

WAGE BULLETIN JULY 2018

JOINERY AND BUILDING TRADES AWARD 2010 [MA000029]

The Fair Work Commission has determined that minimum wage rates in Modern Awards will be increased 3.5% from the first full pay period commencing (ppc) on or after 1 July 2018. In addition, Modern Awards contain a range of allowances, including expense related allowances linked to CPI movements, with any increases also payable from ppc 1 July 2018.

Where an employer is required to contribute under the Federal Superannuation Guarantee Legislation the minimum contribution is 9.5% of ordinary time earnings, as at 1 July 2014.

Please note that the rates do not include Tool or Industry Allowances, these allowances may be applicable for all purposes of the award and will need to be added to the minimum wage rates when applicable. Apprentices are also entitled to the full Tool Allowance and Industry Allowance (where applicable) for all purposes of the Award.

Further details can be obtained from the Industrial Relations Department on (03) 9411 4560.

Minimum Wage Rates

| Classification | Weekly Rate | Hourly Rate |
|----------------|-----------------|-----------------|
| | ppc 1 July 2018 | ppc 1 July 2018 |
| | \$ | \$ |
| Level 1 | 719.20 | 18.93 |
| Level 2 | 739.90 | 19.47 |
| Level 3 | 768.30 | 20.22 |
| Level 4 | 794.70 | 20.91 |
| Level 5 | 837.40 | 22.04 |
| Level 6 | 863.60 | 22.73 |
| Level 7 | 889.90 | 23.42 |

(Note: These rates do not contain industry or tool allowances which may be payable for all purposes of the Award – see below for further detail)

Industry Allowance (all purpose where applicable) ppc. 1 July 2018

Pursuant to clause 24(b)(i) of the modern Award, an employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid 142.4% of the standard rate per week extra to compensate for the disabilities associated with the industry.

From ppc 1 July 2018 the industry allowance payable under the modern Award is **\$31.38 per week (equates to \$0.83 per hour)**.

From ppc 1 July 2018 the industry allowance payable to a glazier or apprentice glazier, as per clause 24(b)(ii) under the modern Award, is **\$0.84 per hour**.

Leading Hands (all purpose where applicable) – ppc. 1 July 2018

A leading hand in charge of one or more people must be paid the following, in addition to the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher:

| In Charge Of | Weekly Amount | Equivalent Hourly Rate |
|----------------------|---------------|------------------------|
| 1 employee | \$20.10 | \$0.53 |
| 2-5 employees | \$44.12 | \$1.16 |
| 6-10 employees | \$56.49 | \$1.49 |
| 11 or more employees | \$75.13 | \$1.98 |

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Tool Allowance (all purpose where applicable) – ppc 1 July 2018

Pursuant to clause 24.1(c) of the modern Award, an employee must be paid the following allowance per week extra for supplying and maintaining tools:

| Classification | Weekly Amount Payable | Equivalent Hourly Rate |
|-------------------------|-----------------------|------------------------|
| Carpenter and/or joiner | \$31.69 | \$0.83 |
| Carver | \$31.69 | \$0.83 |
| Joiner special class | \$31.69 | \$0.83 |
| Joiner - setter out | \$31.69 | \$0.83 |
| Letter cutter | \$31.69 | \$0.83 |
| Prefab setter | \$31.69 | \$0.83 |
| Prefab tradesperson | \$31.69 | \$0.83 |
| Shopfitter | \$31.69 | \$0.83 |
| Stonemason | \$31.69 | \$0.83 |
| Plasterer | \$26.20 | \$0.69 |
| Glazier | \$11.13 | \$0.29 |
| Assembler A | \$9.47 | \$0.25 |
| Glass worker | \$7.69 | \$0.20 |
| Painter | \$7.61 | \$0.20 |

Note: Under 24.1(c) (ii), where an employer provides an employee with all the tools reasonably required to perform all the functions of the employee's employment then no tool allowance is payable. In such cases:

- the employer must convey the decision to the employee in writing;
- an employee provided with tools of trade by the employer is not responsible for the loss of such tools where the loss is outside the control of the employee; and
- an employee provided with tools of trade by the employer must replace all or any tools of trade lost due to the negligence of the employee, provided that where the tools of trade are locked in a secure location provided by the employer, or at the employer's premises, the employee must not be held responsible for the loss.

Clause 24.1(c)(ii) does not apply to an employee employed as at 14 January 1993 or an apprentice unless otherwise agreed between the parties.



Apprentice* Wage Rates

*Apply to employees who were aged 20 years of age or younger at the time of entering into a contract of training in a specified trade.

Note: These rates do not include Tool or Industry Allowances. Apprentices are also entitled to FULL Tool Allowance and Industry Allowance (where applicable) for all purposes of the Award.

| Stage of Apprenticeship | Apprentices who <u>have not</u> completed year 12 Hourly Rate ppc 1 July 2018 \$ | Apprentices who <u>have</u> completed year 12 Hourly Rate ppc 1 July 2018 \$ |
|------------------------------|---|---|
| 3 Year Apprenticeship | | |
| Stage 1 | 12.12 | 12.12 |
| Stage 2 | 16.53 | 16.53 |
| Stage 3 | 19.83 | 19.83 |
| 4 Year Apprenticeship | | |
| Stage 1 | 11.02 | 12.12 |
| Stage 2 | 13.22 | 14.32 |
| Stage 3 | 16.53 | 16.53 |
| Stage 4 | 19.83 | 19.83 |

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Adult Apprentices* Wage Rates

*Apply to employees who were aged 21 years of age or older at the time of entering into a contract of training.

Note: These rates do not include Tool or Industry Allowances. Apprentices are also entitled to FULL Tool Allowance and Industry Allowance (where applicable) for all purposes of the Award.

| Stage of Apprenticeship | Adult Apprentice Weekly Rate ppc 1 July 2018 \$ | Adult Apprentice Hourly rate ppc 1 July 2018 \$ |
|------------------------------|--|---|
| 3 Year Apprenticeship | | |
| Stage 1 | 695.00 | 18.29 |
| Stage 2 | 736.90 | 19.39 |
| Stage 3 | 787.20 | 20.72 |
| 4 Year Apprenticeship | | |
| Stage 1 | 678.30 | 17.85 |
| Stage 2 | 711.80 | 18.73 |
| Stage 3 | 736.90 | 19.39 |
| Stage 4 | 787.20 | 20.72 |

A person employed by an employer under this award immediately prior to entering into a training agreement as an adult apprentice with that employer must not suffer a reduction in their minimum wage by virtue of entering into the training agreement. For the purpose only of fixing a minimum wage, the adult apprentice must continue to receive the minimum wage that applies to the classification specified in clause 18.1 in which the adult apprentice was engaged immediately prior to entering into the training agreement.



Allowances

Special Rates (Clause 24.3) – ppc 1 July 2018

| | |
|---|--|
| Asbestos | \$0.88 per hour |
| Bagging | \$0.64 per hour |
| Cold Work | \$0.71 per hour |
| Computing Quantities | \$5.14 per hour |
| Confined Space | \$0.88 per hour |
| Dirty Work | \$0.71 per hour |
| Explosive Powered Tools | \$1.68 per day |
| Grindstone Allowance | \$7.56 per week |
| Heavy Blocks Over 5.5kg and under 9kg | \$0.71 per hour |
| 9kg up to 18kg | \$1.28 per hour |
| Over 18kg | \$1.81 per hour |
| Hot Bitumen | \$0.88 per hour |
| Hot Places Work 46° to 54° | \$0.71 per hour |
| Hot Places Work above 54° | \$0.88 per hour |
| Insulation | \$0.88 per hour |
| Wet Work (Mixed Industry) | \$0.71 per hour |
| Wet Work (Stonemasonry) | \$0.84 per hour |
| Towers Allowance Over 15 metres | \$0.71 per hour |
| Each additional 15 metres | \$0.71 per hour |
| Roof Repairs | \$0.88 per hour |
| Scaffolding | \$0.71 per hour |
| Second Hand Timber | \$2.78 per day |
| Spray Application | \$0.71 per hour |
| Swing Scaffold | \$5.11 per hour first 4 hours \$1.06 per hour thereafter |
| Toxic Substances | \$0.88 per hour |
| Toxic Substances – working in close proximity | \$0.71 per hour |
| Collection of monies | \$6.46 per week |

Meal Allowance (Clause 24.2(b)) – ppc 1 July 2018

After at least 1.5 hours after working ordinary hours an employee is entitled to \$15.06 to meet the cost of a meal.

First Aid (Clause 24.2(a)) – ppc 1 July 2018

The allowance is \$16.66 per week.

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Compensation for Clothes and Tools (Clause 24.2(d)) – ppc 1 July 2018

An employee shall be reimbursed a maximum of \$1838.00 by his employer in accordance with this clause.

Allowance for Distant Jobs (Clause 24.5(a)(ii)) – ppc 1 July 2018

The allowance is \$494.94 per full working week (of seven days) or where the job is for less than a full working week, \$70.81 per day.

