



Joinery and Building Trades Award 2020

Effective 1 July 2025

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 2025

Following the Fair Work Commission 2025 Minimum Wage Review, the wages in this award have been increased by 3.5%, effective from first full pay period occurring on or after 1 July 2025.

ALLOWANCES

Most allowances have increased effective 1 July 2025. 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 – from 1 July 2025

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

Classification		Full Time Per Hour	Per week
Level 7	Carver	\$29.88	\$1,135.50
Level 6	Letter cutter; Joiner-setter out; Signwriter	\$29.00	\$1,102.00
Level 5	Carpenter and/or Joiner; Painter; Plasterer, Glazier Stonemason	\$28.12	\$1068.00
Level 4	Stonemason's Assistant	\$26.70	\$1,014.70
Level 3	Assembler A	\$25.85	\$982.40
Level 2	Assembler B	\$24.95	\$948.00
Level 1	General Hand; Factory Hand	\$24.28	\$922.70

Apprentice wages (including industry allowance)

4 Year Apprentices	Who has NOT completed yr 12 \$ per hr. ordinary rate	Who has completed year 12. \$ per hr. ordinary rate
Stage 1 – apprentice glazier	15.13	16.53
Stage 1 – all others	15.11	16.51
Stage 2 – apprentice glazier	17.94	19.35
Stage 2 – all others	17.92	19.33
Stage 3 – apprentice glazier	22.16	22.16
Stage 3 – all others	22.14	22.14
Stage 4 – apprentice glazier	26.38	22.38
Stage 4 – all others	26.36	22.36

3 Year Apprentices	\$ per hr. ordinary rate
Stage 1 – apprentice glazier	16.53
Stage 1 – all others	16.51
Stage 2 – apprentice glazier	22.16
Stage 2 – all others	22.14
Stage 3 – apprentice glazier	26.38
Stage 3 – all others	26.36

Wage rates – from 1 July 2025 ctd

Adult Apprentices *(employees at least 20 years of age who start an apprenticeship after having been employed in another classification must receive no less than the former rate)*

Adult Apprentices	\$ per hour ordinary rate
Stage 1 – apprentice glazier	23.84
Stage 1 – all others	23.82
Stage 2 – apprentice glazier	24.97
Stage 2 – all others	24.95
Stage 3 – apprentice glazier	25.81
Stage 3 – all others	25.79
Stage 4 – apprentice glazier	27.50
Stage 4 – all others	27.48

Allowances

Industry Allowance

An employee engaged on joinery work, shopfitting, stonemasonry or outside work must be paid **\$40.04 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 **\$1.07 per hour extra** while engaged other than on factory glazing to compensate for the disabilities associated with the industry.

General allowances.

		\$ Per hour unless otherwise stated
Leading hands	In charge of	\$ per week
	1 employee	25.65
	2–5 employees	56.30
	6–10 employees	72.07
	more than 11 employees	95.86
First-aid allowance		\$21.26 per week
Meal allowance		\$18.51 per meal
Motor vehicle allowance (glass and glazing work)		\$0.98 per km
Asbestos		\$ 1.12
Bagging		82c
Cold work		90c
Computing quantities		\$6.55 per day
Confined space		1.12
Dirty work		90c

Explosive power tools		2.14 per day
Grindstone allowance		9.65 per week
Heavy blocks	over 5.5kg and under 9kg;	90c
	9kg and up to 18kg;	1.63
	Over 18kg;	2.31
Hot bitumen		1.12
Hot places	• between 46°C and 54°C	90c
	• more than 54°C	1.12
Insulation		1.12
Wet work		90c
Wet work (stonemasonry work in a cemetery)		1.07
Tower allowance (see 24.3(n) of the Award, where applicable)		90c
Roof repairs		1.12
Scaffolding		82c
Secondhand timber		3.54 per day
Spray application		90c
Swing scaffold; for first four hours; Thereafter additional p/h		6.52
		1.35
Toxic substances		1.12
Toxic substances (working in close proximity)		90c
Collection of monies (glass and glazing work)		8.24 per week

Tool allowances

Classification	Tool Allowance \$ Per week
Carpenter and/or joiner	38.67
Carver	38.67
Joiner special class	38.67
Joiner-setter out	38.67
Letter cutter	38.67
Prefab setter	38.67
Prefab tradesperson	38.67
Shopfitter	38.67
Stonemason	38.67
Plasterer	31.99
Glazier	13.58
Assembler A	11.55
Glass worker	9.38
Painter	9.28