



Association of Consulting Architects

The Business of Architecture

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NATIONAL ARCHITECTS AWARD 2020 (MODERN AWARD) MA000079

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

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

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

GRADUATES OF ARCHITECTURE & REGISTERED ARCHITECTS

| Classification | Yearly rate | Weekly rate | Base hourly rate | Casual rate |
|---|-------------|-------------|------------------|-------------|
| Level 1 Graduate of Architecture | | | | |
| Entry | \$57 329 | \$1 099.00 | \$28.92 | \$36.15 |
| 1 st pay point | \$60 359 | \$1 157.00 | \$30.45 | \$38.06 |
| 2 nd pay point | \$63 389 | \$1 215.10 | \$31.98 | \$39.98 |
| Level 2(a) Experienced Graduate of Architecture | \$66 279 | \$1 270.50 | \$33.43 | \$41.79 |
| Level 2(b) Registered Architect | | | | |
| Entry | \$66 279 | \$1 270.50 | \$33.43 | \$41.79 |
| 1 st pay point | \$68 327 | \$1 309.80 | \$34.47 | \$43.09 |
| 2 nd pay point | \$70 379 | \$1 349.10 | \$35.50 | \$44.38 |

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 | - | \$42 391 | \$812.60 | \$21.38 | \$26.73 |
| 3 rd year of experience | 75% | \$42 997 | \$824.22 | \$21.69 | \$27.11 |

STUDENTS OF ARCHITECTURE – BELOW 21 YEARS OLD

| Classification | Relevant percentage | Yearly rate | Weekly rate | Base hourly rate | Casual rate |
|------------------------------------|---------------------|-------------|-------------|------------------|-------------|
| First 13 weeks | 35% | \$20 665 | \$384.63 | \$10.12 | \$12.65 |
| Next 13 weeks | 50% | \$28 665 | \$549.49 | \$14.46 | \$18.08 |
| Next 26 weeks | 65% | \$37 264 | \$714.33 | \$18.80 | \$23.50 |
| 2 nd year of experience | 70% | \$40 130 | \$769.27 | \$20.24 | \$25.30 |
| 3 rd year of experience | 75% | \$42 997 | \$824.22 | \$21.69 | \$27.11 |

NATIONAL ARCHITECTS AWARD WAGE RATES JULY 2022

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

| Classification | Relevant percentage | Yearly rate | Weekly rate | Base hourly rate | Casual rate |
|--|---------------------|-------------|-------------|------------------|-------------|
| 1 st year of experience 85% | 85% | \$48 730 | \$934.12 | \$24.58 | \$30.73 |
| 2 nd year of experience 90% | 90% | \$51 596 | \$989.06 | \$26.03 | \$32.54 |
| 3 rd year of experience 95% | 95% | \$54 463 | \$1 044.02 | \$27.47 | \$34.34 |

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 | \$0.91 per km | Payable to employees required to use own motor vehicle for work purposes |
| Fares, travelling expenses and travelling time | 15.3(a) | Payment for all fares necessarily incurred each day in excess of the normal fares of travelling from their home to work and return | Payable where an employee is directed to travel to a place other than their usual place of employment. |
| | | If the employee travels by economy air travel, \$10.23 for each meal if the employee did not receive a meal on the flight | |
| | | Payment for all time spent travelling in excess of the time normally spent travelling to work OR 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. | |
| 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 2022

| Allowance | Clause | Amount | Comment |
|---------------------|---------------|---|--|
| 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 |