

Joinery and Building Trades Award 2020

Effective 1 July 2023

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

AWARD INCREASES 1 JULY 2023

Following the Fair Work Commission 2023 Minimum Wage Review, the wages in this award have been increased by 5.7%, effective from first full pay period occurring on or after 1 July 2023.

ALLOWANCES

Most allowances have increased effective 1 July 2023. 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 effective 1 July 2023

(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	\$29.79	\$37.24
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$28.97	\$36.21
Level 5	Glazier	\$27.50	\$34.41
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$28.15	\$35.19
Level 5	Painter	\$27.40	\$34.25
Level 4	Stonemason's Assistant	\$25.85	\$32.31
Level 3	Assembler A	\$25.35	\$31.69
Level 2	Assembler B	\$24.21	\$30.27
Level 1	General Hand; Factory Hand	\$23.59	\$29.49

(EXCLUDING TOOL ALLOWANCE - WITH INDUSTRY ALLOWANCE – SEE BELOW)

Classification	Description	Full Time Rate Per Hour	Casual Rate Per Hour
Level 7	Carver	\$28.81	\$36.01
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$27.99	\$34.99
Level 5	Glazier	\$27.16	\$33.95
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$27.17	\$33.96
Level 4	Stonemason's Assistant	\$25.85	\$32.31
Level 3	Assembler A	\$25.06	\$31.33
Level 2	Assembler B	\$24.21	\$30.26
Level 1	General Hand; Factory Hand	\$23.59	\$29.49

(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	\$27.83	\$34.79
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$27.01	\$33.76
Level 5	Glazier	\$26.18	\$32.73
Level 5	Carpenter and/or Joiner; Painter; Plasterer (shopfitter) or Stonemason	\$26.18	\$32.73
Level 4	Stonemason's Assistant	\$24.87	\$31.09
Level 3	Assembler A	\$24.08	\$30.10
Level 2	Assembler B	\$23.23	\$29.04
Level 1	General Hand; Factory Hand	\$22.61	\$28.26

Industry allowance

An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid \$ 37.28 per week extra to compensate for the disabilities associated with the industry.

A glazier or an apprentice glazier, engaged other than on factory glazing, must be paid \$1.00 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.

Other allowances- effective 1 July 2023

Leading hands	In charge of	\$ per week
	1 employee	23.88
	2–5 employees	52.41
	6–10 employees	67.10
	more than 11 employees	89.25
First-aid allowance		\$19.79 per week
Meal allowance		\$17.57 per occasion
Motor vehicle allowance (glass and glazing work)		\$0.95 per km

		Per hour unless otherwise stated
Asbestos		1.05
Bagging		0.76
Cold work		0.84
Computing quantities		6.10 per day
Confined space		1.05
Dirty work		0.84
Explosive power tools		1.99 per day
Grindstone allowance		8.98 per week
Heavy blocks	over 5.5kg and under 9kg;	0.84
	9kg and up to 18kg;	1.52
	Over 18kg;	2.15
Hot bitumen		\$1.05
Hot places	between 46°C and 54°C	\$0.84
	more than 54°C	\$1.05
Insulation		\$1.05
Vehicle / plant		\$5.97

Wet work	\$0.84
Wet work (stonemasonry work in a cemetery)	\$0.99
Tower allowance (see 24.3(n) of the Award, where applicable)	\$0.84
Roof repairs	\$1.05
Scaffolding	\$0.79
Second hand timber	\$3.30 per day
Slushing	\$0.79
Spray application	\$0.84
Swing scaffold; for first four hours; thereafter	\$6.07 \$1.26
Toxic substances	\$1.05
Toxic substances (working in close proximity)	\$1.05
Collection of monies (glass and glazing work)	\$7.67 per week

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:

Classification	\$ Per week
Carpenter and/or joiner	37.32
Carver	37.32
Joiner special class	37.32
Joiner-setter out	37.32
Letter cutter	37.32
Prefab setter	37.32
Prefab tradesperson	37.32
Shopfitter	37.32
Stonemason	37.32
Plasterer	30.87
Glazier	13.11
Assembler A	11.15
Glass worker	9.05
Painter	8.96

APPRENTICE WAGES - effective 1 July 2023

4 YEAR APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

	\$ per hour
Stage 1 – apprentice glazier	14.08
Stage 1 – all others	14.07
Stage 2 – apprentice glazier	16.70
Stage 2 – all others	16.69
Stage 3 – apprentice glazier	20.63
Stage 3 – all others	20.62
Stage 4 – apprentice glazier	24.56
Stage 4 – all others	24.55

4 YEAR APPRENTICES WHO HAVE COMPLETED YEAR 12

	\$ per hour
Stage 1 – apprentice glazier	15.39
Stage 1 – all others	15.38
Stage 2 – apprentice glazier	18.01
Stage 2 – all others	18.00
Stage 3 – apprentice glazier	20.63
Stage 3 – all others	20.62
Stage 4 – apprentice glazier	24.56
Stage 4 – all others	24.55

ADULT APPRENTICE WAGES

A person employed by an employer immediately prior to becoming an adult apprentice must not suffer a reduction in their wage by virtue of entering into the training agreement. Subject to this requirement, the adult apprentice rates are as follows:

Adult Apprentice	\$ per hour
Stage 1 – apprentice glazier	22.20
Stage 1 – all others	22.19
Stage 2 – apprentice glazier	23.25
Stage 2 – all others	23.24
Stage 3 – apprentice glazier	24.03
Stage 3 – all others	24.02
Stage 4 – apprentice glazier	25.60
Stage 4 – all others	25.59

**Plus industry allowance, where applicable (see above). #For 3-year apprenticeship wages contact Master Builders.*