><b>Day work</b></p> <p>An employee who would have worked on day work only had they not been on leave must be paid a loading equal to 17.5% of their wages or the relevant weekend penalty rates, whichever is the greater but not both.</p> <p><b>Shiftwork</b></p> <p>An employee who would have worked on shiftwork had they not been on leave must be paid a loading equal to 17.5% of their wages or the shift loading including relevant weekend penalty rates, whichever is the greater but not both.</p>
41.6	Annual leave - excessive leave (Instrument)	<p>If an employer has genuinely tried to reach agreement with an employee as to the timing of taking annual leave, the employer can require the employee to take annual leave by giving not less than four weeks notice of the time when such leave is to be taken if:</p> <p>(a) at the time the direction is given, the employee has eight weeks or more of annual leave accrued; and</p>

Clause	Conditions Type	Description
		(b) the amount of annual leave the employee is directed to take is less than or equal to a quarter of the amount of leave accrued.
41.7	Annual leave - paid leave in advance of accrued entitlement (Instrument)	The employer and employee may agree for leave to be taken before it has accrued.
41.8	Annual leave - close-down (Instrument)	<p>An employer may close down an enterprise or part of it for the purpose of allowing annual leave to all or the majority of the employees in the enterprise or part concerned, provided that:</p> <p>The employer at least four weeks notice of intention to do so.</p> <p>An employee who has accrued sufficient leave to cover the period of the close down, is allowed leave and also paid for that leave at the appropriate wage.</p> <p>An employee who has not accrued sufficient leave to cover part or all of the close down, is allowed paid leave for the period for which they have accrued sufficient leave and given unpaid leave for the remainder of the closedown.</p> <p>Any leave taken under a close down also counts as service by the employee with their employer.</p> <p>The employer may only close down the enterprise one or two separate periods in a year.</p> <p>If the employer closes down the enterprise in two separate periods, one of the periods must be for a period of at least 14 consecutive days including non-working days.</p> <p>The employer and the majority of employees concerned may agree to the enterprise or part of it being closed down pursuant for three separate periods in a year provided that one of the periods is a period of at least 14 days including non-working days.</p> <p>The employer may close down the enterprise or part of it for a period of at least 14 days including non-working days and allow the balance of any annual leave to be taken in one continuous period in accordance with a roster.</p>
41.9	Other	<b>Transmission of business</b>

Clause	Conditions Type	Description
	(Instrument)	Where a business is transferred from one employer to another, the period of continuous service that an employee had with the old employer must be deemed to be service with the new employer and taken into account when calculating annual leave. However an employee is not entitled to leave or payment instead for any period in respect of which leave has been taken or paid.
41.10	Annual leave - proportionate leave on termination (Instrument)	On termination of employment, an employee must be paid for annual leave accrued that has not been taken at the appropriate wage.
42.2	Personal/carer's leave (Instrument)	If an employee is terminated by their employer and is re-engaged by the same employer within a period of six months then the employee's unclaimed balance of paid personal/carer's leave continues from the date of re-engagement.
43.2	Jury service (Instrument)	<p>A full-time employee required to attend for jury service during their ordinary hours of work must be reimbursed by the employer an amount equal to the difference between the amount paid to the employee in respect of the employee's attendance for such jury service and the wages the employee would have received in respect of the ordinary hours the employee would have worked had the employee not been on jury service.</p> <p>Where a part-time employee is required to attend for jury service and such attendance coincides with a day on which the employee would normally be required to work, payment must be made to the employee in accordance with the above clause.</p>
44.2	Public holidays (Instrument)	<p><b>Substitution of certain public holidays by agreement at the enterprise</b></p> <p>By agreement between the employer and the majority of employees in the enterprise or part of the enterprise concerned, an alternative day may be taken as the public holiday instead of any of the prescribed days.</p> <p>An employer and an individual employee may agree to the employee taking another day as the public holiday instead of the day which is being observed as the public holiday in the enterprise or part of the enterprise concerned.</p>
44.3	Public holidays	<b>Rostered day off falling on public holiday</b>

Clause	Conditions Type	Description
	(Instrument)	<p>Except as provided for in clauses in the public holiday clauses above and except where the rostered day off falls on a Saturday or a Sunday, where a full-time employee's ordinary hours of work are structured to include a day off and such day off falls on a public holiday, the employee is entitled, at the discretion of the employer, to either:</p> <p>(i) 7.6 hours of pay at the ordinary time rate; or  (ii) 7.6 hours of extra annual leave; or  (iii) a substitute day off on an alternative week day.</p> <p>Where an employee has credited time accumulated then such credited time should not be taken as a day off on a public holiday.</p> <p>If an employee is rostered to take credited time as a day off on a week day and such week day is prescribed as a public holiday after the employee was given notice of the day off, then the employer must allow the employee to take the time off on an alternative week day.</p>

### **Frequency of Payment**

Except as provided below, wages must be paid weekly or fortnightly, either:

- according to the actual ordinary hours worked each week or fortnight or
- according to the average number of ordinary hours worked each week or fortnight.

By agreement between the employer and the majority of employees in the relevant enterprise, wages may be paid three weekly, four weekly or monthly. Agreement in this respect may also be reached between the employer and an individual employee.

**IMPORTANT NOTE: Disclaimer**

The Fair Work Ombudsman (FWO) is committed to providing useful, reliable information to help you understand your rights and obligations under workplace laws. The Pay and Conditions Guides are provided for that purpose.

There are factors that may affect the information contained in these Guides. These include:

- changes to pay rates, allowances, penalties or modern award provisions; eg after FWA's annual wage review which takes effect on 1 July each year
- changes to the Fair Work Act or other relevant legislation
- decisions of courts or Fair Work Australia, in particular regarding the effect of provisions in modern awards and pre-modern awards where those differ from the approach taken by the FWO.

The FWO will consider these matters and where appropriate update the Guides.

It is your responsibility to comply with workplace laws and industrial instruments that apply to you.

The information contained in these Pay and Conditions Guides is:

- general in nature and may not deal with all aspects of the law that are relevant to your specific situation; and
- not legal advice.

Therefore you may wish to seek your own independent professional advice to ensure all the factors relevant to your circumstances are properly considered.