# Pay Guide - Concrete Products Award

# [MA000056]

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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 July 2024.

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/).

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## Rates of pay

The rates below include industry allowance.

### Full-time & part-time

**Table 1 of 4**

| **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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $909.33 | $23.93 | $27.52 | $27.52 | $29.91 | $35.90 | $47.86 |
| Level 2 | $933.63 | $24.57 | $28.26 | $28.26 | $30.71 | $36.86 | $49.14 |
| Level 3 | $967.03 | $25.45 | $29.27 | $29.27 | $31.81 | $38.18 | $50.90 |
| Level 4 | $998.23 | $26.27 | $30.21 | $30.21 | $32.84 | $39.41 | $52.54 |
| Level 5 | $1,050.13 | $27.64 | $31.79 | $31.79 | $34.55 | $41.46 | $55.28 |
| **Other than tile factories** |
| Level 1 | $918.25 | $24.16 | $27.78 | $27.78 | $30.20 | $36.24 | $48.32 |
| Level 2 | $942.55 | $24.80 | $28.52 | $28.52 | $31.00 | $37.20 | $49.60 |
| Level 3 | $975.95 | $25.68 | $29.53 | $29.53 | $32.10 | $38.52 | $51.36 |
| Level 4 | $1,007.15 | $26.50 | $30.48 | $30.48 | $33.13 | $39.75 | $53.00 |
| Level 5 | $1,059.05 | $27.87 | $32.05 | $32.05 | $34.84 | $41.81 | $55.74 |

**Table 2 of 4**

| **Classification** | **Saturday - all shiftworkers** | **Sunday - non-continuous shiftworker** | **Sunday - continuous shiftworkers** | **Public holiday - non-continuous shiftworker** | **Public holiday - continuous shiftworker** | **Public holiday - day worker** | **Delayed meal break** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $35.90 | $47.86 | $47.86 | $47.86 | $47.86 | $59.83 | $35.90 |
| Level 2 | $36.86 | $49.14 | $49.14 | $49.14 | $49.14 | $61.43 | $36.86 |
| Level 3 | $38.18 | $50.90 | $50.90 | $50.90 | $50.90 | $63.63 | $38.18 |
| Level 4 | $39.41 | $52.54 | $52.54 | $52.54 | $52.54 | $65.68 | $39.41 |
| Level 5 | $41.46 | $55.28 | $55.28 | $55.28 | $55.28 | $69.10 | $41.46 |
| **Other than tile factories** |
| Level 1 | $36.24 | $48.32 | $48.32 | $48.32 | $48.32 | $60.40 | $36.24 |
| Level 2 | $37.20 | $49.60 | $49.60 | $49.60 | $49.60 | $62.00 | $37.20 |
| Level 3 | $38.52 | $51.36 | $51.36 | $51.36 | $51.36 | $64.20 | $38.52 |
| Level 4 | $39.75 | $53.00 | $53.00 | $53.00 | $53.00 | $66.25 | $39.75 |
| Level 5 | $41.81 | $55.74 | $55.74 | $55.74 | $55.74 | $69.68 | $41.81 |

**Table 3 of 4**

| **Classification** | **Overtime - Monday to Saturday - first 2 hours - day worker** | **Overtime - Monday to Saturday - after 2 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - RDO - first 2 hours - day worker** | **Overtime - RDO - after 2 hours - day worker** | **Less than 10 hour break between shifts** | **Overtime - non-continuous shiftworker - first 2 hours** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $35.90 | $47.86 | $47.86 | $35.90 | $47.86 | $47.86 | $35.90 |
| Level 2 | $36.86 | $49.14 | $49.14 | $36.86 | $49.14 | $49.14 | $36.86 |
| Level 3 | $38.18 | $50.90 | $50.90 | $38.18 | $50.90 | $50.90 | $38.18 |
| Level 4 | $39.41 | $52.54 | $52.54 | $39.41 | $52.54 | $52.54 | $39.41 |
| Level 5 | $41.46 | $55.28 | $55.28 | $41.46 | $55.28 | $55.28 | $41.46 |
| **Other than tile factories** |
| Level 1 | $36.24 | $48.32 | $48.32 | $36.24 | $48.32 | $48.32 | $36.24 |
| Level 2 | $37.20 | $49.60 | $49.60 | $37.20 | $49.60 | $49.60 | $37.20 |
| Level 3 | $38.52 | $51.36 | $51.36 | $38.52 | $51.36 | $51.36 | $38.52 |
| Level 4 | $39.75 | $53.00 | $53.00 | $39.75 | $53.00 | $53.00 | $39.75 |
| Level 5 | $41.81 | $55.74 | $55.74 | $41.81 | $55.74 | $55.74 | $41.81 |

**Table 4 of 4**

| **Classification** | **Overtime - non-continuous shiftworker - after 2 hours** | **Overtime - continuous shiftworker** | **Overtime - unrelieved shiftworker** | **Less than 8 hour break between shifts (shift changes) - shiftworkers** |
| --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $47.86 | $47.86 | $47.86 | $47.86 |
| Level 2 | $49.14 | $49.14 | $49.14 | $49.14 |
| Level 3 | $50.90 | $50.90 | $50.90 | $50.90 |
| Level 4 | $52.54 | $52.54 | $52.54 | $52.54 |
| Level 5 | $55.28 | $55.28 | $55.28 | $55.28 |
| **Other than tile factories** |
| Level 1 | $48.32 | $48.32 | $48.32 | $48.32 |
| Level 2 | $49.60 | $49.60 | $49.60 | $49.60 |
| Level 3 | $51.36 | $51.36 | $51.36 | $51.36 |
| Level 4 | $53.00 | $53.00 | $53.00 | $53.00 |
| Level 5 | $55.74 | $55.74 | $55.74 | $55.74 |

### Casual

**Table 1 of 3**

| **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** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $29.91 | $33.50 | $33.50 | $35.90 | $41.88 | $53.84 | $41.88 |
| Level 2 | $30.71 | $34.40 | $34.40 | $36.86 | $43.00 | $55.28 | $43.00 |
| Level 3 | $31.81 | $35.63 | $35.63 | $38.18 | $44.54 | $57.26 | $44.54 |
| Level 4 | $32.84 | $36.78 | $36.78 | $39.41 | $45.97 | $59.11 | $45.97 |
| Level 5 | $34.55 | $38.70 | $38.70 | $41.46 | $48.37 | $62.19 | $48.37 |
| **Other than tile factories** |
| Level 1 | $30.20 | $33.82 | $33.82 | $36.24 | $42.28 | $54.36 | $42.28 |
| Level 2 | $31.00 | $34.72 | $34.72 | $37.20 | $43.40 | $55.80 | $43.40 |
| Level 3 | $32.10 | $35.95 | $35.95 | $38.52 | $44.94 | $57.78 | $44.94 |
| Level 4 | $33.13 | $37.10 | $37.10 | $39.75 | $46.38 | $59.63 | $46.38 |
| Level 5 | $34.84 | $39.02 | $39.02 | $41.81 | $48.77 | $62.71 | $48.77 |

**Table 2 of 3**

| **Classification** | **Sunday - non-continuous shiftworker** | **Sunday - continuous shiftworkers** | **Public holiday - non-continuous shiftworker** | **Public holiday - continuous shiftworker** | **Public holiday - day worker** | **Delayed meal break** | **Overtime - Monday to Saturday - first 2 hours - day worker** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $53.84 | $53.84 | $53.84 | $53.84 | $65.81 | $41.88 | $44.87 |
| Level 2 | $55.28 | $55.28 | $55.28 | $55.28 | $67.57 | $43.00 | $46.07 |
| Level 3 | $57.26 | $57.26 | $57.26 | $57.26 | $69.99 | $44.54 | $47.72 |
| Level 4 | $59.11 | $59.11 | $59.11 | $59.11 | $72.24 | $45.97 | $49.26 |
| Level 5 | $62.19 | $62.19 | $62.19 | $62.19 | $76.01 | $48.37 | $51.83 |
| **Other than tile factories** |
| Level 1 | $54.36 | $54.36 | $54.36 | $54.36 | $66.44 | $42.28 | $45.30 |
| Level 2 | $55.80 | $55.80 | $55.80 | $55.80 | $68.20 | $43.40 | $46.50 |
| Level 3 | $57.78 | $57.78 | $57.78 | $57.78 | $70.62 | $44.94 | $48.15 |
| Level 4 | $59.63 | $59.63 | $59.63 | $59.63 | $72.88 | $46.38 | $49.69 |
| Level 5 | $62.71 | $62.71 | $62.71 | $62.71 | $76.64 | $48.77 | $52.26 |

**Table 3 of 3**

| **Classification** | **Overtime - Monday to Saturday - after 2 hours - day worker** | **Overtime - Sunday - day worker** | **Overtime - non-continuous shiftworker - first 2 hours** | **Overtime - non-continuous shiftworker - after 2 hours** | **Overtime - continuous shiftworker** | **Overtime - unrelieved shiftworker** |
| --- | --- | --- | --- | --- | --- | --- |
| **Tile factories** |
| Level 1 | $59.83 | $59.83 | $44.87 | $59.83 | $59.83 | $59.83 |
| Level 2 | $61.43 | $61.43 | $46.07 | $61.43 | $61.43 | $61.43 |
| Level 3 | $63.63 | $63.63 | $47.72 | $63.63 | $63.63 | $63.63 |
| Level 4 | $65.68 | $65.68 | $49.26 | $65.68 | $65.68 | $65.68 |
| Level 5 | $69.10 | $69.10 | $51.83 | $69.10 | $69.10 | $69.10 |
| **Other than tile factories** |
| Level 1 | $60.40 | $60.40 | $45.30 | $60.40 | $60.40 | $60.40 |
| Level 2 | $62.00 | $62.00 | $46.50 | $62.00 | $62.00 | $62.00 |
| Level 3 | $64.20 | $64.20 | $48.15 | $64.20 | $64.20 | $64.20 |
| Level 4 | $66.25 | $66.25 | $49.69 | $66.25 | $66.25 | $66.25 |
| Level 5 | $69.68 | $69.68 | $52.26 | $69.68 | $69.68 | $69.68 |

## 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) | $0.70 per hour |
| \* Industry allowance - tile factories (already included in the rate tables above) | $0.47 per hour |
| Bituminous sprayer allowance | $0.70 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 | $1.10 per hour or part of an hour while doing that work |
| First aid allowance | $3.57 per day |
| Fork-lift operators allowance | $0.15 per hour up to a maximum of $5.75 per week |
| Leading hand allowance - in charge of less than 3 employees | $0.68 per hour up to a maximum of $25.85 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 | $0.89 per hour up to a maximum of $33.88 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 | $1.08 per hour up to a maximum of $41.01 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 | $19.21 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 | $1.10 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 | $0.70 per hour with a minimum payment of 4 hours |