



NATIONAL MISCELLANEOUS AWARD 2020 (MODERN AWARD) MA000104

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 **Miscellaneous Award 2020** ('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/ma000104/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.

A. MINIMUM RATES OF PAY

ADULT BASE RATES

Classification	Weekly rate	Base hourly rate	Casual rate
Level 1	\$772.60	\$20.33	\$25.41
Level 2	\$825.20	\$21.72	\$27.15
Level 3	\$899.50	\$23.67	\$29.59
Level 4	\$981.50	\$25.83	\$32.29

JUNIOR BASE RATES

Classification	Relevant percentage	Level 1	Level 2	Level 3	Level 4
Under 16 years of age	36.8%	\$7.48	\$7.99	\$8.71	\$9.51
16 years of age	47.3%	\$9.62	\$10.27	\$11.20	\$12.22
17 years of age	57.8%	\$11.75	\$12.55	\$13.68	\$14.93
18 years of age	68.3%	\$13.89	\$14.83	\$16.17	\$17.64
19 years of age	82.5%	\$16.77	\$17.92	\$19.53	\$21.31
20 years of age	97.7%	\$19.86	\$21.22	\$23.13	\$25.24

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 3 employee (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
First aid allowance	17.2(a)	\$17.99 per week	Payable to employees appointed to perform first aid and that hold first aid qualifications
Leading hand allowance - 30 employees - 11-20 employees - 21+ employees	17.2(b)	\$39.58 per week \$58.47 per week \$74.66 per week	Payable to employees in charge of other employees.
Clothing reimbursement	17.3(a)	Reimbursement for any special clothing or uniform	Payable where the employer requires an employee to wear special clothing or a uniform
Meal allowance - More than one hour - More than four hours	17.3(b)	\$19.56 per meal \$17.73 per meal	Payable to employees required to work for more than one hour of overtime after completion of ordinary hours (without receiving 24 hours' notice). A further allowance is payable if they work more than four hours of overtime.
Vehicle allowance	17.3(c)	\$0.80 per km	Payable to employees required to use own motor vehicle for work purposes
Reimbursement of expenses	17.3(d)	Reimbursement of expenses	Payable to employees who have incurred reasonable expenses at the direction of their employer.

C. CLASSIFICATIONS

The following is a broad description of the classifications under the Award. If you are unsure of how to classify an employee, you should seek advice.

Classification	Description:
Level 1	- Has been employed for a period of less than six (6) months and is not carrying out the duties of a level 3 or 4 employee.
Level 2	- Has been employed for a period of at least six (6) months and is not carrying out the duties of a level 3 or 4 employee.
Level 3	- Holds a trade qualification and carries out duties requiring such classification.
Level 4	- Holds advanced trade qualifications and is carries out duties requiring such qualifications; or - Is a sub-professional employee.