



Joinery and Building Trades Award 2020

Effective 1 July 2022

This national award applies to Pty Ltd employers and their employees. In WA it does not apply to sole traders, unincorporated partnerships, or unincorporated trusts. These enterprises are covered by the WA state awards system. For further information contact iradvice@mbawa.com

MODERN AWARD WAGES

Rates in this circular have been increased, effective 1 July 2022.

ALLOWANCES

Most allowances have increased effective 1 July. Allowances are paid in addition to wage rates in this circular unless specifically stated as already included.

WHAT IF I CURRENTLY PAY OVER THE AWARD?

This circular identifies minimum wages only. If you are already paying above the relevant wage rate contained in this circular, absorption of the wage increase may automatically occur and no adjustment may be necessary.

Types of employment

FULL TIME

Full time employees are engaged to work an average of 38 hours per week and receive all permanent benefits including annual leave, personal leave and redundancy pay.

PART TIME

Part time employees are engaged to work less than 38 hours per week and have predictable hours and patterns of work. Part time employees receive all other permanent benefits including annual leave, personal leave and redundancy pay. Part time employees are engaged for a minimum daily engagement of three (3) hours.

CASUAL

Casual employees are engaged for a minimum daily engagement of 7.6 hours.

Casual employees receive a 25% loading on top of their hourly rate in compensation for annual leave, personal leave, redundancy pay, notice of termination and other permanent benefits.

Ordinary hours

Ordinary working hours are 38 per week worked between the hours of 6am and 7pm Monday to Friday. Ordinary hours are scheduled over a 20-day cycle, with 0.4 of an hour on each day accruing towards a paid rostered day off (RDO) in each cycle. The modern award allows for an agreement between the employer and a majority of employees to substitute a RDO for an alternative day or reach an agreement for working other than the rostered day off cycle.

Wage rates

(INCLUDING INDUSTRY ALLOWANCE AND TOOL ALLOWANCE– see definition of Industry Allowance below)

Classification	Description	Full Time Rate – Per Hour	Casual Rate – Per Hour
Level 7	Carver	\$28.16	\$35.20
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$27.38	\$34.23
Level 5	Glazier	\$26.02	\$32.53
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$26.61	\$33.26
Level 5	Painter	\$25.91	\$32.39
Level 4	Stonemason's Assistant	\$24.44	\$30.56
Level 3	Assembler A	\$23.97	\$29.97
Level 2	Assembler B	\$22.90	\$28.62
Level 1	General Hand; Factory Hand	\$22.31	\$27.89

INCLUDING INDUSTRY ALLOWANCE ONLY – see definition of Industry Allowance below)

Classification	Description	Full Time Rate – Per Hour	Casual Rate – Per Hour
Level 7	Carver	\$27.24	\$34.05
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$26.46	\$33.08
Level 5	Glazier	\$25.70	\$32.13
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$25.69	\$32.11
Level 4	Stonemason's Assistant	\$24.44	\$30.56
Level 3	Assembler A	\$23.70	\$29.62
Level 2	Assembler B	\$22.90	\$28.62
Level 1	General Hand; Factory Hand	\$22.31	\$27.89

(EXCLUDING INDUSTRY AND TOOL ALLOWANCES- see definition of Industry Allowance below)

Classification	Description	Full Time Rate – Per Hour	Casual Rate – Per Hour
Level 7	Carver	\$26.31	\$32.89
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$25.54	\$31.92
Level 5	Glazier	\$24.76	\$30.95
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$24.76	\$30.95
Level 4	Stonemason's Assistant	\$23.52	\$29.40
Level 3	Assembler A	\$22.77	\$28.46
Level 2	Assembler B	\$21.97	\$27.46
Level 1	General Hand; Factory Hand	\$21.38	\$26.73

Industry allowance

- (i) 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.
- (ii) A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid 3.8% of the standard rate per hour extra while engaged other than on factory glazing to compensate for the disabilities associated with the industry, provided that:
- In respect of public holidays not worked (where payment is otherwise due), paid leave and attendance by apprentices at prescribed technical training, the disability allowance must also be paid for each hour the employee would have been engaged other than on factory glazing during such period; and
 - In the case of an employee proceeding on paid leave or receiving payment instead of leave on termination where it cannot be established to what extent they would have been engaged on other than factory glazing during the period, the disability allowance paid is to be pro rata of the disability allowance they were paid in the preceding 12 weeks.

Note: the standard rate is \$24.76

Allowances

Leading hands	In charge of 1 employee 2–5 employees 6–10 employees more than 11 employees	Amount of the standard rate 91.2% per week extra 200.2% per week extra 256.3% per week extra 340.9% per week extra	per week \$22.58 \$49.57 \$63.46 \$84.41
First-aid allowance		\$18.72 per week	
Meal allowance		\$16.07 per occasion	
Motor vehicle allowance (glass and glazing work)		\$0.91 per km	

		% of the standard rate	Per hour unless otherwise stated
Asbestos		4%	\$0.99
Bagging		2.9%	\$0.72
Cold work		3.2%	\$0.79
Computing quantities		23.3%	\$5.77
Confined space		4.0%	\$0.99
Dirty work		3.2%	\$0.79
Explosive power tools		7.6%	\$1.88
Grindstone allowance		34.3%	\$8.49
Heavy blocks	over 5.5kg and under 9kg	3.2% per hour extra	\$0.79
	9kg and up to 18kg	5.8% per hour extra	\$1.44
	Over 18kg	8.2% per hour extra	\$2.03
Hot bitumen		4%	\$0.99
Hot places	between 46°C and 54°C	3.2% per hour extra	\$0.79
	in excess of 54°C	4% per hour extra	\$0.99
Insulation		4%	\$0.99
Vehicle / plant		0.6%	\$5.65
Wet work		3.2%	\$0.79

	% of the standard rate	Per hour unless otherwise stated
Wet work (stonemasonry work in a cemetery)	3.8%	\$0.94
Tower allowance (see 24.3(n) of the Award, where applicable)	3.2%	\$0.79
Roof repairs	4%	\$0.99
Scaffolding	3.2%	\$0.79
Second hand timber	12.6% per day	\$3.12 per day
Slushing	3.2%	\$0.79
Spray application	3.2%	\$0.79
Swing scaffold	23.2% for the first four hours 4.8% per hour thereafter	\$5.74 \$1.19
Toxic substances	4%	\$0.99
Toxic substances (working in close proximity)	3.2%	\$0.79
Collection of monies (glass and glazing work)	29.3% per week	\$7.25

Tool allowance

(INCLUDED IN WAGE TABLE 1 AND 2 - DO NOT ADD AGAIN)

An employee must be paid the following allowance per week extra for supplying and maintaining tools:

Carpenter and/or joiner	\$34.87
Carver	\$34.87
Joiner special class	\$34.87
Joiner-setter out	\$34.87
Letter cutter	\$34.87
Prefab setter	\$34.87
Prefab tradesperson	\$34.87
Shopfitter	\$34.87
Stonemason	\$34.98
Plasterer	\$28.84
Glazier	\$12.25
Assembler A	\$10.42
Glass worker	\$8.40
Painter	\$8.37

APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

	Joinery and building trades apprentices* – per hour
1st year	\$12.38
2nd year	\$14.86
3rd year	\$18.57
4th year	\$22.28

APPRENTICES WHO HAVE COMPLETED YEAR 12

	Joinery and building trades apprentices* – per hour
1st year	\$13.62
2nd year	\$16.09
3rd year	\$18.57
4th year	\$22.28

ADULT APPRENTICE WAGES

A person employed by an employer 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 in which the adult apprentice was engaged immediately prior to entering into the training agreement.

Subject to the above, the adult apprentice rates are as follows:

	Adult Joinery and building trades apprentices* – per hour
1st year	\$20.06
2nd year	\$21.05
3rd year	\$21.79
4th year	\$23.28

**Plus industry allowance, where applicable (see above).*