

AM2014/265 Electrical, Electronic and Communications Contracting Award 2010

Submissions

Further document information – Arial 14 Bold

Response to exposure draft

We make reference to the 4-yearly review of modern awards—Award stage—Group 4 awards (AM2014/250 and others) decision calling for submissions on the matters highlighted in the Modern Award Exposure draft. Our responses to the changes are

- Page 5 Clause 1.2 agreed / supported
- Page 7 Fair Work Act references changes. Agreed/supported
- Page 8 Clause 3.1 Agreed /supported
- Page 12 Clause 6.8 Agreed/supported
- Page 14 Clause 11 MEA supports the modern award having a daily minimum engagement for casuals. Whilst the FWC decision has not been finalised we have no objection to the provisional view of the Commission.
- Page 17 Clause 12.14 as currently worded does not allow for Junior rates for non-electrical activities and classifications such as Level 1 to 2 that address labouring and non-electrical work that is not deemed to be an apprenticeship trade.

An example of the rates that may apply are

		EW Grade 1	EW Grade 2
	%/rate*	\$18.55	\$19.21
Under 16	36.80%	\$6.83	\$7.07
At 16	47.30%	\$8.77	\$9.09
At 17	57.80%	\$10.72	\$11.10
At 18	68.30%	\$12.67	\$13.12
At 19	82.50%	\$15.30	\$15.85
At 20	97.70%	\$18.12	\$18.77

*MEA has used the minimum wage junior percentages for demonstration purposes only

Various previous NAPSA did have clarity that juniors in labouring areas (doing non-electrical work) were available. It is clear from the current wording that labouring is not a trade whereby any State apprenticeship authority has prescribed such classification as an apprenticeship trade.

We submit that the redrafting that may be needed is clarity about the circumstances that can have junior employees engaged and additional protections to make sure there is no negative effect that may reduce apprenticeship numbers or placements. As an example, below is a copy of the Queensland Electrical Contracting Industry NAPSA

5.5 EMPLOYEES UNDER 18 YEARS OF AGE

5.5.1 An employee under the age of 18 may be engaged to perform either:

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- (a) *general labouring duties primarily in a workshop;*
- (b) *storework; or*
- (c) *assisting adults erecting or installing antenna.*

5.5.2 The employee shall work under the direct supervision of an adult and shall receive appropriate on-the-job training to enable the safe and competent performance of work. Such training should include: health and safety information, relevant equipment and material skills, documentation procedures and introduction to supervisors, fellow employees and Union delegate.

5.5.3 The minimum rates of wages for employees under 18 years, shall be the following percentage of the Weekly Rate of Pay for an Electrical Worker Grade 1 as specified in clause 5.4.1:

	%
<i>Under 17 years of age</i>	<i>55</i>
<i>17 years and under 18</i>	<i>65</i>

5.5.4 Rates of pay shall be calculated in multiples of 10 cents with any 5 cents or more being taken to the next highest cent multiple.

5.5.5 Upon reaching 18 years of age, an employee shall be classified and paid at the rate applicable to the work being performed.

5.5.6 All other conditions applicable to adult employees shall apply.

5.5.7 The proportion of employees under 18 years employed in the accordance of clause 5.5 shall not exceed one to every 2 adult employees.

5.5.8 General

Employees under 18 years:

- (a) *shall not be employed on significant construction sites.*
- (b) *shall receive superannuation payments in accordance with clause 5.7 of this award.*

An employer shall not employ employees under the age of 18 in any trade covered by this Award where the Training Recognition Council has prescribed such classifications as an apprenticeship trade.

The Queensland NAPSA obviously does not align with the AIRC and FWC decisions since 2007 and subsequent modernisation process however does demonstrate that the current modern award clause does not obviously facilitate

a legitimate form of employment in the Electrical Contracting industry that does occur in other industries and as such may well be limiting legitimate additional entry points into the industry for future apprentices and electrical workers.

Page 18 MEA submits that the proposed clause for shift work is not a “new” clause and that the clause is to clarify technical and drafting issues currently causing confusion within the industry. Given the reluctance of the parties to reach a consensus we concede that referral to a full bench for consideration is the most appropriate outcome. The proposed shift work clause, while not our submission is not a priority for MEA at this time and is not an issue that will be actively pursued by MEA at this time.

Page 20 Clause 13.9 rest breaks. MEA accepts that further consideration of this matter by the full bench is required.

Page 22 Clause 13.13 Shift Allowances. MEA accepts that matters pertaining to the Plain Language Full Bench will be affected by the outcome of that full bench. MEA accepts the other changes made in clause 13.13 – 13.18.

Page 24 Clause 14.1 (C) agreed /supported

Page 27-28 Clause 16.4 (a)(iii) agreed supported

Page 30 Clause 16.6(b) noted.

Clause 16.6(d) noted

Page 31 Clause 16.8 noted

Page 32-38 Clause 17.2 allowances expressed as dollar figures, agreed and supported.

Page 42 Clause 20 noted changes made in accordance with FWC decisions and noted referral of leave loading to another full bench.

Page 49-50 Clause 27.6 MEA would submit that given the reference refers to legislation based in state jurisdiction and subject to change by State Governments, broad wording that indicates the relevant safety legislation should suffice. An example may be “relevant applicable State and or Territory work health and safety legislation”. This would then account for situations like Western Australia where different industry safety is covered by different acts

- Occupational Health and Safety Act 1984;
- Mines Safety and Inspection Act 1994;
- Petroleum (Submerged Lands) Act 1982;
- Petroleum and Geothermal Energy Resources Act 1967; and
- Pipelines Act 1969.

Page 60 – 74 Schedule B. MEA submits that the Schedule B in the exposure draft will result in more confusion and more underpayments than the current modern award

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schedule B. We submit that the schedule as it is presented will confuse employers and employees about when the allowance is included in the rate of pay, what the “all-purpose rate” actually is or that the rates are in fact “all purpose” allowances.

MEA submits that there are 2 major solutions to the issue of schedule B. The first is to remove schedule B and to allow employers and employees to determine the correct rate of pay for themselves using the different section of the modern award. This will force all parties to read and understand the allowances hourly rate and other penalties and loadings to determine a rate.

The second alternative is to develop a format that is easy to reference. MEA would submit the exposure draft schedule B is not easy to reference. MEA would submit that a better model already exists from the Fair Work Ombudsman wage sheet. Please refer to attached example.

MEA submits that the current Ombudsman wage sheet is the best example for employers and employees to work from. At only 3 additional pages compared to the Modern Award Schedule B we believe that this format is far less susceptible to misinterpretation and increases comprehension and accuracy.

The example at attachment 1 is the current version from the FWO website. We have not checked the calculations or amounts against the exposure draft, but it shows clearly what can be achieved.

MEA is prepared to provide detailed feedback about the exposure draft schedule B, however the majority of that feedback concerns the complexities of using the document which we simply say is not user friendly for employees or payroll staff in small business.

We appreciate the opportunity to provide these submissions for the Commissions consideration.



Jason O'Dwyer

Manager Advisory Services

Attachment 1

Rates of pay

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

Adult

Full-time & part-time

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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
Includes industry allowance						
Electrical worker grade 1	\$734.84	\$19.34	\$29.01	\$38.68	\$38.68	\$48.35
Electrical worker grade 2	\$759.94	\$20.00	\$30.00	\$40.00	\$40.00	\$50.00
Electrical worker grade 3	\$785.54	\$20.67	\$31.01	\$41.34	\$41.34	\$51.68
Electrical worker grade 4	\$811.04	\$21.34	\$32.01	\$42.68	\$42.68	\$53.35
Includes industry and tool allowance						
Electrical worker grade 3	\$804.60	\$21.17	\$31.76	\$42.34	\$42.34	\$52.93
Electrical worker grade 4	\$830.10	\$21.84	\$32.76	\$43.68	\$43.68	\$54.60
Electrical worker grade 5	\$858.10	\$22.58	\$33.87	\$45.16	\$45.16	\$56.45
Electrical worker grade 6	\$883.40	\$23.25	\$34.88	\$46.50	\$46.50	\$58.13
Electrical worker grade 7	\$931.80	\$24.52	\$36.78	\$49.04	\$49.04	\$61.30
Electrical worker grade 8	\$976.50	\$25.70	\$38.55	\$51.40	\$51.40	\$64.25
Electrical worker grade 9	\$995.50	\$26.20	\$39.30	\$52.40	\$52.40	\$65.50
Electrical worker grade 10	\$1,071.80	\$28.21	\$42.32	\$56.42	\$56.42	\$70.53
Includes industry, tool and electrician’s licence allowance						
Electrical worker grade 5	\$887.23	\$23.35	\$35.03	\$46.70	\$46.70	\$58.38
Electrical worker grade 6	\$912.53	\$24.01	\$36.02	\$48.02	\$48.02	\$60.03
Electrical worker grade 7	\$960.93	\$25.29	\$37.94	\$50.58	\$50.58	\$63.23
Electrical worker grade 8	\$1,005.63	\$26.46	\$39.69	\$52.92	\$52.92	\$66.15
Electrical worker grade 9	\$1,024.63	\$26.96	\$40.44	\$53.92	\$53.92	\$67.40
Electrical worker grade 10	\$1,100.93	\$28.97	\$43.46	\$57.94	\$57.94	\$72.43



Attachment 1

Table 2 of 3

Classification	Working through a meal break	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
Includes industry allowance						
Electrical worker grade 1	\$29.01	\$29.01	\$38.68	\$22.24	\$29.01	\$38.68
Electrical worker grade 2	\$30.00	\$30.00	\$40.00	\$23.00	\$30.00	\$40.00
Electrical worker grade 3	\$31.01	\$31.01	\$41.34	\$23.77	\$31.01	\$41.34
Electrical worker grade 4	\$32.01	\$32.01	\$42.68	\$24.54	\$32.01	\$42.68
Includes industry and tool allowance						
Electrical worker grade 3	\$31.76	\$31.76	\$42.34	\$24.35	\$31.76	\$42.34
Electrical worker grade 4	\$32.76	\$32.76	\$43.68	\$25.12	\$32.76	\$43.68
Electrical worker grade 5	\$33.87	\$33.87	\$45.16	\$25.97	\$33.87	\$45.16
Electrical worker grade 6	\$34.88	\$34.88	\$46.50	\$26.74	\$34.88	\$46.50
Electrical worker grade 7	\$36.78	\$36.78	\$49.04	\$28.20	\$36.78	\$49.04
Electrical worker grade 8	\$38.55	\$38.55	\$51.40	\$29.56	\$38.55	\$51.40
Electrical worker grade 9	\$39.30	\$39.30	\$52.40	\$30.13	\$39.30	\$52.40
Electrical worker grade 10	\$42.32	\$42.32	\$56.42	\$32.44	\$42.32	\$56.42
Includes industry, tool and electrician's licence allowance						
Electrical worker grade 5	\$35.03	\$35.03	\$46.70	\$26.85	\$35.03	\$46.70
Electrical worker grade 6	\$36.02	\$36.02	\$48.02	\$27.61	\$36.02	\$48.02
Electrical worker grade 7	\$37.94	\$37.94	\$50.58	\$29.08	\$37.94	\$50.58
Electrical worker grade 8	\$39.69	\$39.69	\$52.92	\$30.43	\$39.69	\$52.92
Electrical worker grade 9	\$40.44	\$40.44	\$53.92	\$31.00	\$40.44	\$53.92
Electrical worker grade 10	\$43.46	\$43.46	\$57.94	\$33.32	\$43.46	\$57.94



Attachment 1

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Classification	Permanent night shift	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	\$25.14	\$29.01	\$38.68	\$29.01	\$38.68	\$38.68
Electrical worker grade 2	\$26.00	\$30.00	\$40.00	\$30.00	\$40.00	\$40.00
Electrical worker grade 3	\$26.87	\$31.01	\$41.34	\$31.01	\$41.34	\$41.34
Electrical worker grade 4	\$27.74	\$32.01	\$42.68	\$32.01	\$42.68	\$42.68
Includes industry and tool allowance						
Electrical worker grade 3	\$27.52	\$31.76	\$42.34	\$31.76	\$42.34	\$42.34
Electrical worker grade 4	\$28.39	\$32.76	\$43.68	\$32.76	\$43.68	\$43.68
Electrical worker grade 5	\$29.35	\$33.87	\$45.16	\$33.87	\$45.16	\$45.16
Electrical worker grade 6	\$30.23	\$34.88	\$46.50	\$34.88	\$46.50	\$46.50
Electrical worker grade 7	\$31.88	\$36.78	\$49.04	\$36.78	\$49.04	\$49.04
Electrical worker grade 8	\$33.41	\$38.55	\$51.40	\$38.55	\$51.40	\$51.40
Electrical worker grade 9	\$34.06	\$39.30	\$52.40	\$39.30	\$52.40	\$52.40
Electrical worker grade 10	\$36.67	\$42.32	\$56.42	\$42.32	\$56.42	\$56.42
Includes industry, tool and electrician's licence allowance						
Electrical worker grade 5	\$30.36	\$35.03	\$46.70	\$35.03	\$46.70	\$46.70
Electrical worker grade 6	\$31.21	\$36.02	\$48.02	\$36.02	\$48.02	\$48.02
Electrical worker grade 7	\$32.88	\$37.94	\$50.58	\$37.94	\$50.58	\$50.58
Electrical worker grade 8	\$34.40	\$39.69	\$52.92	\$39.69	\$52.92	\$52.92
Electrical worker grade 9	\$35.05	\$40.44	\$53.92	\$40.44	\$53.92	\$53.92
Electrical worker grade 10	\$37.66	\$43.46	\$57.94	\$43.46	\$57.94	\$57.94



Attachment 1

Casual

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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	Working through a meal break
Includes industry allowance						
Electrical worker grade 1	\$24.18	\$33.85	\$43.52	\$43.52	\$53.19	\$33.85
Electrical worker grade 2	\$25.00	\$35.00	\$45.00	\$45.00	\$55.00	\$35.00
Electrical worker grade 3	\$25.84	\$36.17	\$46.51	\$46.51	\$56.84	\$36.17
Electrical worker grade 4	\$26.68	\$37.35	\$48.02	\$48.02	\$58.69	\$37.35
Includes industry and tool allowance						
Electrical worker grade 3	\$26.46	\$37.05	\$47.63	\$47.63	\$58.22	\$37.05
Electrical worker grade 4	\$27.30	\$38.22	\$49.14	\$49.14	\$60.06	\$38.22
Electrical worker grade 5	\$28.23	\$39.52	\$50.81	\$50.81	\$62.10	\$39.52
Electrical worker grade 6	\$29.06	\$40.69	\$52.31	\$52.31	\$63.94	\$40.69
Electrical worker grade 7	\$30.65	\$42.91	\$55.17	\$55.17	\$67.43	\$42.91
Electrical worker grade 8	\$32.13	\$44.98	\$57.83	\$57.83	\$70.68	\$44.98
Electrical worker grade 9	\$32.75	\$45.85	\$58.95	\$58.95	\$72.05	\$45.85
Electrical worker grade 10	\$35.26	\$49.37	\$63.47	\$63.47	\$77.58	\$49.37
Includes industry, tool and electrician's licence allowance						
Electrical worker grade 5	\$29.19	\$40.86	\$52.54	\$52.54	\$64.21	\$40.86
Electrical worker grade 6	\$30.01	\$42.02	\$54.02	\$54.02	\$66.03	\$42.02
Electrical worker grade 7	\$31.61	\$44.26	\$56.90	\$56.90	\$69.55	\$44.26
Electrical worker grade 8	\$33.08	\$46.31	\$59.54	\$59.54	\$72.77	\$46.31
Electrical worker grade 9	\$33.70	\$47.18	\$60.66	\$60.66	\$74.14	\$47.18
Electrical worker grade 10	\$36.21	\$50.70	\$65.18	\$65.18	\$79.67	\$50.70



Table 2 of 3

Classification	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	\$27.08	\$33.85	\$43.52	\$29.98
Electrical worker grade 2	\$28.00	\$35.00	\$45.00	\$31.00
Electrical worker grade 3	\$28.94	\$36.17	\$46.51	\$32.04
Electrical worker grade 4	\$29.88	\$37.35	\$48.02	\$33.08
Includes industry and tool allowance				
Electrical worker grade 3	\$29.64	\$37.05	\$47.63	\$32.81
Electrical worker grade 4	\$30.58	\$38.22	\$49.14	\$33.85
Electrical worker grade 5	\$31.61	\$39.52	\$50.81	\$35.00
Electrical worker grade 6	\$32.55	\$40.69	\$52.31	\$36.04
Electrical worker grade 7	\$34.33	\$42.91	\$55.17	\$38.01
Electrical worker grade 8	\$35.98	\$44.98	\$57.83	\$39.84
Electrical worker grade 9	\$36.68	\$45.85	\$58.95	\$40.61
Electrical worker grade 10	\$39.49	\$49.37	\$63.47	\$43.73
Includes industry, tool and electrician's licence allowance				
Electrical worker grade 5	\$32.69	\$40.86	\$52.54	\$36.19
Electrical worker grade 6	\$33.61	\$42.02	\$54.02	\$37.22
Electrical worker grade 7	\$35.41	\$44.26	\$56.90	\$39.20
Electrical worker grade 8	\$37.04	\$46.31	\$59.54	\$41.01
Electrical worker grade 9	\$37.74	\$47.18	\$60.66	\$41.79
Electrical worker grade 10	\$40.56	\$50.70	\$65.18	\$44.90

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Classification	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	\$33.85	\$43.52	\$33.85	\$43.52
Electrical worker grade 2	\$35.00	\$45.00	\$35.00	\$45.00
Electrical worker grade 3	\$36.17	\$46.51	\$36.17	\$46.51
Electrical worker grade 4	\$37.35	\$48.02	\$37.35	\$48.02
Includes industry and tool allowance				
Electrical worker grade 3	\$37.05	\$47.63	\$37.05	\$47.63
Electrical worker grade 4	\$38.22	\$49.14	\$38.22	\$49.14
Electrical worker grade 5	\$39.52	\$50.81	\$39.52	\$50.81
Electrical worker grade 6	\$40.69	\$52.31	\$40.69	\$52.31
Electrical worker grade 7	\$42.91	\$55.17	\$42.91	\$55.17
Electrical worker grade 8	\$44.98	\$57.83	\$44.98	\$57.83
Electrical worker grade 9	\$45.85	\$58.95	\$45.85	\$58.95
Electrical worker grade 10	\$49.37	\$63.47	\$49.37	\$63.47
Includes industry, tool and electrician's licence allowance				
Electrical worker grade 5	\$40.86	\$52.54	\$40.86	\$52.54
Electrical worker grade 6	\$42.02	\$54.02	\$42.02	\$54.02
Electrical worker grade 7	\$44.26	\$56.90	\$44.26	\$56.90
Electrical worker grade 8	\$46.31	\$59.54	\$46.31	\$59.54
Electrical worker grade 9	\$47.18	\$60.66	\$47.18	\$60.66
Electrical worker grade 10	\$50.70	\$65.18	\$50.70	\$65.18

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
Apprentice - 1st year	\$366.33	\$9.64	\$14.46	\$19.28	\$19.28	\$24.10
Apprentice - 2nd year	\$470.51	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 3rd year	\$626.78	\$16.49	\$24.74	\$32.98	\$32.98	\$41.23
Apprentice - 4th year	\$730.96	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10

Table 2 of 3

Classification	Working through a meal break	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
Apprentice - 1st year	\$14.46	\$14.46	\$19.28	\$11.09	\$14.46	\$19.28
Apprentice - 2nd year	\$18.57	\$18.57	\$24.76	\$14.24	\$18.57	\$24.76
Apprentice - 3rd year	\$24.74	\$24.74	\$32.98	\$18.96	\$24.74	\$32.98
Apprentice - 4th year	\$28.86	\$28.86	\$38.48	\$22.13	\$28.86	\$38.48

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Classification	Permanent night shift	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	\$12.53	\$14.46	\$19.28	\$14.46	\$19.28	\$19.28
Apprentice - 2nd year	\$16.09	\$18.57	\$24.76	\$18.57	\$24.76	\$24.76
Apprentice - 3rd year	\$21.44	\$24.74	\$32.98	\$24.74	\$32.98	\$32.98
Apprentice - 4th year	\$25.01	\$28.86	\$38.48	\$28.86	\$38.48	\$38.48

Attachment 1



Adult apprentice - Started before 1 Jan 2014

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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
Apprentice - 1st year	\$366.33	\$9.64	\$14.46	\$19.28	\$19.28	\$24.10
Apprentice - 2nd year	\$470.51	\$12.38	\$18.57	\$24.76	\$24.76	\$30.95
Apprentice - 3rd year	\$626.78	\$16.49	\$24.74	\$32.98	\$32.98	\$41.23
Apprentice - 4th year	\$730.96	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10

Table 2 of 3

Classification	Working through a meal break	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
Apprentice - 1st year	\$14.46	\$14.46	\$19.28	\$11.09	\$14.46	\$19.28
Apprentice - 2nd year	\$18.57	\$18.57	\$24.76	\$14.24	\$18.57	\$24.76
Apprentice - 3rd year	\$24.74	\$24.74	\$32.98	\$18.96	\$24.74	\$32.98
Apprentice - 4th year	\$28.86	\$28.86	\$38.48	\$22.13	\$28.86	\$38.48

Table 3 of 3

Classification	Permanent night shift	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	\$12.53	\$14.46	\$19.28	\$14.46	\$19.28	\$19.28
Apprentice - 2nd year	\$16.09	\$18.57	\$24.76	\$18.57	\$24.76	\$24.76
Apprentice - 3rd year	\$21.44	\$24.74	\$32.98	\$24.74	\$32.98	\$32.98
Apprentice - 4th year	\$25.01	\$28.86	\$38.48	\$28.86	\$38.48	\$38.48

Attachment 1



Attachment 1

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
Apprentice - 1st year	\$453.15	\$11.93	\$17.90	\$23.86	\$23.86	\$29.83
Apprentice - 2nd year	\$539.96	\$14.21	\$21.32	\$28.42	\$28.42	\$35.53
Apprentice - 3rd year	\$626.78	\$16.49	\$24.74	\$32.98	\$32.98	\$41.23
Apprentice - 4th year	\$730.96	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10

Table 2 of 3

Classification	Working through a meal break	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
Apprentice - 1st year	\$17.90	\$17.90	\$23.86	\$13.72	\$17.90	\$23.86
Apprentice - 2nd year	\$21.32	\$21.32	\$28.42	\$16.34	\$21.32	\$28.42
Apprentice - 3rd year	\$24.74	\$24.74	\$32.98	\$18.96	\$24.74	\$32.98
Apprentice - 4th year	\$28.86	\$28.86	\$38.48	\$22.13	\$28.86	\$38.48

Table 3 of 3

Classification	Permanent night shift	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	\$15.51	\$17.90	\$23.86	\$17.90	\$23.86	\$23.86
Apprentice - 2nd year	\$18.47	\$21.32	\$28.42	\$21.32	\$28.42	\$28.42
Apprentice - 3rd year	\$21.44	\$24.74	\$32.98	\$24.74	\$32.98	\$32.98
Apprentice - 4th year	\$25.01	\$28.86	\$38.48	\$28.86	\$38.48	\$38.48



Attachment 1



Attachment 1

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
Apprentice - 1st year	\$496.56	\$13.07	\$19.61	\$26.14	\$26.14	\$32.68
Apprentice - 2nd year	\$583.37	\$15.35	\$23.03	\$30.70	\$30.70	\$38.38
Apprentice - 3rd year	\$626.78	\$16.49	\$24.74	\$32.98	\$32.98	\$41.23
Apprentice - 4th year	\$730.96	\$19.24	\$28.86	\$38.48	\$38.48	\$48.10

Table 2 of 3

Classification	Working through a meal break	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
Apprentice - 1st year	\$19.61	\$19.61	\$26.14	\$15.03	\$19.61	\$26.14
Apprentice - 2nd year	\$23.03	\$23.03	\$30.70	\$17.65	\$23.03	\$30.70
Apprentice - 3rd year	\$24.74	\$24.74	\$32.98	\$18.96	\$24.74	\$32.98
Apprentice - 4th year	\$28.86	\$28.86	\$38.48	\$22.13	\$28.86	\$38.48

Table 3 of 3

Classification	Permanent night shift	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	\$16.99	\$19.61	\$26.14	\$19.61	\$26.14	\$26.14
Apprentice - 2nd year	\$19.96	\$23.03	\$30.70	\$23.03	\$30.70	\$30.70
Apprentice - 3rd year	\$21.44	\$24.74	\$32.98	\$24.74	\$32.98	\$32.98
Apprentice - 4th year	\$25.01	\$28.86	\$38.48	\$28.86	\$38.48	\$38.48



Attachment 1



Attachment 1

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
Apprentice - 1st year	\$713.59	\$18.78	\$28.17	\$37.56	\$37.56	\$46.95
Apprentice - 2nd year	\$775.35	\$20.40	\$30.60	\$40.80	\$40.80	\$51.00
Apprentice - 3rd year	\$775.35	\$20.40	\$30.60	\$40.80	\$40.80	\$51.00
Apprentice - 4th year	\$775.35	\$20.40	\$30.60	\$40.80	\$40.80	\$51.00

Table 2 of 3

Classification	Working through a meal break	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
Apprentice - 1st year	\$28.17	\$28.17	\$37.56	\$21.60	\$28.17	\$37.56
Apprentice - 2nd year	\$30.60	\$30.60	\$40.80	\$23.46	\$30.60	\$40.80
Apprentice - 3rd year	\$30.60	\$30.60	\$40.80	\$23.46	\$30.60	\$40.80
Apprentice - 4th year	\$30.60	\$30.60	\$40.80	\$23.46	\$30.60	\$40.80

Table 3 of 3

Classification	Permanent night shift	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	\$24.41	\$28.17	\$37.56	\$28.17	\$37.56	\$37.56
Apprentice - 2nd year	\$26.52	\$30.60	\$40.80	\$30.60	\$40.80	\$40.80
Apprentice - 3rd year	\$26.52	\$30.60	\$40.80	\$30.60	\$40.80	\$40.80
Apprentice - 4th year	\$26.52	\$30.60	\$40.80	\$30.60	\$40.80	\$40.80



Attachment 1



Attachment 1

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	\$1.87 per hour up to a maximum of \$71.20 per week
* Electrical distribution line maintenance and tree clearing allowance	\$62.30 per week
* Electrician's licence allowance (already included in the rate tables above)	\$29.13 per week
* Electrician's licence allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$11.65 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)	\$14.57 per week
* Electrician's licence allowance - 1st year junior apprentice - started on or after 1/1/14 - did complete year 12 (already included in the rate tables above)	\$16.02 per week
* Electrician's licence allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$11.65 per week
* Electrician's licence allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$23.30 per week
* Electrician's licence allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$15.15 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)	\$17.48 per week
* Electrician's licence allowance - 2nd year junior apprentice - started on or after 1/1/14 - did complete year 12 (already included in the rate tables above)	\$18.93 per week
* Electrician's licence allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$15.15 per week
* Electrician's licence allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$25.34 per week



Attachment 1

Allowances	Rate
* Electrician's licence allowance - 3rd year junior apprentice (already included in the rate tables above)	\$20.39 per week
* Electrician's licence allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$20.39 per week
* Electrician's licence allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$25.34 per week
* Electrician's licence allowance - 4th year junior apprentice (already included in the rate tables above)	\$23.89 per week
* Electrician's licence allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$23.89 per week
* Electrician's licence allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$25.34 per week
First aid allowance	\$0.45 per hour up to a maximum of \$16.99 per week
* Industry allowance (already included in the rate tables above)	\$29.94 per week
* Industry allowance - 1st year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$11.98 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)	\$14.97 per week
* Industry allowance - 1st year junior apprentice - started on or after 1/1/14 - did complete year 12 (already included in the rate tables above)	\$16.47 per week
* Industry allowance - 1st year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$11.98 per week
* Industry allowance - 1st year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$23.95 per week
* Industry allowance - 2nd year junior apprentice - started before 1/1/14 (already included in the rate tables above)	\$15.57 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)	\$17.96 per week
* Industry allowance - 2nd year junior apprentice - started on or after 1/1/14 - did complete year 12 (already included in the rate tables above)	\$19.46 per week



Attachment 1

Allowances	Rate
* Industry allowance - 2nd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$15.57 per week
* Industry allowance - 2nd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$26.05 per week
* Industry allowance - 3rd year junior apprentice (already included in the rate tables above)	\$20.96 per week
* Industry allowance - 3rd year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$20.96 per week
* Industry allowance - 3rd year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$26.05 per week
* Industry allowance - 4th year junior apprentice (already included in the rate tables above)	\$24.55 per week
* Industry allowance - 4th year adult apprentice - started before 1/1/14 (already included in the rate tables above)	\$24.55 per week
* Industry allowance - 4th year adult apprentice - started on or after 1/1/14 (already included in the rate tables above)	\$26.05 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	\$34.79 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	\$48.55 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	\$65.54 per week
Living away from home - board and lodging allowance - full week	\$478.91 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 \$478.91 per week
Living away from home - meal allowance	\$15.03 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



Attachment 1

Allowances	Rate
Loss of tools allowance	payment up to a maximum trade value of \$376.00
Meal allowance - overtime	\$15.03 for each meal
Multistorey allowance - 0-15 floors	\$0.55 per hour
Multistorey allowance - 16-30 floors	\$0.68 per hour
Multistorey allowance - 31-45 floors	\$1.04 per hour
Multistorey allowance - 46-60 floors	\$1.32 per hour
Multistorey allowance - more than 60 floors	\$1.68 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	\$1.23 per hour with an additional \$0.68 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	\$1.36 per hour with an additional \$0.68 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	\$1.72 per hour with an additional \$0.68 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	\$2.00 per hour with an additional \$0.68 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	\$2.36 per hour with an additional \$0.68 per hour for work above each further 15 metres
Towers allowance - higher than 15 metres	\$0.68 per hour with an additional \$0.68 per hour for work above each further 15 metres
* Nominee allowance - electrical mechanics	\$74.44 per week
* Ordering materials allowance - building and construction industry - 1 day in pay period on such duties	\$3.24 per week
* Ordering materials allowance - building and construction industry - 2 days in pay period on such duties	\$6.48 per week
* Ordering materials allowance - building and construction industry - 3 days in pay period on such duties	\$9.72 per week
* Ordering materials allowance - building and construction industry - 4 or more days in pay period on such duties	\$16.18 per week



Attachment 1

Allowances	Rate
* 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	\$19.06 per week
Travel allowance - start and/or finish on job site - up to 50 km from registered office/depot - employer offers to provide transport	\$3.37 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	\$18.80 per day
Travel allowance - start and/or finish on job site - more than 50 km from registered office/depot - employer offers to provide transport	\$3.37 per day plus payment for time spent travelling in excess of 50km at the appropriate 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	\$18.80 per day plus payment for time spent travelling in excess of 50km at the appropriate rate and payment for incidental expenses
Travel time allowance	\$5.78 per day
Travel time allowance - 1st year junior apprentice - started before 1/1/14	\$2.31 per day
Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - did not complete year 12	\$2.89 per day
Travel time allowance - 1st year junior apprentice - started on or after 1/1/14 - did complete year 12	\$3.18 per day
Travel time allowance - 1st year adult apprentice - started before 1/1/14	\$2.31 per day
Travel time allowance - 1st year adult apprentice - started on or after 1/1/14	\$4.62 per day
Travel time allowance - 2nd year junior apprentice - started before 1/1/14	\$3.01 per day
Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - did not complete year 12	\$3.47 per day
Travel time allowance - 2nd year junior apprentice - started on or after 1/1/14 - did complete year 12	\$3.76 per day
Travel time allowance - 2nd year adult apprentice - started before 1/1/14	\$3.01 per day
Travel time allowance - 2nd year adult apprentice - started on or after 1/1/14	\$5.03 per day
Travel time allowance - 3rd year junior apprentice	\$4.05 per day
Travel time allowance - 3rd year adult apprentice - started before 1/1/14	\$4.05 per day
Travel time allowance - 3rd year adult apprentice - started on or after 1/1/14	\$5.03 per day



Attachment 1

Allowances	Rate
Travel time allowance - 4th year junior apprentice	\$4.74 per day
Travel time allowance - 4th year adult apprentice - started before 1/1/14	\$4.74 per day
Travel time allowance - 4th year adult apprentice - started on or after 1/1/14	\$5.03 per day
Vehicle allowance	\$0.78 per km

Disclaimer

The Fair Work Ombudsman is committed to providing advice that you can rely on.

The information contained in this guide is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional.

