



## Association of Consulting Architects

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# NATIONAL GRAPHIC ARTS, PRINTING & PUBLISHING AWARD 2020 (MODERN AWARD) MA000026

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

This wage guide covers employees that fall under **Graphic Arts, Printing and Publishing 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/ma000026/default.htm](https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000026/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**

ADULT BASE RATES

Classification	Weekly Rate	Hourly Rate	Casual Rate
Level 1	\$772.60	\$20.33	\$25.41
Level 2	\$794.80	\$20.92	\$26.15
Level 3	\$825.20	\$21.72	\$27.15
Level 4	\$853.60	\$22.46	\$28.08
Level 5	\$899.50	\$23.67	\$29.59
Level 6	\$927.70	\$24.41	\$30.51
Level 7	\$955.90	\$25.16	\$31.45
Level 8	\$981.50	\$25.83	\$32.29

JUNIOR ARTIST AND/OR DESIGNER

Classification	Relevant Percentage	Weekly Rate	Hourly Rate	Casual Rate
Under 17 years	37.5% of Level 4	\$320.10	\$8.42	\$10.53
17 years	47.5% of Level 4	\$405.46	\$10.67	\$13.34
18 years	60% of Level 4	\$512.16	\$13.48	\$16.85
19 years	72.5% of Level 4	\$618.86	\$16.29	\$20.36
20 years	87.5% of Level 4	\$746.90	\$19.66	\$24.58

OTHER JUNIOR EMPLOYEES (other than those in a daily newspaper office)

Classification	Relevant Percentage	Weekly Rate	Hourly Rate	Casual Rate
Under 16 years	30% of Level 2	\$238.44	\$6.27	\$7.84
16 years	40% of Level 2	\$317.92	\$8.37	\$10.46
17 years	50% of Level 2	\$397.40	\$10.46	\$13.07
18 years	60% of Level 2	\$476.88	\$12.55	\$15.69
19 years	75% of Level 2	\$596.10	\$15.69	\$19.61
20 years	90% of Level 2	\$715.32	\$18.82	\$23.53

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APPRENTICES (Commenced on or after 1 January 2014)

Has not completed year 12

Classification	Relevant Percentage	Weekly Rate	Hourly Rate
Stage 1	50% of Level 5	\$449.75	\$11.84
Stage 2	60% of Level 5	\$539.70	\$14.20
Stage 3	72.5% of Level 5	\$652.14	\$17.16
Stage 4	87.5% of Level 5	\$787.06	\$20.71

Has completed year 12

Classification	Relevant Percentage	Weekly Rate	Hourly Rate
Stage 1	55% of Level 5	\$494.73	\$13.02
Stage 2	65% of Level 5	\$584.68	\$15.39
Stage 3	72.5% of Level 5	\$652.14	\$17.16
Stage 4	87.5% of Level 5	\$787.06	\$20.71

Adult apprentices

Classification	Relevant Percentage	Weekly Rate	Hourly Rate
Stage 1	82% of Level 5	\$737.59	\$20.33
Stage 2	87% of Level 5	\$782.57	\$20.59
Stage 3	92% of Level 5	\$827.54	\$21.78
Stage 4	100% of Level 5	\$899.50	\$23.67

**B. ALLOWANCES**

Some of the allowances in this Award are expressed as a percentage of the 'standard rate', i.e. the adult base rate for a Level 5 rate (cl 2.1) being \$899.50. Other (expense-related) allowances are expressed as whole amounts and are increased each year with CPI (sch B2.2).

Allowance	Clause	Amount	Comment
<b>Apprentice – Proficiency Payments</b>	19.3		Payable where a junior apprentice attains a standard approved by an RTO
First course requirement		<b>\$7.74</b> per week	

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<b>Allowance</b>	<b>Clause</b>	<b>Amount</b>	<b>Comment</b>
Second course requirements		<b>\$15.47</b> per week	
Third course requirement		<b>\$23.21</b> per week	
<b>Visual display terminal allowance*</b>	26.2(b)(i)	<b>\$44.98</b> per week	Payable to an employee employed in a non-daily newspaper office or daily newspaper office who operates a visual display terminal. Not payable to apprentices in their first or second year.
<b>Inserting allowance</b>	26.2(c)	<b>\$26.99</b> per week	Payable to Level 2 employees in a newspaper office engaged in manual inserting work.
<b>First aid allowance</b>	26.2(d)	<b>\$18.26</b> per week	Payable to employees appointed to perform first aid and that hold first aid qualifications
<b>Meal allowance</b>	26.3(a)	<b>\$15.77</b> per occasion	Payable where: <ul style="list-style-type: none"> <li>• An adult employee or adult apprentice is required to work overtime for more than one and a half hours (without being notified on the previous day or earlier);</li> <li>• An adult employee or an adult apprentice has been notified of overtime and then is not required to work overtime;</li> <li>• A junior or junior apprentice is required to work overtime for more than one and a half hours;</li> <li>• An employee works overtime for 3 hours after the employee's ordinary finishing time and does not take an overtime meal break; or</li> <li>• An employee takes a subsequent meal break while working overtime.</li> </ul>
<b>Protective clothing and equipment</b>	26.3(b)	Reimbursement for the cost of purchasing the special clothing and equipment	Payable where the employer requires an employee to wear protective clothing and/or equipment, unless paid for by the employer.
<b>Uniform of clothing</b>	26.3(c)	Reimbursement for the cost of purchasing and/or maintaining the uniform/clothing	Payable where the employer requires an employee to wear uniform and/or clothing, unless, the employer provides, maintains and cleans the uniform in good repair without cost to the employee.
<b>Transport of employees</b>	26.3(d)	Payment at the overtime rate for the time reasonably occupied in reaching home.	Payable where an employee works overtime or a shift which they have not been regularly rostered on and finishes work at a time when reasonable means of transport is not available, unless the employer provides transport home.

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Allowance	Clause	Amount	Comment
<b>Training Costs</b>	30.6		Payable where employee undertakes training agreed by the employer.
Fees and textbooks		Reimbursement of standard fees for prescribed courses and textbooks (other than those in the employer's library)	
Travel costs		Reimbursement of travel costs in excess of costs for travelling to and from work	

\* These allowances are all-purpose allowances. This means that the allowances are added to the employee's ordinary rate for the purpose of calculating penalties, loadings (including casual loading) or payments when an employee is on annual leave.