



## **PAY SCALE SUMMARY**

derived from the

### **National Joinery and Building Trades Products Award [AP817265 – Federal]**

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after 1 October 2007.

Inquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on 1300 363 264.

#### **Coverage**

This pay scale summary shall apply in the States of Victoria, South Australia, Queensland, Tasmania, Western Australia and New South Wales.

Subject to the exceptions and modifications contained in it, this pay scale summary applies to the employment of persons in the specified classifications engaged on any of the following:

- joinery work,
- shopfitting,
- construction work,
- maintenance,
- precast concrete manufacturing,
- prefabricated buildings,
- in a mixed industry,
- stonemasonry,
- shop work painting ,
- shop work signwriting.

For detail of the coverage provisions see the 26 March 2006 version of the award.

## **Wages**

<b>Group</b>	<b>Basic Hourly Rate \$</b>
Group 7	17.30
Group 6	16.76
Group 5	16.21
Group 4	15.32
Group 3	14.77
Group 2	14.17
Group 1	13.74

## **Casual Rates**

<b>Loading for Casual employees</b>	<b>Loading</b>
Based on relevant basic hourly rate	25%

## **Classifications**

For detail of classification descriptions see the 26 March 2006 version of the award.

## **Juniors**

Unapprenticed Juniors in South Australia

Unapprenticed junior employees in South Australia shall be paid at the same rate as apprentices, provided that at the completion of four years' employment or on attaining 21 years of age, whichever is the sooner, such employees shall be paid the appropriate adult rate prescribed by this Award.

## **Trainees**

Trainee rates of pay are not covered by this pay scale summary.

## **Apprentices**

### **South Australia Apprenticeship Rates – Mixed Industry/Shopfitting**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First year	45% (\$7.29)	Group 5 rate
Second year	55% (\$8.92)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year	90% (\$14.59)	Group 5 rate

### **South Australia Apprenticeship Rates - Joinery**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First year	50% (\$8.11)	Group 5 rate
Second year	62% (\$10.05)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year (up to 21 years of age)	90% (\$14.59)	Group 5 rate

### **Victorian Apprenticeship Rates – Carpenters / Joiners who have complete a pre-apprenticeship course**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First year	45% (\$7.29)	Group 5 rate
Second year	55% (\$8.92)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year	90% (\$14.59)	Group 5 rate

### **Victorian Apprenticeship Rates – Painters who have completed a pre-apprenticeship course**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First year	50% (\$8.11)	Group 5 rate
Second year	75% (\$12.16)	Group 5 rate
Thereafter	90% (\$14.59)	Group 5 rate

### **Victorian Apprenticeship Rates – Apprentices who have not completed a pre-apprenticeship course**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First three months	35% (\$5.67)	Group 5 rate
Next nine months	45% (\$7.29)	Group 5 rate
Second year	55% (\$8.92)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year	90% (\$14.59)	Group 5 rate

### **Victorian Apprenticeship Rates – Stonemasons**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First three months	35%(\$5.67)	Group 5 rate
Next nine months	45% (\$7.29)	Group 5 rate
Second year	55% (\$8.92)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year	90% (\$14.59)	Group 5 rate

### **Western Australia Apprenticeship Rates**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First year	42% (\$6.81)	Group 5 rate
Second year	55% (\$8.92)	Group 5 rate
Third year	75% (\$12.16)	Group 5 rate
Fourth year	88% (\$14.26)	Group 5 rate

### **Frequency of payment**

All wages due shall be paid and be available not later than the time of cessation of ordinary hours of work on Thursday of each working week. Provided that in any week in which a public holiday falls on a Thursday or a Friday mutually acceptable alternative arrangements shall be made.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

## **Pay Scale Summary – Background**

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with this pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning the summary, or the entitlements of employees under this pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

## **Transitional Arrangements**

Despite the coverage provisions of this pay scale, an employee or employer may not be covered by this pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

**If you require assistance with any provisions of this pay scale please call the Workplace Infoline on 1300 363 264.**

## **Disclaimer**

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
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