



NATIONAL MANUFACTURING & ASSOCIATED INDUSTRIES AND OCCUPATIONS AWARD 2020 (MODERN AWARD)

MA000010

Wage rates applicable from the first full pay period from 1 July 2022

This wage guide covers employees that fall under the **Manufacturing and Associated Industries and Occupations 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/ma000010/default.htm

This year, modern award rates will increase by 4.6%, subject to a minimum increase of \$40 per week (based on a 38 hours per week). This means that there is a proportionately higher increase in wage rates for lower paid employees. In practice, Award rates below \$869.60 before 1 July 2022 will increase by \$40 per week, and award rates above this amount will increase by 4.6%.

Currency

This wage sheet is applicable from the first full pay period on or after 1 July 2022.

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
C14 - Engineering/manufacturing employee - level I	\$812.60	\$21.38	\$26.73
C13 - Engineering/manufacturing employee - level II	\$834.80	\$21.97	\$27.46
C12 - Engineering/manufacturing employee - level III	\$865.20	\$22.77	\$28.46
C11 - Engineering/manufacturing employee - level IV	\$893.60	\$23.52	\$29.40
C11 - Laboratory tester	\$893.60	\$23.52	\$29.40
C10 - Engineering/manufacturing tradesperson - level I	\$940.90	\$24.76	\$30.95
C10 - Engineering/manufacturing systems employee - level V	\$940.90	\$24.76	\$30.95
C9 - Engineering/manufacturing tradesperson - level II	\$970.40	\$25.54	\$31.93
C9 - Engineering/laboratory technician - level I	\$970.40	\$25.54	\$31.93
C8 - Engineering/manufacturing tradesperson -special class level I	\$999.90	\$26.31	\$32.89
C8 - Engineering/laboratory technician - level II	\$999.90	\$26.31	\$32.89
C7 - Engineering/manufacturing tradesperson - special class level II	\$1,026.60	\$27.02	\$33.78
C7 - Engineering/laboratory technician - level III	\$1,026.60	\$27.02	\$33.78
C6 - Engineering/laboratory technician - level IV	\$1,078.70	\$28.39	\$35.49
C6 - Advanced engineering tradesperson - level I	\$1,078.70	\$28.39	\$35.49
C5 - Engineering/laboratory technician - level V	\$1,100.80	\$28.97	\$36.21
C5 - Advanced engineering tradesperson - level II	\$1,100.80	\$28.97	\$36.21
C4 - Engineering associate/laboratory technical officer - level I	\$1,130.30	\$29.74	\$37.18
C3 - Engineering associate/laboratory technical officer - level II	\$1,189.50	\$31.30	\$39.13
C2(a) - Principal engineering supervisor/trainer/coordinator	\$1,219.20	\$32.08	\$40.10
C2(a) - Leading technical officer	\$1,219.20	\$32.08	\$40.10
C2(b) - Principal technical officer	\$1,272.50	\$33.49	\$41.86

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EMPLOYEES WITH NO PRIOR EXPERIENCE

Qualification	Relevant Percentage	Weekly Rate	Hourly Rate	Casual Rate
Advanced Certificate or National Diploma - 0 years of relevant work experience	77% of C5	\$847.62	\$22.31	\$27.89
Advanced Certificate or National Diploma - 1 year of relevant work experience	85% of C5	\$935.68	\$24.62	\$30.78
Advanced Certificate or National Diploma - 2 years of relevant work experience	96% of C5	\$1,056.77	\$27.81	\$34.76
Advanced Certificate or National Diploma - 3 years of relevant work experience	100% of C5	\$1,100.80	\$28.97	\$36.21
Associate Diploma or National Advanced Diploma - 0 years of relevant work experience	72% of C3	\$856.44	\$22.54	\$28.18
Associate Diploma or National Advanced Diploma - 1 year of relevant work experience	79% of C3	\$939.71	\$24.73	\$30.91
Associate Diploma or National Advanced Diploma - 2 years of relevant work experience	89% of C3	\$1,058.66	\$27.86	\$34.83
Associate Diploma or National Advanced Diploma - 3 years of relevant work experience	93% of C3	\$1,106.24	\$29.11	\$36.39
Associate Diploma or National Advanced Diploma - 4 years of relevant work experience	100% of C3	\$1,189.50	\$31.30	\$39.13
No qualification - 0 years of relevant work experience	83% of C9	\$805.43	\$21.20	\$26.50
No qualification - 1 year of relevant work experience	88% of C9	\$853.95	\$22.48	\$28.10
No qualification - 2 years of relevant work experience	95% of C9	\$921.88	\$24.26	\$30.33
No qualification - 3 years of relevant work experience	100% of C9	\$970.40	\$25.54	\$31.93

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SUPERVISOR/TRAINER/COORDINATOR

Qualification	Hourly Rate	Casual Rate
Supervisor/trainer/coordinator - level I	122% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, or \$25.82, whichever is higher	122% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, plus 25% casual loading, or \$32.28, whichever is higher
Supervisor/trainer/coordinator - level II	115% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, or \$28.00, whichever is higher	115% of the minimum hourly wage paid to the highest technically qualified employee supervised or trained, plus 25% casual loading, or \$35.00, whichever is higher
Supervisor/trainer/coordinator - technical	107% of the minimum hourly wage applicable to the employee's technical classification	107% of the minimum hourly wage applicable to the employee's technical classification (plus 25% casual loading)

JUNIOR BASE RATES

Classification	Relevant Percentage	Weekly Rate	Hourly Rate	Casual Rate
Under 16 years - not in a foundry	36.8% of C13	\$307.21	\$8.08	\$10.10
Under 16 years - in a foundry	36.8% of C13	\$307.21	\$8.08	\$10.10
16 years - in a foundry	47.3% of C13	\$394.86	\$10.39	\$12.99
16 years - not in a foundry	47.3% of C13	\$394.86	\$10.39	\$12.99
17 years - in a foundry	68.3% of C13	\$570.17	\$15.01	\$18.76
17 years - not in a foundry	57.8% of C13	\$482.51	\$12.70	\$15.88
18 years - in a foundry	83.0% of C13	\$692.88	\$18.24	\$22.80
18 years - not in a foundry	68.3% of C13	\$570.17	\$15.01	\$18.76
19 years - in a foundry	98.8% of C13	\$824.78	\$21.71	\$27.14
19 years - not in a foundry	82.5% of C13	\$688.71	\$18.13	\$22.66
20 years - in a foundry	100% of C13	\$834.80	\$21.97	\$27.46
20 years - not in a foundry	97.7% of C13	\$815.60	\$21.46	\$26.83

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 C10 rate (cl 2.1) being \$24.76). Other (expense-related) allowances are expressed as whole amounts and are increased each year with CPI (sch C2.2).

Allowance	Clause	Amount	Comment
Leading Hand Allowance*			
3-10 employees	30.2(a)	\$41.18 per week	Payable to employees who are appointed to be a leading hand.
11-20 employees		\$61.50 per week	
20 + employees		\$78.29 per week	
Ship Repairing Allowance*			
Ship repairs allowance - other than a tradesperson	30.2(b)	\$15.13 per week	Payable to employees engaged on ship repairs.
Ship repairs allowance - tradesperson		\$18.69 per week	
Tool Allowance*			
Tool allowance - carpenter, joiner and shipwright/boatbuilder	30.2(d)	\$31.72 per week	Payable to tradespersons who are not provided with tools by the employer.
Tool allowance - tradespersons	30.2(c)	\$16.76 per week	
Technical computing equipment allowance*	30.2(e)	\$48.65 per week	Payable to employees in the technical field work of a complex nature using technical computing equipment (i.e. computer hardware using software and/or engineering applications for drafting, planning, quality control, machine programming, NC programming and engineering analysis.
Artificial fertilizers and chemicals allowance*			
C14 - C11 classifications - work related to fertilizers and related activities (other than acid)	30.2(g)	\$9.93 per week	Payable where an employee performs work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis
C1 – C10 classifications - work related to fertilizers and related activities (other than acid)		\$13.05 per week	
Chemical/fertiliser production worker -general duties		\$1.78 per day	

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Allowance	Clause	Amount	Comment
Chemical/fertiliser production worker – acid production and related activities		\$2.85 per day	
Chemical/fertiliser production worker – fertiliser production and despatch		\$3.05 per day	
Vehicle allowance	30.3(a)	\$0.91 per km	Payable to employees who reach agreement with their employer to use own motor vehicle in performance of duties
First aid allowance	30.3(b)	\$18.72 per week	Payable to employees appointed to perform first aid and that hold first aid qualifications
Meal allowance - overtime	30.3(c)	\$15.59 for a meal	Payable to employees required to work for more than one and a half hours overtime after completion of ordinary hours (without receiving 24 hours' notice). Also payable for every four hours of overtime worked.
Damage to clothing, spectacles, hearing aids and tools allowance	30.3(d)	Compensation to the extent of the damage sustained	Payable where: - clothing spectacles, hearing aids or tools of trade are damaged or destroyed by fire or molten metal or through the use of corrosive substances; or - due to the negligence of the employer, employee suffers damage to or soiling of clothing or other personal equipment
Case hardening	30.3(e)	Cost of case hardening	Payable where employer requires employee to have their prescription lenses case hardened
Protective clothing and equipment reimbursement	30.3(f)	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
Engine driver and fireperson allowance			
Attending to refrigeration compressors	30.3(g)	\$39.54 per week	Payable to boiler attendants, engine drivers or firepersons except if it increases the minimum rate of the employee above the C10 level (other than dragline excavators or tractors).
Attending to an electric generator or dynamo exceeding 10kW capacity		\$39.54 per week	

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Allowance	Clause	Amount	Comment
Being in charge of plant		\$39.54 per week	
Attending to a switchboard where generating capacity is 350kW or over		\$12.33 per week	
Cleaner, greaser or oiler allowance - stopping or starting an engine	30.3(h)	\$36.64 per week	Payable to cleaner, greaser or oiler who sometimes, under the supervision of an engine driver, stops or starts an engine
Manganese dioxide and other pigments allowance - less than 2 hours	30.3(i)		Payable to employees required to handle manganese dioxide and other pigments.
Less than 2 hours		\$2.10 per hour	
More than 2 hours		\$14.93 per day	
Excess Travelling and fares	30.5(a)		Payable where an employee is directed to start and/or finish work at a job away from the employer's usual workplace.
Travel time		Payment for time reasonably spent travelling in excess of normal travel time	
Fares		Reimbursement for fares reasonably incurred or would have reasonably incurred if not using own vehicle, in excess of the time usually spent travelling (except with an agreement for a regular allowance)	
Engagement of labour away from workshop#	30.5(b)		Payable if an employee gaged for the erection of a job had previously been engaged by the same employer in the fabrication of the job in a workshop.
Erection work		Payment for fares incurred in travelling to and from the workshop	
Otherwise		Payment of travelling time and fares	
			If an employee is required to travel from workshop to site. No allowances otherwise if employer engaged labour on the site of a job carried away from the workshop.

Allowance	Clause	Amount	Comment
Distant work#			
Travelling time	30.5(c)	Payment for time spent travelling from the temporary residence and their usual workplace, and expenses	Payable where an employee is required to work temporarily away from their usual workplace such that they must remain away from their usual residence.
Return fare		Payment for a return fare reasonably incurred for travel between temporary residence and usual residence every 4 weeks*	* Unless distant work is inherent in the employee's normal work.
Change of residence#	30.5(d)	Payment for travelling time and expenses for a period not exceeding 3 months to cease where the employee has taken up a new residence. (or 6 months if the employee is buying a house)	Payable either where: <ul style="list-style-type: none"> • An employee is engaged in one location to work in another; or • Is sent, other than at their request, from their location to another for permanent employment.
Training Costs			
Fees and textbooks	30.6	Reimbursement of standard fees for prescribed courses and textbooks (other than those in the employer's library)	Payable where employee undertakes training agreed by the employer.
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.

The rate of pay for travelling time on Monday to Saturday is the ordinary hourly rate of pay and on Sundays and public holidays is 150% of the ordinary hourly rate. The maximum travelling time to be paid for is 12 hours out of every 24 hours or, when a sleeping berth is provided by the employer for all-night travel, 8 hours out of every 24 hours. Expenses means:

- all fares reasonably incurred;
- reasonable expenses included while travelling including \$15.59 for each meal taken; and
- a reasonable allowance to cover the cost incurred for board and lodging.

SPECIAL RATES

Special rates are not cumulative and only the highest applicable rate is payable, except for this highlighted below with an asterisk (*).

Special Rates	Clause	Amount	Comment
Cold places*	30.4(c)	\$0.69 per hour	Payable where an employee works for more than one hour in places where the temperature is reduced below 0°C by artificial means.
Hot places*	30.4(d)		Payable where an employee works for more than one hour in the shade in places where the temperature is raised by artificial means
Between 46°C and 54°C		\$0.72 per hour	
In excess of 54°C		\$0.94 per hour	
Wet places*	30.4(e)	\$0.72 per hour for applicable part of the shift	Payable where an employee is working in any place where their clothing or boots become saturated by water, oil or another substance
Confined spaces*	30.4(f)	\$0.94 per hour	Payable when an employee is required to work in a confined space.
Dirty Work*	30.4(g)		Payable where an employee and their supervisor agree that the work is of an unusually dirty or offensive nature.
Ship repair work		\$0.72 per hour	
Other than ship repair work		\$0.94 per hour	
Height money*	30.4(h)	\$0.52 per hour	Payable to employees, other than a linesperson, linesperson's assistant, rigger and splicer, engaged in the construction, erection, repair and/or maintenance as the case may be, of ships, steel frame buildings, bridges, gasometers or other structures at a height in each case of 15 metres or more directly above the nearest horizontal plane
Meat digesters and oil tanks	30.4(i)	\$0.72 per hour	Payable to employees who are working on repairs in oil tanks or meat digesters. If the work continues for more than half a day/shift, the allowance is payable for the whole day.

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Special Rates	Clause	Amount	Comment
Sanitary works	30.4(j)	\$0.50 per hour	Payable to employees who work in a sanitary works.
Insulation materials	30.4(k)	\$0.94 per hour	Payable to employees handling loose slag wool, loose insulwool or other loose material of a like nature used for providing insulation against heat, cold or noise, when employed on ship construction or ship repairing or on the construction, repair or demolition of furnaces, walls, floors and/or ceilings.
Slaughtering yards	30.4(l)	\$0.52 per hour	Payable to employees working in slaughtering yards.
Boiler repairs	30.4(m)		Payable for boiler repair work.
Working on smoke-boxes, fire-boxes, furnaces or flues of boilers		\$0.52 per hour	
Working inside a boiler to repair oil fired boilers, including the castings, uptakes and funnels or flues and smoke stacks		\$1.83 per hour	
Underground mine work	30.4(n)	12% of the minimum hourly rate per hour	Payable to electricians working underground in a mine
Explosive powered tools allowance	30.4(o)	\$1.86 per day (or \$0.23 per hour)	Payable where an employee is required to use explosive powered tools
Ships in dock allowance	30.4(p)	\$0.52 per hour	Payable to an employee working under a ship in a dock or slipway when working on the removal and/or bolting up of plates or in burning-off on those portions of a ship where the height from the dock or shipway floor to the hull of the ship is less than 1.4 metres.
Foundry allowance	30.4(q)	\$0.54 per hour	Payable to employees working in a foundry.
Boiling down works	30.4(r)	\$0.52 per hour	Payable to employees working in boiling down works.
Lead works	30.4(s)	\$0.52 per hour	Payable to employees working in lead works.
Carbon black handling	30.4(t)		Payable to a storeperson and packer handling carbon black in a bulk store, a forklift driver handling or transporting carbon black (except when it is packed

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Special Rates	Clause	Amount	Comment
Carbon black handling allowance		\$1.19 per hour	in sealed metal containers), an employee handling carbon black elsewhere before processing, an employee engaged in processing free carbon black, a cleaner employed in sweeping free carbon black and an employee engaged in baling used carbon black bags Overall allowance payable unless employees are provided with 2 sets of overalls per year.
Overall allowance		\$0.35 per day extra	
Installing or repairing belting underground in mines	30.4(u)	\$0.37 per hour	Payable to an employee is required to install or repair any type of belting underground in mines
Processing free coal dust	30.4(v)	\$0.52 per hour	Payable to an employee is engaged in proceeding free coal dust.
Boiler cleaning - engine drivers	30.4(w)	\$2.03 per hour	Payable to engine drivers, engaged inside the gas or water space of any boiler, flue or economiser, in cleaning or scraping work
Second hand work	30.4(x)	25% of the minimum hourly rate per hour while engaged on such work	Payable to employees working on second-hand upholstery, bedding, floor covering and/or soft furnishings
Foreign rock			Payable where employees perform work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker and who also handles phosphate rock other than that from Nauru, Ocean, Makatea or Christmas Island.
Rock phosphate, superphosphate and mixed manure sections receiving ex ship or railway truck		\$8.32 per week	
Handling rock phosphate to crushers and all other employees in the rock phosphate section	30.4(y)	\$7.87 per week	
Mixing superphosphate		\$7.87 per week	
Excavating bins, and the manufacture or excavating of superphosphate until such time as it is dumped on the heap for curing		\$5.13 per week	

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Special Rates	Clause	Amount	Comment
The handling of superphosphate from the heap until loading in wagons or trucks for despatch, including the manufacture and despatch of mixed fertilizers		\$3.12 per week	
Farmers' own bag			
Sorting, branding, bagging, dumping, sewing or trucking, fertilizing materials in farmers' own bags	30.4(z)	\$0.62 per day	Payable to employee who both perform work in respect of artificial fertilizers, chemicals, alkalis and all processes involving chemical synthesis and is a chemical/fertilizer production worker.
Loading double-handling into railway or other trucks, fertilizing materials in farmers' own bags		\$1.14 per day	
Loading single-handling into railway or other trucks, fertilizing materials in farmers' own bags		\$1.54 per day	
Soda ash	30.4(aa)	\$2.18 per hour	Payable to employees manually engaged in carrying and stacking bagged soda ash
Raw materials	30.4(bb)	\$0.82 per hour	Payable to employees manually engaged in carrying and stacking bagged raw materials (other than soda ash) and crushing cullet, attending a pug mill or in feeding a bag cleaning machine
Skimming and floater setting - flat glass tank	30.4(cc)	\$3.12 per half an hour	Payable to employees engaged in skimming the drawing pit when a machine is not actually in operation or in the actual operation of floater setting on the tank
Glass furnace regenerators	30.4(dd)	\$17.18 per day	Payable to employees engaged on the work of building, rebuilding, or packing glass furnace regenerators
Float glass furnace repair	30.4(ee)	Payment of an additional 100% of the minimum hourly rate (including any relevant all purpose allowances) for the time so engaged	Payable for employees directly engaged in the removal of molten tin from the float glass bath while the float glass furnace is undergoing repair

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Special Rates	Clause	Amount	Comment
Jack bolt tensioner	32.3(ff)	\$9.31 per shift or part thereof	Payable to employees who are engaged in adjusting the tensioner of jack bolts while a furnace is under heat.
Loading and unloading away from employer's premises	32.3(gg)	\$9.31 per shift or part thereof	Payable to employees who are engaged in loading and/or unloading operations at wharves or railway yards elsewhere than on the employer's premises.