

# Pay Guide - Concrete Products Award

## [MA000056]

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**When do the rates in the pay guide apply from?** The first full pay period starting on or after 01 July 2025.

**What is in this pay guide?** It's a summary of the award rates. Go to the [award](#) for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

**Where can I go for more information?** Our [Pay and Conditions Tool](#) can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our [website](#) also provides useful templates, best practice guides, fact sheets and online courses.

## 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](#). If our information is inconsistent with the award, then the award applies.

If you need further assistance you can [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](#) to receive alerts when pay rates and entitlements change in this pay guide.

## Rates of pay

The rates below include industry allowance.

### Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Afternoon shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Night shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 2 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 2 hours
<b>Tile factories</b>							
Level 1	\$941.15	\$24.77	\$28.49	\$28.49	\$30.96	\$37.16	\$49.54
Level 2	\$966.45	\$25.44	\$29.26	\$29.26	\$31.80	\$38.16	\$50.88
Level 3	\$1,000.85	\$26.34	\$30.29	\$30.29	\$32.93	\$39.51	\$52.68
Level 4	\$1,033.15	\$27.19	\$31.27	\$31.27	\$33.99	\$40.79	\$54.38
Level 5	\$1,086.85	\$28.61	\$32.90	\$32.90	\$35.76	\$42.92	\$57.22
<b>Other than tile factories</b>							
Level 1	\$950.38	\$25.01	\$28.76	\$28.76	\$31.26	\$37.52	\$50.02
Level 2	\$975.68	\$25.68	\$29.53	\$29.53	\$32.10	\$38.52	\$51.36
Level 3	\$1,010.08	\$26.58	\$30.57	\$30.57	\$33.23	\$39.87	\$53.16
Level 4	\$1,042.38	\$27.43	\$31.54	\$31.54	\$34.29	\$41.15	\$54.86
Level 5	\$1,096.08	\$28.85	\$33.18	\$33.18	\$36.06	\$43.28	\$57.70

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<b>Classification</b>	<b>Saturday - all shiftworkers</b>	<b>Sunday - non-continuous shiftworker</b>	<b>Sunday - continuous shiftworkers</b>	<b>Public holiday - non-continuous shiftworker</b>	<b>Public holiday - continuous shiftworker</b>	<b>Public holiday - day worker</b>	<b>Delayed meal break</b>
<b>Tile factories</b>							
Level 1	\$37.16	\$49.54	\$49.54	\$49.54	\$49.54	\$61.93	\$37.16
Level 2	\$38.16	\$50.88	\$50.88	\$50.88	\$50.88	\$63.60	\$38.16
Level 3	\$39.51	\$52.68	\$52.68	\$52.68	\$52.68	\$65.85	\$39.51
Level 4	\$40.79	\$54.38	\$54.38	\$54.38	\$54.38	\$67.98	\$40.79
Level 5	\$42.92	\$57.22	\$57.22	\$57.22	\$57.22	\$71.53	\$42.92
<b>Other than tile factories</b>							
Level 1	\$37.52	\$50.02	\$50.02	\$50.02	\$50.02	\$62.53	\$37.52
Level 2	\$38.52	\$51.36	\$51.36	\$51.36	\$51.36	\$64.20	\$38.52
Level 3	\$39.87	\$53.16	\$53.16	\$53.16	\$53.16	\$66.45	\$39.87
Level 4	\$41.15	\$54.86	\$54.86	\$54.86	\$54.86	\$68.58	\$41.15
Level 5	\$43.28	\$57.70	\$57.70	\$57.70	\$57.70	\$72.13	\$43.28

**Table 3 of 4**

<b>Classification</b>	<b>Overtime - Monday to Saturday - first 2 hours - day worker</b>	<b>Overtime - Monday to Saturday - after 2 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - RDO - first 2 hours - day worker</b>	<b>Overtime - RDO - after 2 hours - day worker</b>	<b>Less than 10 hour break between shifts</b>	<b>Overtime - non-continuous shiftworker - first 2 hours</b>
<b>Tile factories</b>							
Level 1	\$37.16	\$49.54	\$49.54	\$37.16	\$49.54	\$49.54	\$37.16
Level 2	\$38.16	\$50.88	\$50.88	\$38.16	\$50.88	\$50.88	\$38.16
Level 3	\$39.51	\$52.68	\$52.68	\$39.51	\$52.68	\$52.68	\$39.51
Level 4	\$40.79	\$54.38	\$54.38	\$40.79	\$54.38	\$54.38	\$40.79
Level 5	\$42.92	\$57.22	\$57.22	\$42.92	\$57.22	\$57.22	\$42.92
<b>Other than tile factories</b>							
Level 1	\$37.52	\$50.02	\$50.02	\$37.52	\$50.02	\$50.02	\$37.52
Level 2	\$38.52	\$51.36	\$51.36	\$38.52	\$51.36	\$51.36	\$38.52
Level 3	\$39.87	\$53.16	\$53.16	\$39.87	\$53.16	\$53.16	\$39.87
Level 4	\$41.15	\$54.86	\$54.86	\$41.15	\$54.86	\$54.86	\$41.15
Level 5	\$43.28	\$57.70	\$57.70	\$43.28	\$57.70	\$57.70	\$43.28

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<b>Classification</b>	<b>Overtime - non-continuous shiftworker - after 2 hours</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - unrelieved shiftworker</b>	<b>Less than 8 hour break between shifts (shift changes) - shiftworkers</b>
<b>Tile factories</b>				
Level 1	\$49.54	\$49.54	\$49.54	\$49.54
Level 2	\$50.88	\$50.88	\$50.88	\$50.88
Level 3	\$52.68	\$52.68	\$52.68	\$52.68
Level 4	\$54.38	\$54.38	\$54.38	\$54.38
Level 5	\$57.22	\$57.22	\$57.22	\$57.22
<b>Other than tile factories</b>				
Level 1	\$50.02	\$50.02	\$50.02	\$50.02
Level 2	\$51.36	\$51.36	\$51.36	\$51.36
Level 3	\$53.16	\$53.16	\$53.16	\$53.16
Level 4	\$54.86	\$54.86	\$54.86	\$54.86
Level 5	\$57.70	\$57.70	\$57.70	\$57.70

## Casual

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Classification	Hourly pay rate	Afternoon shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Night shift - 5 or more successive shifts (or 6 shifts in a 6 day workshop)	Permanent night shift	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - first 2 hours	Afternoon or night shift - less than 5 successive shifts (or 6 shifts in a 6 day workshop) - after 2 hours	Saturday - all shiftworkers
<b>Tile factories</b>							
Level 1	\$30.96	\$34.68	\$34.68	\$37.16	\$43.35	\$55.73	\$43.35
Level 2	\$31.80	\$35.62	\$35.62	\$38.16	\$44.52	\$57.24	\$44.52
Level 3	\$32.93	\$36.88	\$36.88	\$39.51	\$46.10	\$59.27	\$46.10
Level 4	\$33.99	\$38.07	\$38.07	\$40.79	\$47.58	\$61.18	\$47.58
Level 5	\$35.76	\$40.05	\$40.05	\$42.92	\$50.07	\$64.37	\$50.07
<b>Other than tile factories</b>							
Level 1	\$31.26	\$35.01	\$35.01	\$37.52	\$43.77	\$56.27	\$43.77
Level 2	\$32.10	\$35.95	\$35.95	\$38.52	\$44.94	\$57.78	\$44.94
Level 3	\$33.23	\$37.21	\$37.21	\$39.87	\$46.52	\$59.81	\$46.52
Level 4	\$34.29	\$38.40	\$38.40	\$41.15	\$48.00	\$61.72	\$48.00
Level 5	\$36.06	\$40.39	\$40.39	\$43.28	\$50.49	\$64.91	\$50.49

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<b>Classification</b>	<b>Sunday - non-continuous shiftworker</b>	<b>Sunday - continuous shiftworkers</b>	<b>Public holiday - non-continuous shiftworker</b>	<b>Public holiday - continuous shiftworker</b>	<b>Public holiday - day worker</b>	<b>Delayed meal break</b>	<b>Overtime - Monday to Saturday - first 2 hours - day worker</b>
<b>Tile factories</b>							
Level 1	\$55.73	\$55.73	\$55.73	\$55.73	\$68.12	\$43.35	\$46.44
Level 2	\$57.24	\$57.24	\$57.24	\$57.24	\$69.96	\$44.52	\$47.70
Level 3	\$59.27	\$59.27	\$59.27	\$59.27	\$72.44	\$46.10	\$49.39
Level 4	\$61.18	\$61.18	\$61.18	\$61.18	\$74.77	\$47.58	\$50.98
Level 5	\$64.37	\$64.37	\$64.37	\$64.37	\$78.68	\$50.07	\$53.64
<b>Other than tile factories</b>							
Level 1	\$56.27	\$56.27	\$56.27	\$56.27	\$68.78	\$43.77	\$46.89
Level 2	\$57.78	\$57.78	\$57.78	\$57.78	\$70.62	\$44.94	\$48.15
Level 3	\$59.81	\$59.81	\$59.81	\$59.81	\$73.10	\$46.52	\$49.84
Level 4	\$61.72	\$61.72	\$61.72	\$61.72	\$75.43	\$48.00	\$51.43
Level 5	\$64.91	\$64.91	\$64.91	\$64.91	\$79.34	\$50.49	\$54.09

**Table 3 of 3**

<b>Classification</b>	<b>Overtime - Monday to Saturday - after 2 hours - day worker</b>	<b>Overtime - Sunday - day worker</b>	<b>Overtime - non-continuous shiftworker - first 2 hours</b>	<b>Overtime - non-continuous shiftworker - after 2 hours</b>	<b>Overtime - continuous shiftworker</b>	<b>Overtime - unrelieved shiftworker</b>
<b>Tile factories</b>						
Level 1	\$61.93	\$61.93	\$46.44	\$61.93	\$61.93	\$61.93
Level 2	\$63.60	\$63.60	\$47.70	\$63.60	\$63.60	\$63.60
Level 3	\$65.85	\$65.85	\$49.39	\$65.85	\$65.85	\$65.85
Level 4	\$67.98	\$67.98	\$50.98	\$67.98	\$67.98	\$67.98
Level 5	\$71.53	\$71.53	\$53.64	\$71.53	\$71.53	\$71.53
<b>Other than tile factories</b>						
Level 1	\$62.53	\$62.53	\$46.89	\$62.53	\$62.53	\$62.53
Level 2	\$64.20	\$64.20	\$48.15	\$64.20	\$64.20	\$64.20
Level 3	\$66.45	\$66.45	\$49.84	\$66.45	\$66.45	\$66.45
Level 4	\$68.58	\$68.58	\$51.43	\$68.58	\$68.58	\$68.58
Level 5	\$72.13	\$72.13	\$54.09	\$72.13	\$72.13	\$72.13

## Allowances

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

Allowances	Rate
* Industry allowance - other than tile factories (already included in the rate tables above)	\$0.73 per hour
* Industry allowance - tile factories (already included in the rate tables above)	\$0.49 per hour
Bituminous sprayer allowance	\$0.73 per hour or part of an hour while doing that work
Boot allowance	\$3.20 per week to buy the boots
Clothing allowance	\$2.60 per week to buy the clothing
Distant work - board and lodging	\$116.76 per day for the first 7 days and \$816.84 for any extra week or part thereof
Distant work - fares reimbursement	reimbursement for all reasonable travel fares to the distant work
Epoxy based materials allowance	\$1.14 per hour or part of an hour while doing that work
First aid allowance	\$3.69 per day
Fork-lift operators allowance	\$0.16 per hour up to a maximum of \$5.95 per week
Leading hand allowance - in charge of less than 3 employees	\$0.70 per hour up to a maximum of \$26.76 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Leading hand allowance - in charge of 3 to 6 employees	\$0.92 per hour up to a maximum of \$35.06 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Leading hand allowance - in charge of more than 6 employees	\$1.12 per hour up to a maximum of \$42.44 per week payment in addition to the minimum wage for the highest classification supervised, or own minimum wage, whichever is higher
Loss of clothing reimbursement	reimbursement for destroyed clothing up to a maximum of \$746.90
Meal allowance - overtime	\$19.71 for the first and subsequent meals during overtime and any meals provided by the employee themselves if overtime has been cancelled or shortened
Protective clothing reimbursement	reimbursement for the cost of suitable boots and waders, waterproof overcoat and sou'wester
Sandblasting allowance	\$1.14 per hour or part of an hour while doing that work
Tools reimbursement	reimbursement for tools and gloves
Transfer from job to job	payment at the minimum hourly rate of pay (including any relevant all purpose allowance) for time spent in travel
Working in and out of tanks allowance	\$0.73 per hour with a minimum payment of 4 hours