# Pay Guide - Electrical, Electronic and Communications Contracting Award

# [MA000025]

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Pay rates change from 1 July each year, therates in this guide apply from the first full pay period on or after 01 January 2025.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](https://www.fairwork.gov.au/awards-and-agreements/awards/list-of-awards) and the [Pay and Conditions Tool](https://calculate.fairwork.gov.au/).

The best way to get general pay and conditions advice is to register for [My account](https://www.fairwork.gov.au/my-account/registerpage.aspx) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

## Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our [Awards page](https://www.fairwork.gov.au/employment-conditions/awards). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [contact us](https://www.fairwork.gov.au/about-us/contact-us/). Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to [subscribe to email updates](https://www.fairwork.gov.au/about-us/contact-us/subscribe-to-email-updates) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

The rates below include industry allowance, tool allowance and electrician’s licence allowance.

### Adult

### Full-time & part-time

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |  |  |
| Electrical worker grade 1 | $954.10 | $25.11 | $37.67 | $50.22 | $50.22 | $62.78 | $50.22 |
| Electrical worker grade 2 | $972.70 | $25.60 | $38.40 | $51.20 | $51.20 | $64.00 | $51.20 |
| Electrical worker grade 3 | $1,003.80 | $26.42 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |
| Electrical worker grade 4 | $1,034.90 | $27.23 | $40.85 | $54.46 | $54.46 | $68.08 | $54.46 |
| **Includes industry and tool allowances** |  |  |  |  |  |  |  |
| Electrical worker grade 3 | $1,026.11 | $27.00 | $40.50 | $54.00 | $54.00 | $67.50 | $54.00 |
| Electrical worker grade 4 | $1,057.21 | $27.82 | $41.73 | $55.64 | $55.64 | $69.55 | $55.64 |
| Electrical worker grade 5 | $1,092.81 | $28.76 | $43.14 | $57.52 | $57.52 | $71.90 | $57.52 |
| Electrical worker grade 6 | $1,125.21 | $29.61 | $44.42 | $59.22 | $59.22 | $74.03 | $59.22 |
| Electrical worker grade 7 | $1,186.81 | $31.23 | $46.85 | $62.46 | $62.46 | $78.08 | $62.46 |
| Electrical worker grade 8 | $1,244.01 | $32.74 | $49.11 | $65.48 | $65.48 | $81.85 | $65.48 |
| Electrical worker grade 9 | $1,268.31 | $33.38 | $50.07 | $66.76 | $66.76 | $83.45 | $66.76 |
| Electrical worker grade 10 | $1,365.61 | $35.94 | $53.91 | $71.88 | $71.88 | $89.85 | $71.88 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |  |  |
| Electrical worker grade 5 | $1,129.97 | $29.74 | $44.61 | $59.48 | $59.48 | $74.35 | $59.48 |
| Electrical worker grade 6 | $1,162.37 | $30.59 | $45.89 | $61.18 | $61.18 | $76.48 | $61.18 |
| Electrical worker grade 7 | $1,223.97 | $32.21 | $48.32 | $64.42 | $64.42 | $80.53 | $64.42 |
| Electrical worker grade 8 | $1,281.17 | $33.72 | $50.58 | $67.44 | $67.44 | $84.30 | $67.44 |
| Electrical worker grade 9 | $1,305.47 | $34.35 | $51.53 | $68.70 | $68.70 | $85.88 | $68.70 |
| Electrical worker grade 10 | $1,402.77 | $36.92 | $55.38 | $73.84 | $73.84 | $92.30 | $73.84 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |  |  |
| Electrical worker grade 1 | $37.67 | $37.67 | $50.22 | $28.88 | $37.67 | $50.22 | $32.64 |
| Electrical worker grade 2 | $38.40 | $38.40 | $51.20 | $29.44 | $38.40 | $51.20 | $33.28 |
| Electrical worker grade 3 | $39.63 | $39.63 | $52.84 | $30.38 | $39.63 | $52.84 | $34.35 |
| Electrical worker grade 4 | $40.85 | $40.85 | $54.46 | $31.31 | $40.85 | $54.46 | $35.40 |
| **Includes industry and tool allowances** |  |  |  |  |  |  |  |
| Electrical worker grade 3 | $40.50 | $40.50 | $54.00 | $31.05 | $40.50 | $54.00 | $35.10 |
| Electrical worker grade 4 | $41.73 | $41.73 | $55.64 | $31.99 | $41.73 | $55.64 | $36.17 |
| Electrical worker grade 5 | $43.14 | $43.14 | $57.52 | $33.07 | $43.14 | $57.52 | $37.39 |
| Electrical worker grade 6 | $44.42 | $44.42 | $59.22 | $34.05 | $44.42 | $59.22 | $38.49 |
| Electrical worker grade 7 | $46.85 | $46.85 | $62.46 | $35.91 | $46.85 | $62.46 | $40.60 |
| Electrical worker grade 8 | $49.11 | $49.11 | $65.48 | $37.65 | $49.11 | $65.48 | $42.56 |
| Electrical worker grade 9 | $50.07 | $50.07 | $66.76 | $38.39 | $50.07 | $66.76 | $43.39 |
| Electrical worker grade 10 | $53.91 | $53.91 | $71.88 | $41.33 | $53.91 | $71.88 | $46.72 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |  |  |
| Electrical worker grade 5 | $44.61 | $44.61 | $59.48 | $34.20 | $44.61 | $59.48 | $38.66 |
| Electrical worker grade 6 | $45.89 | $45.89 | $61.18 | $35.18 | $45.89 | $61.18 | $39.77 |
| Electrical worker grade 7 | $48.32 | $48.32 | $64.42 | $37.04 | $48.32 | $64.42 | $41.87 |
| Electrical worker grade 8 | $50.58 | $50.58 | $67.44 | $38.78 | $50.58 | $67.44 | $43.84 |
| Electrical worker grade 9 | $51.53 | $51.53 | $68.70 | $39.50 | $51.53 | $68.70 | $44.66 |
| Electrical worker grade 10 | $55.38 | $55.38 | $73.84 | $42.46 | $55.38 | $73.84 | $48.00 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |
| Electrical worker grade 1 | $37.67 | $50.22 | $37.67 | $50.22 | $50.22 |
| Electrical worker grade 2 | $38.40 | $51.20 | $38.40 | $51.20 | $51.20 |
| Electrical worker grade 3 | $39.63 | $52.84 | $39.63 | $52.84 | $52.84 |
| Electrical worker grade 4 | $40.85 | $54.46 | $40.85 | $54.46 | $54.46 |
| **Includes industry and tool allowances** |  |  |  |  |  |
| Electrical worker grade 3 | $40.50 | $54.00 | $40.50 | $54.00 | $54.00 |
| Electrical worker grade 4 | $41.73 | $55.64 | $41.73 | $55.64 | $55.64 |
| Electrical worker grade 5 | $43.14 | $57.52 | $43.14 | $57.52 | $57.52 |
| Electrical worker grade 6 | $44.42 | $59.22 | $44.42 | $59.22 | $59.22 |
| Electrical worker grade 7 | $46.85 | $62.46 | $46.85 | $62.46 | $62.46 |
| Electrical worker grade 8 | $49.11 | $65.48 | $49.11 | $65.48 | $65.48 |
| Electrical worker grade 9 | $50.07 | $66.76 | $50.07 | $66.76 | $66.76 |
| Electrical worker grade 10 | $53.91 | $71.88 | $53.91 | $71.88 | $71.88 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |
| Electrical worker grade 5 | $44.61 | $59.48 | $44.61 | $59.48 | $59.48 |
| Electrical worker grade 6 | $45.89 | $61.18 | $45.89 | $61.18 | $61.18 |
| Electrical worker grade 7 | $48.32 | $64.42 | $48.32 | $64.42 | $64.42 |
| Electrical worker grade 8 | $50.58 | $67.44 | $50.58 | $67.44 | $67.44 |
| Electrical worker grade 9 | $51.53 | $68.70 | $51.53 | $68.70 | $68.70 |
| Electrical worker grade 10 | $55.38 | $73.84 | $55.38 | $73.84 | $73.84 |

### Casual

**Table 1 of 3**

| **Classification** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** |
| --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |
| Electrical worker grade 1 | $31.39 | $47.08 | $62.78 | $62.78 | $78.47 |
| Electrical worker grade 2 | $32.00 | $48.00 | $64.00 | $64.00 | $80.00 |
| Electrical worker grade 3 | $33.03 | $49.54 | $66.05 | $66.05 | $82.56 |
| Electrical worker grade 4 | $34.04 | $51.06 | $68.08 | $68.08 | $85.09 |
| **Includes industry and tool allowances** |  |  |  |  |  |
| Electrical worker grade 3 | $33.75 | $50.63 | $67.50 | $67.50 | $84.38 |
| Electrical worker grade 4 | $34.78 | $52.16 | $69.55 | $69.55 | $86.94 |
| Electrical worker grade 5 | $35.95 | $53.93 | $71.90 | $71.90 | $89.88 |
| Electrical worker grade 6 | $37.01 | $55.52 | $74.03 | $74.03 | $92.53 |
| Electrical worker grade 7 | $39.04 | $58.56 | $78.08 | $78.08 | $97.59 |
| Electrical worker grade 8 | $40.93 | $61.39 | $81.85 | $81.85 | $102.31 |
| Electrical worker grade 9 | $41.73 | $62.59 | $83.45 | $83.45 | $104.31 |
| Electrical worker grade 10 | $44.93 | $67.39 | $89.85 | $89.85 | $112.31 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |
| Electrical worker grade 5 | $37.18 | $55.76 | $74.35 | $74.35 | $92.94 |
| Electrical worker grade 6 | $38.24 | $57.36 | $76.48 | $76.48 | $95.59 |
| Electrical worker grade 7 | $40.26 | $60.39 | $80.53 | $80.53 | $100.66 |
| Electrical worker grade 8 | $42.15 | $63.23 | $84.30 | $84.30 | $105.38 |
| Electrical worker grade 9 | $42.94 | $64.41 | $85.88 | $85.88 | $107.34 |
| Electrical worker grade 10 | $46.15 | $69.23 | $92.30 | $92.30 | $115.38 |

**Table 2 of 3**

| **Classification** | **Public holiday - non-continuous shiftworker** | **Public holiday - continuous shiftworkers** | **Working through a meal break (not shiftworkers)** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** |
| --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |
| Electrical worker grade 1 | $78.47 | $62.78 | $43.94 | $35.15 | $47.08 |
| Electrical worker grade 2 | $80.00 | $64.00 | $44.80 | $35.84 | $48.00 |
| Electrical worker grade 3 | $82.56 | $66.05 | $46.24 | $36.99 | $49.54 |
| Electrical worker grade 4 | $85.09 | $68.08 | $47.65 | $38.12 | $51.06 |
| **Includes industry and tool allowances** |  |  |  |  |  |
| Electrical worker grade 3 | $84.38 | $67.50 | $47.25 | $37.80 | $50.63 |
| Electrical worker grade 4 | $86.94 | $69.55 | $48.69 | $38.95 | $52.16 |
| Electrical worker grade 5 | $89.88 | $71.90 | $50.33 | $40.26 | $53.93 |
| Electrical worker grade 6 | $92.53 | $74.03 | $51.82 | $41.45 | $55.52 |
| Electrical worker grade 7 | $97.59 | $78.08 | $54.65 | $43.72 | $58.56 |
| Electrical worker grade 8 | $102.31 | $81.85 | $57.30 | $45.84 | $61.39 |
| Electrical worker grade 9 | $104.31 | $83.45 | $58.42 | $46.73 | $62.59 |
| Electrical worker grade 10 | $112.31 | $89.85 | $62.90 | $50.32 | $67.39 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |
| Electrical worker grade 5 | $92.94 | $74.35 | $52.05 | $41.64 | $55.76 |
| Electrical worker grade 6 | $95.59 | $76.48 | $53.53 | $42.83 | $57.36 |
| Electrical worker grade 7 | $100.66 | $80.53 | $56.37 | $45.09 | $60.39 |
| Electrical worker grade 8 | $105.38 | $84.30 | $59.01 | $47.21 | $63.23 |
| Electrical worker grade 9 | $107.34 | $85.88 | $60.11 | $48.09 | $64.41 |
| Electrical worker grade 10 | $115.38 | $92.30 | $64.61 | $51.69 | $69.23 |

**Table 3 of 3**

| **Classification** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** |
| --- | --- | --- | --- | --- | --- | --- |
| **Includes industry allowance** |  |  |  |  |  |  |
| Electrical worker grade 1 | $62.78 | $38.92 | $47.08 | $62.78 | $47.08 | $62.78 |
| Electrical worker grade 2 | $64.00 | $39.68 | $48.00 | $64.00 | $48.00 | $64.00 |
| Electrical worker grade 3 | $66.05 | $40.95 | $49.54 | $66.05 | $49.54 | $66.05 |
| Electrical worker grade 4 | $68.08 | $42.21 | $51.06 | $68.08 | $51.06 | $68.08 |
| **Includes industry and tool allowances** |  |  |  |  |  |  |
| Electrical worker grade 3 | $67.50 | $41.85 | $50.63 | $67.50 | $50.63 | $67.50 |
| Electrical worker grade 4 | $69.55 | $43.12 | $52.16 | $69.55 | $52.16 | $69.55 |
| Electrical worker grade 5 | $71.90 | $44.58 | $53.93 | $71.90 | $53.93 | $71.90 |
| Electrical worker grade 6 | $74.03 | $45.90 | $55.52 | $74.03 | $55.52 | $74.03 |
| Electrical worker grade 7 | $78.08 | $48.41 | $58.56 | $78.08 | $58.56 | $78.08 |
| Electrical worker grade 8 | $81.85 | $50.75 | $61.39 | $81.85 | $61.39 | $81.85 |
| Electrical worker grade 9 | $83.45 | $51.74 | $62.59 | $83.45 | $62.59 | $83.45 |
| Electrical worker grade 10 | $89.85 | $55.71 | $67.39 | $89.85 | $67.39 | $89.85 |
| **Includes industry, tool and electrician’s licence allowances** |  |  |  |  |  |  |
| Electrical worker grade 5 | $74.35 | $46.10 | $55.76 | $74.35 | $55.76 | $74.35 |
| Electrical worker grade 6 | $76.48 | $47.41 | $57.36 | $76.48 | $57.36 | $76.48 |
| Electrical worker grade 7 | $80.53 | $49.93 | $60.39 | $80.53 | $60.39 | $80.53 |
| Electrical worker grade 8 | $84.30 | $52.27 | $63.23 | $84.30 | $63.23 | $84.30 |
| Electrical worker grade 9 | $85.88 | $53.24 | $64.41 | $85.88 | $64.41 | $85.88 |
| Electrical worker grade 10 | $92.30 | $57.23 | $69.23 | $92.30 | $69.23 | $92.30 |

### Apprentice

The rates below include industry allowance, tool allowance and electrician’s licence allowance.

### Apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $465.37 | $12.25 | $18.38 | $24.50 | $24.50 | $30.63 | $24.50 |
| Apprentice - 2nd year | $598.29 | $15.74 | $23.61 | $31.48 | $31.48 | $39.35 | $31.48 |
| Apprentice - 3rd year | $797.67 | $20.99 | $31.49 | $41.98 | $41.98 | $52.48 | $41.98 |
| Apprentice - 4th year | $930.59 | $24.49 | $36.74 | $48.98 | $48.98 | $61.23 | $48.98 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.38 | $18.38 | $24.50 | $14.09 | $18.38 | $24.50 | $15.93 |
| Apprentice - 2nd year | $23.61 | $23.61 | $31.48 | $18.10 | $23.61 | $31.48 | $20.46 |
| Apprentice - 3rd year | $31.49 | $31.49 | $41.98 | $24.14 | $31.49 | $41.98 | $27.29 |
| Apprentice - 4th year | $36.74 | $36.74 | $48.98 | $28.16 | $36.74 | $48.98 | $31.84 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.38 | $24.50 | $18.38 | $24.50 | $24.50 |
| Apprentice - 2nd year | $23.61 | $31.48 | $23.61 | $31.48 | $31.48 |
| Apprentice - 3rd year | $31.49 | $41.98 | $31.49 | $41.98 | $41.98 |
| Apprentice - 4th year | $36.74 | $48.98 | $36.74 | $48.98 | $48.98 |

### Adult apprentice - Started before 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $465.37 | $12.25 | $18.38 | $24.50 | $24.50 | $30.63 | $24.50 |
| Apprentice - 2nd year | $598.29 | $15.74 | $23.61 | $31.48 | $31.48 | $39.35 | $31.48 |
| Apprentice - 3rd year | $797.67 | $20.99 | $31.49 | $41.98 | $41.98 | $52.48 | $41.98 |
| Apprentice - 4th year | $930.59 | $24.49 | $36.74 | $48.98 | $48.98 | $61.23 | $48.98 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.38 | $18.38 | $24.50 | $14.09 | $18.38 | $24.50 | $15.93 |
| Apprentice - 2nd year | $23.61 | $23.61 | $31.48 | $18.10 | $23.61 | $31.48 | $20.46 |
| Apprentice - 3rd year | $31.49 | $31.49 | $41.98 | $24.14 | $31.49 | $41.98 | $27.29 |
| Apprentice - 4th year | $36.74 | $36.74 | $48.98 | $28.16 | $36.74 | $48.98 | $31.84 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $18.38 | $24.50 | $18.38 | $24.50 | $24.50 |
| Apprentice - 2nd year | $23.61 | $31.48 | $23.61 | $31.48 | $31.48 |
| Apprentice - 3rd year | $31.49 | $41.98 | $31.49 | $41.98 | $41.98 |
| Apprentice - 4th year | $36.74 | $48.98 | $36.74 | $48.98 | $48.98 |

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

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $576.14 | $15.16 | $22.74 | $30.32 | $30.32 | $37.90 | $30.32 |
| Apprentice - 2nd year | $686.91 | $18.08 | $27.12 | $36.16 | $36.16 | $45.20 | $36.16 |
| Apprentice - 3rd year | $797.67 | $20.99 | $31.49 | $41.98 | $41.98 | $52.48 | $41.98 |
| Apprentice - 4th year | $930.59 | $24.49 | $36.74 | $48.98 | $48.98 | $61.23 | $48.98 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.74 | $22.74 | $30.32 | $17.43 | $22.74 | $30.32 | $19.71 |
| Apprentice - 2nd year | $27.12 | $27.12 | $36.16 | $20.79 | $27.12 | $36.16 | $23.50 |
| Apprentice - 3rd year | $31.49 | $31.49 | $41.98 | $24.14 | $31.49 | $41.98 | $27.29 |
| Apprentice - 4th year | $36.74 | $36.74 | $48.98 | $28.16 | $36.74 | $48.98 | $31.84 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $22.74 | $30.32 | $22.74 | $30.32 | $30.32 |
| Apprentice - 2nd year | $27.12 | $36.16 | $27.12 | $36.16 | $36.16 |
| Apprentice - 3rd year | $31.49 | $41.98 | $31.49 | $41.98 | $41.98 |
| Apprentice - 4th year | $36.74 | $48.98 | $36.74 | $48.98 | $48.98 |

### Apprentice - Started after 1 Jan 2014 - Completed year 12

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $631.53 | $16.62 | $24.93 | $33.24 | $33.24 | $41.55 | $33.24 |
| Apprentice - 2nd year | $742.29 | $19.53 | $29.30 | $39.06 | $39.06 | $48.83 | $39.06 |
| Apprentice - 3rd year | $797.67 | $20.99 | $31.49 | $41.98 | $41.98 | $52.48 | $41.98 |
| Apprentice - 4th year | $930.59 | $24.49 | $36.74 | $48.98 | $48.98 | $61.23 | $48.98 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.93 | $24.93 | $33.24 | $19.11 | $24.93 | $33.24 | $21.61 |
| Apprentice - 2nd year | $29.30 | $29.30 | $39.06 | $22.46 | $29.30 | $39.06 | $25.39 |
| Apprentice - 3rd year | $31.49 | $31.49 | $41.98 | $24.14 | $31.49 | $41.98 | $27.29 |
| Apprentice - 4th year | $36.74 | $36.74 | $48.98 | $28.16 | $36.74 | $48.98 | $31.84 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $24.93 | $33.24 | $24.93 | $33.24 | $33.24 |
| Apprentice - 2nd year | $29.30 | $39.06 | $29.30 | $39.06 | $39.06 |
| Apprentice - 3rd year | $31.49 | $41.98 | $31.49 | $41.98 | $41.98 |
| Apprentice - 4th year | $36.74 | $48.98 | $36.74 | $48.98 | $48.98 |

### Adult apprentice - Started after 1 Jan 2014

**Table 1 of 3**

| **Classification** | **Weekly pay rate** | **Hourly pay rate** | **Overtime - Monday to Saturday - first 2 hours (not shiftworkers)** | **Overtime - Monday to Saturday - after 2 hours (not shiftworkers)** | **Sunday** | **Public holiday** | **Public holiday - continuous shiftworkers** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $908.44 | $23.91 | $35.87 | $47.82 | $47.82 | $59.78 | $47.82 |
| Apprentice - 2nd year | $1,003.77 | $26.42 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |
| Apprentice - 3rd year | $1,003.77 | $26.42 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |
| Apprentice - 4th year | $1,003.77 | $26.42 | $39.63 | $52.84 | $52.84 | $66.05 | $52.84 |

**Table 2 of 3**

| **Classification** | **Working through a meal break (not shiftworkers)** | **Work on rostered day off - ordinary hours** | **Work on rostered day off - outside ordinary hours** | **Afternoon or night shift continuing for 5 or more shifts in a row** | **Afternoon or night shift not continuing for 5 or more shifts in a row - first 2 hours** | **Afternoon or night shift not continuing for 5 or more shifts in a row - after 2 hours** | **Permanent night shift** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.87 | $35.87 | $47.82 | $27.50 | $35.87 | $47.82 | $31.08 |
| Apprentice - 2nd year | $39.63 | $39.63 | $52.84 | $30.38 | $39.63 | $52.84 | $34.35 |
| Apprentice - 3rd year | $39.63 | $39.63 | $52.84 | $30.38 | $39.63 | $52.84 | $34.35 |
| Apprentice - 4th year | $39.63 | $39.63 | $52.84 | $30.38 | $39.63 | $52.84 | $34.35 |

**Table 3 of 3**

| **Classification** | **Saturday - shiftworkers** | **Overtime - continuous shiftworkers** | **Overtime - non-continuous shiftworkers - first 2 hours** | **Overtime - non-continuous shiftworkers - after 2 hours** | **Work on rostered day off - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- |
| Apprentice - 1st year | $35.87 | $47.82 | $35.87 | $47.82 | $47.82 |
| Apprentice - 2nd year | $39.63 | $52.84 | $39.63 | $52.84 | $52.84 |
| Apprentice - 3rd year | $39.63 | $52.84 | $39.63 | $52.84 | $52.84 |
| Apprentice - 4th year | $39.63 | $52.84 | $39.63 | $52.84 | $52.84 |

## Allowances

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

| **Allowances** | **Rate** |
| --- | --- |
| Apprentice training fees and textbook costs reimbursement | reimbursement of training fees for prescribed courses and the cost of prescribed textbooks |
| Apprentice travel to block release training reimbursement | reimbursement for the excess reasonable travel costs incurred in the course of travelling to and from the training |
| Availability for duty allowance | $90.84 per week |
| \* Electrical distribution line maintenance and tree clearing allowance | $79.49 per week |
| \* Electrician's licence allowance - electrical mechanic (already included in the rate tables above) | $37.16 per week |
| \* Electrician's licence allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above) | $14.86 per week |
| \* Electrician's licence allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above) | $18.58 per week |
| \* Electrician's licence allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above) | $20.44 per week |
| \* Electrician's licence allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $14.86 per week |
| \* Electrician's licence allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $29.73 per week |
| \* Electrician's licence allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above) | $19.32 per week |
| \* Electrician's licence allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above) | $22.30 per week |
| \* Electrician's licence allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above) | $24.15 per week |
| \* Electrician's licence allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $19.32 per week |
| \* Electrician's licence allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $32.33 per week |
| \* Electrician's licence allowance - 3rd year junior apprentice (already included in the rate tables above) | $26.01 per week |
| \* Electrician's licence allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $26.01 per week |
| \* Electrician's licence allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $32.33 per week |
| \* Electrician's licence allowance - 4th year junior apprentice (already included in the rate tables above) | $30.47 per week |
| \* Electrician's licence allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $30.47 per week |
| \* Electrician's licence allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $32.33 per week |
| First aid allowance | $21.68 per week |
| \* Industry allowance (already included in the rate tables above) | $38.20 per week |
| \* Industry allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above) | $15.28 per week |
| \* Industry allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above) | $19.10 per week |
| \* Industry allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above) | $21.01 per week |
| \* Industry allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $15.28 per week |
| \* Industry allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $30.56 per week |
| \* Industry allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above) | $19.86 per week |
| \* Industry allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12 (already included in the rate tables above) | $22.92 per week |
| \* Industry allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12 (already included in the rate tables above) | $24.83 per week |
| \* Industry allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $19.86 per week |
| \* Industry allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $33.23 per week |
| \* Industry allowance - 3rd year junior apprentice (already included in the rate tables above) | $26.74 per week |
| \* Industry allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $26.74 per week |
| \* Industry allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $33.23 per week |
| \* Industry allowance - 4th year junior apprentice (already included in the rate tables above) | $31.32 per week |
| \* Industry allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above) | $31.32 per week |
| \* Industry allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above) | $33.23 per week |
| \* Leading hand allowance - in charge of 3-10 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher | $44.39 per week |
| \* Leading hand allowance - in charge of 11-20 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher | $61.94 per week |
| \* Leading hand allowance - in charge of more than 20 employees - payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher | $83.62 per week |
| Living away from home - board and lodging allowance - full week | $701.21 per week |
| Living away from home - board and lodging allowance - part of a week | an allowance covering all living expenses reasonably incurred up to a maximum of $701.21 per week |
| Living away from home - meal allowance | $19.29 per meal, for meals not included in fares or accommodation cost |
| Living away from home - regular return home allowance | reimbursement for the cost of reasonable travelling expenses |
| Loss of tools allowance | payment up to a maximum trade value of $383.67 |
| Meal allowance - overtime | $19.29 for each meal |
| Multistorey allowance - 0-15 floors | $0.71 per hour |
| Multistorey allowance - 16-30 floors | $0.87 per hour |
| Multistorey allowance - 31-45 floors | $1.33 per hour |
| Multistorey allowance - 46-60 floors | $1.68 per hour |
| Multistorey allowance - more than 60 floors | $2.15 per hour |
| Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 0-15 floors | $1.58 per hour with an additional $0.87 per hour for work above each further 15 metres |
| Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 16-30 floors | $1.74 per hour with an additional $0.87 per hour for work above each further 15 metres |
| Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of 31-45 floors | $2.20 per hour with an additional $0.87 per hour for work above each further 15 metres |
| Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of - 46-60 floors | $2.55 per hour with an additional $0.87 per hour for work above each further 15 metres |
| Service cores allowance (includes multistorey allowance) - service core more than 15 metres above the main structure of a multistorey building of - more than 60 floors | $3.02 per hour with an additional $0.87 per hour for work above each further 15 metres |
| Towers allowance - higher than 15 metres | $0.87 per hour with an additional $0.87 per hour for work above each further 15 metres |
| \* Nominee allowance - electrical mechanics | $94.97 per week |
| \* Ordering materials allowance - building and construction industry - less than 4 days in pay period on such duties | $4.13 per day where ordering materials is required |
| \* Ordering materials allowance - building and construction industry - 4 or more days in pay period on such duties | $20.65 per week |
| \* Tool allowance - applies to apprentices, Electrical workers grade 5 and above, and Electrical workers below grade 5 performing the duties of television antenna installer / erector or television / radio/electronic equipment serviceperson | $22.31 per week |
| Travel allowance - start and/or finish on job site - up to 50 km from registered office/depot - employer offers to provide transport | $4.94 per day |
| Travel allowance - start and/or finish on job site - up to 50 km from registered office/depot - employer does not offer to provide transport | $27.52 per day |
| Travel allowance - start and/or finish on job site - more than 50 km from registered office/depot - employer offers to provide transport | $4.94 per day plus payment for time spent travelling in excess of 50km, with a minimum payment of a quarter of an hour at the ordinary rate, and payment for incidental expenses |
| Travel allowance - start and/or finish on job site - more than 50 km from registered office/depot - employer does not offer to provide transport | $27.52 per day plus payment for time spent travelling in excess of 50km, with a minimum payment of a quarter of an hour at the ordinary rate, and payment for incidental expenses |
| Travel time allowance | $8.46 per day |
| Travel time allowance - 1st year junior apprentice - started before 1/1/14 | $3.38 per day |
| Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12 | $4.23 per day |
| Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - completed year 12 | $4.65 per day |
| Travel time allowance - 1st year adult apprentice - started before 1/1/14 | $3.38 per day |
| Travel time allowance - 1st year adult apprentice - started on or after 1/1/14 | $6.77 per day |
| Travel time allowance - 2nd year junior apprentice - started before 1/1/14 | $4.40 per day |
| Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12 | $5.08 per day |
| Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - completed year 12 | $5.50 per day |
| Travel time allowance - 2nd year adult apprentice - started before 1/1/14 | $4.40 per day |
| Travel time allowance - 2nd year adult apprentice - started on or after 1/1/14 | $7.36 per day |
| Travel time allowance - 3rd year junior apprentice | $5.92 per day |
| Travel time allowance - 3rd year adult apprentice - started before 1/1/14 | $5.92 per day |
| Travel time allowance - 3rd year adult apprentice - started on or after 1/1/14 | $7.36 per day |
| Travel time allowance - 4th year junior apprentice | $6.94 per day |
| Travel time allowance - 4th year adult apprentice - started before 1/1/14 | $6.94 per day |
| Travel time allowance - 4th year adult apprentice - started on or after 1/1/14 | $7.36 per day |
| Vehicle allowance | $0.98 per km |