



# Association of Consulting Architects

The Business of Architecture

ACA national

Box 17, Flinders Lane Post Office  
Melbourne, VIC 8009  
ABN 25 619 781 055

T +61 1300 653 026  
M +61 (0)432 646 711  
E [nat@aca.org.au](mailto:nat@aca.org.au)  
[www.aca.org.au](http://www.aca.org.au)

## NATIONAL ARCHITECTS AWARD 2020 (MODERN AWARD) MA000079

### Wage rates applicable from the first full pay period from 1 July 2021

Prepared by Fair Work Lawyers for the Association of Consulting Architects.

This wage guide covers employees that fall under the **Architects Award 2020** ('the Award'). A broad range of employees are included and work within the classifications set out in 'Schedule A' of the Award.

Awards do not apply to employees to whom an enterprise agreement (including a pre-*Fair Work Act 2009* transitional instrument) applies.

A copy of the full award is available from:

[https://www.fwc.gov.au/documents/documents/modern\\_awards/award/ma000079/default.htm](https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000079/default.htm)

### Currency

This wage sheet is applicable from the first full pay period on or after 1 July 2021.

### Further information

If you are unsure about the coverage of any employee, or you would like further information about the Award, please submit an Industrial Relations Query via [our website](#).

### Notes:

- (1) This sheet is intended as a summary of the rates of pay and allowances under the Award. It is not intended to be a substitute for the Award, and does not include other information contained in the Award, the National Employment Standards or other laws, such as redundancy payments, overtime, shift and penalty rates which affect employee's entitlements.
- (2) This is a complicated Award that contains unique and often misunderstood provisions. Each breach of an award can lead to penalties of up to \$66,600 (for a corporation) and \$13,320 for individuals, including individuals in corporations who are involved with a breach. ACA recommends clients obtain advice in relation to any matters that they are unsure about.
- (3) Businesses who provide above award entitlements should consider formalising their arrangements through an enterprise agreement and/or appropriately drafted contractual arrangements. Readers should seek specific legal advice in relation to their circumstances.

**A. MINIMUM RATES OF PAY**

GRADUATES OF ARCHITECTURE & REGISTERED ARCHITECTS

Classification	Yearly rate	Weekly rate	Base hourly rate	Casual rate
Level 1 Graduate of Architecture				
Entry	\$54 808	\$1 050.60	\$27.65	\$34.56
1 <sup>st</sup> pay point	\$57 705	\$1 106.20	\$29.11	\$36.39
2 <sup>nd</sup> pay point	\$60 601	\$1 161.70	\$30.57	\$38.21
Level 2(a) Experienced Graduate of Architecture	\$63 364	\$1 214.60	\$31.96	\$39.95
Level 2(b) Registered Architect				
Entry	\$63 364	\$1 214.60	\$31.96	\$39.95
1 <sup>st</sup> pay point	\$65 322	\$1 252.20	\$32.95	\$41.19
2 <sup>nd</sup> pay point	\$67 284	\$1 289.80	\$33.94	\$42.43

STUDENTS OF ARCHITECTURE – 21 YEARS AND OVER

Classification	Relevant percentage	Yearly rate	Weekly rate	Base hourly rate	Casual rate
Less than 3 years of experience	-	\$40 176	\$772.60	\$20.33	\$25.41
3 <sup>rd</sup> year of experience	75%	\$41 106	\$788.12	\$20.74	\$25.93

STUDENTS OF ARCHITECTURE – BELOW 21 YEARS OLD

Classification	Relevant percentage	Yearly rate	Weekly rate	Base hourly rate	Casual rate
First 13 weeks	35%	\$19 183	\$368.90	\$9.68	\$12.10
Next 13 weeks	50%	\$27 404	\$527.00	\$13.83	\$17.29
Next 26 weeks	65%	\$35 626	\$685.12	\$17.97	\$22.46
2 <sup>nd</sup> year of experience	70%	\$38 366	\$737.81	\$19.36	\$24.20
3 <sup>rd</sup> year of experience	75%	\$41 106	\$790.50	\$20.74	\$25.93

**NATIONAL ARCHITECTS AWARD WAGE RATES JULY 2021**

**BACHELOR'S DEGREE WITH A PATHWAY TO A MASTER OF ARCHITECTURE**

Classification	Relevant percentage	Yearly rate	Weekly rate	Base hourly rate	Casual rate
1 <sup>st</sup> year of experience 85%	85%	\$46 587	\$895.90	\$23.50	\$29.38
2 <sup>nd</sup> year of experience 90%	90%	\$49 327	\$948.60	\$24.89	\$31.11
3 <sup>rd</sup> year of experience 95%	95%	\$52 068	\$1,001.31	\$26.27	\$32.84

**B. ALLOWANCES**

The allowances under this Award are adjusted in accordance with CPI (Sch C.2.2)

Allowance	Clause	Amount	Comment
Vehicle Allowance	15.2	<b>\$0.80</b> per km	Payable to employees required to use own motor vehicle for work purposes
Fares, travelling expenses and travelling time	15.3(a)	<p>Payment for all fares necessarily incurred each day in excess of the normal fares of travelling from their home to work and return</p> <p>If the employee travels by economy air travel, \$9.85 for each meal if the employee did not receive a meal on the flight</p> <p>Payment for all time spent travelling in excess of the time normally spent travelling to work</p> <p>OR</p> <p>If the travelling time is in excess of one hour each way, provision of reasonable living away from home expense reimbursement for any period in excess of 4 weeks.</p>	Payable where an employee is directed to travel to a place other than their usual place of employment.
Sleeping away from home	15.3(b)	Allowance for all reasonable expenses incurred.	Payable where an employee is directed to work at a place away from their workplace which involves sleeping away from their residence
Permanent relocation	15.3(c)	Allowance equivalent to all fares, travelling and temporary lodging and the transport of the employee's family effects from their then place of residence to their new place of residence	Payable where an employee's place of work is altered permanently such that the employee must change their place of residence
Equipment and special clothing	15.4(a)	Either the provision of, or reimbursement for, any technical equipment or special clothing	Payable where the employer requires an employee to use any technical equipment or special clothing

**NATIONAL ARCHITECTS AWARD WAGE RATES JULY 2021**

---

<b>Allowance</b>	<b>Clause</b>	<b>Amount</b>	<b>Comment</b>
Protective Clothing	15.4(b)	Either the provision of, or reimbursement for, any protective equipment	Payable where the employer requires an employee to wear protective equipment on-site