

WAGE BULLETIN 2020

(From 1 November 2020)

JOINERY AND BUILDING TRADES AWARD 2010 [MA000029]

This wage bulletin contains information about minimum wages and allowances under the Joinery and Building Trades Award 2010 (the Award) applicable from the first full pay period commencing on or after 1 November 2020.

How to use this wage bulletin

This wage bulletin is divided into two parts:

Part A – contains the rates of pay (page 2 onwards)

Part B – contains allowances (page 6 onwards)

Once you have identified an employee's minimum rate of pay from Part A, you must determine if any allowances are applicable in Part B. There are all purpose, disability and special allowances that may be payable.

Update to this wage bulletin

In its Annual Wage Review, the Fair Work Commission (FWC) has determined that rates of pay in the Award will increase from the first full pay period commencing on or after 1 November 2020. The FWC has determined that this increase will be 1.75%.

In addition to this percentage increase, expense related allowances have been adjusted in accordance with CPI movements. These adjustments are also applicable from the first full pay period on or after 1 November 2020.

This wage bulletin adjusts the wage rates and allowances in accordance with these increases.

Important information

The minimum rates of pay in this bulletin do not incorporate all purpose allowances under the Award. These include the industry, tool and leading hands allowance. If these allowances apply to an employee, they will be payable in all situations and need to be added to the employee's minimum wages. Please note, that apprentices are also entitled to any applicable all purpose allowance in full.

If you require further assistance, please contact the MBV IR team on (03) 9411 4555.

Whilst all care has been taken in the preparation of this wage bulletin, no responsibility or liability is accepted by Master Builders for the accuracy of the information.

Part A – Wage Rates

The wage rates below are the minimum rates prescribed by the Award.

It is important to note that these rates are not inclusive of all purpose allowances (i.e. the industry, tool and leading hands allowances), which may be payable under the Award in all situations.

If an all purpose allowance applies, it must be added to the employee’s minimum pay rate.

Classification	Minimum weekly rate	Minimum hourly rate
Level 1	\$753.80	\$19.84
Level 2	\$775.40	\$20.41
Level 3	\$805.10	\$21.19
Level 4	\$832.80	\$21.92
Level 5	\$877.60	\$23.09
Level 6	\$905.10	\$23.82
Level 7	\$932.60	\$24.54

To determine if any all purpose allowances are applicable, please refer to Part B of this wage bulletin.



Apprentice - Wage Rates

The apprentice wage rates below apply to employees who were 20 years of age or younger at the time of commencing the training in a specified trade.

It is important to note that these rates are not inclusive of certain all purpose allowances (i.e. industry and tool allowance). Where applicable, apprentices are entitled to these all purpose allowances in full.

Stage of apprenticeship	Apprentices who <u>have not</u> completed year 12 Hourly Rate	Apprentices who <u>have</u> completed year 12 Hourly Rate
3 Year Apprenticeship		
Stage 1	\$12.70	\$12.70
Stage 2	\$17.32	\$17.32
Stage 3	\$20.78	\$20.78
4 Year Apprenticeship		
Stage 1	\$11.55	\$12.70
Stage 2	\$13.86	\$15.01
Stage 3	\$17.32	\$17.32
Stage 4	\$20.78	\$20.78

For further information on the all purpose allowances, please refer to Part B of this wage bulletin.



Adult Apprentices - Wage Rates

The adult apprentice wage rate below apply to employees who were 21 years of age or older at the time of commencing the training in a specified trade.

It is important to note that these rates are not inclusive of certain all purpose allowances (i.e. industry and tool allowance). Where applicable, apprentices are entitled to these all purpose allowances in full.

Stage of apprenticeship	Adult Apprentice Weekly Rate	Adult Apprentice Hourly rate
3 Year Apprenticeship		
Stage 1	\$728.40	\$19.20
Stage 2	\$772.30	\$20.30
Stage 3	\$824.90	\$21.70
4 Year Apprenticeship		
Stage 1	\$710.90	\$18.70
Stage 2	\$746.00	\$19.60
Stage 3	\$772.30	\$20.30
Stage 4	\$824.90	\$21.70

For further information on the all purpose allowances, please refer to Part B of this wage bulletin.

Please note, a person employed by an employer under the 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.



Part B - Allowances

I. Industry allowance (all purpose)

The Award prescribes an industry allowance to compensate for disabilities associated with the industry. This allowance is payable irrespective of the working being performed. The quantum of the all purpose allowance depends on the task or role being performed.

Task/role	Weekly rate	Hourly rate
Joinery, shopfitting, stonemasonry or outside work	\$32.89	\$0.87 (equivalent)
Glazier	N/A	\$0.88

For work other than joinery, shopfitting, stonemasonry and outside work and other than the role of a glazier, no industry allowance is payable under the Award.

II. Tool allowance (all purpose)

The Award prescribes the following allowances per week for supplying and maintaining tools. The rates below are payable for all purposes under the Award.

Where an employee is provided with all the tools reasonably necessary to perform all the functions of the employee's employment, no tool allowance is payable. The decision to supply all tools must be conveyed to the employee in writing.

Classification	Weekly Amount Payable	Hourly Rate (equivalent)
Carpenter and/or joiner	\$32.70	\$0.86
Carver	\$32.70	\$0.86
Joiner special class	\$32.70	\$0.86
Joiner - setter out	\$32.70	\$0.86
Letter cutter	\$32.70	\$0.86
Prefab setter	\$32.70	\$0.86
Prefab tradesperson	\$32.70	\$0.86
Shopfitter	\$32.70	\$0.86
Stonemason	\$32.70	\$0.86



Classification	Weekly Amount Payable	Hourly Rate (equivalent)
Plasterer	\$27.04	\$0.71
Glazier	\$11.49	\$0.30
Assembler A	\$9.78	\$0.26
Glass worker	\$7.93	\$0.21
Painter	\$7.85	\$0.21

III. Leading hands allowance (all purpose)

An employee in charge of one or more people must be paid a leading hands allowance. The allowance is calculated on the basis of employee’s minimum wage rate or the highest classification supervised, whichever is the greater.

For simplicity, we have calculated the below on the assumption that the employee in charge is either a level five classification or supervising a Level 5 classification or below.

In charge of	Weekly Amount	Hourly Rate (equivalent)
1 employee	\$21.06	\$0.55
2-5 employees	\$46.24	\$1.22
6-10 employees	\$59.19	\$1.56
11 or more employees	\$78.73	\$2.07



IV. Additional allowances

Allowance	Rate
General allowances	
Meal allowance	\$15.71 per occasion
First aid allowance	\$17.46 per week
Distant job allowance	\$73.47 per day
Compensation for clothes and tools	\$1896 per occasion
Special allowances	
Asbestos	\$0.92 per hour
Bagging	\$0.67 per hour
Cold Work	\$0.74 per hour
Computing Quantities	\$5.38 per hour
Confined Space	\$0.92 per hour
Dirty Work	\$0.74 per hour
Explosive Powered Tools	\$1.75 per day
Grindstone Allowance	\$7.92 per week
Heavy Blocks Over 5.5kg and under 9kg	\$0.74 per hour
9kg up to 18kg	\$1.34 per hour
Over 18kg	\$1.89 per hour
Hot Bitumen	\$0.92 per hour
Hot Places Work 46° to 54°	\$0.74 per hour
Hot Places Work above 54°	\$0.92 per hour
Insulation	\$0.92 per hour
Wet Work (Mixed Industry)	\$0.74 per hour
Wet Work (Stonemasonry)	\$0.88 per hour
Towers Allowance Over 15 metres	\$0.74 per hour
Each additional 15 metres	\$0.74 per hour
Roof Repairs	\$0.92 per hour

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Scaffolding	\$0.74 per hour
Second Hand Timber	\$2.91 per day
Spray Application	\$0.74 per hour
Swing Scaffold	\$5.36 per hour first 4 hours \$1.11 per hour thereafter
Toxic Substances	\$0.92 per hour
Toxic Substances – working in close proximity	\$0.74 per hour
Collection of monies	\$6.77 per week

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