



# *Wages Guide*

Manufacturing and Associated  
Industries and Occupations Award 2020

(Schedule B - Vehicle manufacturing employees)

**PLEASE HAND TO YOUR PAYROLL STAFF**

Effective from the first full pay period on or after 1 July 2024

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Level	Classification	38 Hour Weekly Rate	Hourly Rate
Vehicle Industry – Production		\$	\$
VI	Assembler, cushion and squab including spring frame	891.50	23.46
	Degreaser at liquid or vapour bath		
	Dipper, solder or tin		
	Electroplater – 3rd class		
	Garage Attendant		
	Greaser and/or oiler		
	Grinder using fixed gear		
	Heat treater attendant – first three months		
	Janitor and/or convenience attendant		
	Machinist (metal) – 3rd class		
	Packer other than as defined		
	Paint shop assistant		
	Paster-trim		
	Pickler		
	Plastics developer (b) 2nd class (2) first month's experience		
	Pleat stuffer		
	Press operator's assistant		
	Shot and/or sand blast operator		
	Spring coil machinist not required to set up machine		
Washer using phenyl, petrol, kerosene			
V2	Assembler when not on the line	915.90	24.10
	Case maker and/or repairer		
	Concrete worker		
	Furnace person – other than on cupola		
	Grinder using portable machine – foundry		
	Packer (as defined)		
	Press operator light		
	Process worker		
	Sewing machinist		
	Spring coiling machinist required to set up machine		
	Spring maker, required to set up machine		
	Wood machinist – 2nd class		
	Dogman		
	Guillotine machinist		
	Vyceman		
	Welder, electric spot and buff		
Trade person's assistant			
V3	Assembler and/or wirer, tractor and assembler	949.20	24.98
	Air Hammer Operator		
	Boiler Attendant or Fireman		
	Band Sawyer		
	Cold Setter		
	Dismantler		
	Driller of body panels		
	Electric machine cutter (trim)		
	Electroplater – 2nd class		
	Furnace person foundry		

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Level	Classification	38 Hour Weekly Rate	Hourly Rate
<b>Vehicle Industry – Production</b>		\$	\$
V3	Heater treater attendant	949.20	24.98
	Grinder other than in assembly plant		
	Machinist – 2nd class		
	Machinist setter, other		
	Material chaser		
	Moulder		
	Painter’s wet rubber		
	Painter on prime coats other than in assembly plant		
	Plastics developer – 2nd class		
	Polisher		
	Press operator over 250 tonnes		
	Slinger		
	Spring maker – by hand		
	Solder other		
	Store worker or packer		
Stopper Up			
V4	Annealer and/or case hardener	980.40	25.80
	Assembler and/or wire chassis		
	Assembler of bodies or parts when online		
	Body maker – 2nd class		
	Boiler attendant		
	Crane driver		
	Dent Knocker		
	Die setter, press		
	Fork-lift driver, mobile crane driver and driver of motor vehicle up to eight tonnes		
	Grinder using a portable machine assembly plant		
	High stack operator		
	Metal Finisher		
	Painter on prime coats, vehicle assembly plants		
	Rigger		
	Solderer on the line torch		
	Spotter and/or toucher-up		
	Squab or cushion maker		
	Trimmer, sectional		
Welder – other than trade using oxy etc.			
<b>Vehicle Industry Tradespersons</b>		\$	\$
V5	Auto Electrician	1032.30	27.17
	Body Maker – 1st class		
	Boilermaker		
	Cabinet maker		
	Carpenter		
	Die setter, when working on try outs		
	Electrician fitter		
	Electrician special class		
	Electroplater – 1st class		
	Fitter and turner		
	Heat treater		

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Level	Classification	38 Hour Weekly Rate	Hourly Rate
Vehicle Industry – Tradespersons		\$	\$
V5	Jig maker	1032.30	27.17
	Machinist – 1st class		
	Motor mechanic		
	Motor turner and tester		
	Motor body developer		
	Painter		
	Pattern maker		
	Plastics developer – 1st class		
	Plumber		
	Refrigerator mechanic		
	Sign writer		
	Smith, tradesperson		
	Spring fitter		
	Tooling Smith		
	Tradesman marker-off		
	Trouble chaser		
	Trimmer		
Welder			
Wood machinist – 1st class			
Vehicle Industry Technician		\$	\$
V6	Vehicle Industry Tradesperson – Level II	1064.70	28.02
V7	Vehicle Industry Tradesperson – Level III	1097.10	28.87
V8	Vehicle Industry Tradesperson – Special Class	1129.40	29.72
Other Classifications		\$	\$
V9	Vehicle Industry Tradesperson Level V/Vehicle Industry Technician Level IV	1183.50	31.14
V10	Vehicle Industry Tradesperson Level VI/Vehicle Industry Technician Level V	1207.80	31.78
V11	Vehicle Industry Engineering Associate Level I	1240.10	32.63
V12	Vehicle Industry Engineering Associate Level II	1305.10	34.34
V13	Vehicle Industry Leading Technical Officer/Principal Engineering Trainer/Supervisor/Co-coordinator	1337.60	35.20
V14	Vehicle Industry Principal Technical Officer	1396.20	36.74

**Driver whose work is not confined to paint area - maker's capacity of:**

D1	Over eight tonnes but under 11 tonnes	993.00	26.13
D2	Over 11 tonnes	1005.00	26.45
D3	Driver of articulated vehicle up to 25 tonnes	1017.00	26.76
D4	Driver of articulated vehicle over 25 tonnes	1031.20	27.14

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### Tool allowance where applicable

Tradesman		\$17.92
Stage 1 or 1st Year Apprentice	(42%)	\$7.58
Stage 2 or 2nd Year Apprentice	(55%)	\$9.81
Stage 3 or 3rd Year Apprentice	(75%)	\$13.48
Stage 4 or 4th Year Apprentice	(88%)	\$15.83

### Apprentices

Junior Apprentice Rates: (apprentices under 21 years of age)	Weekly rate 1/7/2024 (Not completed Year 12) \$	Weekly rate 1/7/2024 (Completed Year 12) \$
Stage 1 or 1st Year Apprentice	516.15	567.77
Stage 2 or 2nd Year Apprentice	619.38	671.00
Stage 3 or 3rd Year Apprentice	774.23	774.23
Stage 4 or 4th Year Apprentice	908.42	949.20

Adult Apprentice Rates (i.e. 21 years and over at commencement of apprenticeship)	Weekly rate 1/7/2024 \$	Hourly rate 1/7/2024 \$
Stage 1 or 1st Year Apprentice	825.84	21.73
Stage 2 or 2nd Year Apprentice	891.50	23.46
Stage 3 or 3rd Year Apprentice	915.90	24.10
Stage 4 or 4th Year Apprentice	949.20	24.98

### Juniors

% of Rate for V2 \$915.90	Years of Age	38 Hr Weekly Rate \$	Hourly Rate \$
36.8	Under 16 years of age	337.05	8.87
47.3	16 years of age	433.22	11.40
57.8	17 years of age	529.39	13.93
68.3	18 years of age	625.56	16.46
82.5	19 years of age	755.62	19.88
97.7	20 years of age	894.83	23.55

### Shift Rates

Shift	% Loading
If working on night shift only	30
If working on afternoon shift only	18
If working on alternating afternoon and night shifts	18
If working on alternating day and night shifts	12.5 for the night shift
If working on alternating day, afternoon and night shifts	12.5 for the afternoon and night shifts
If working on alternating day and afternoon shifts	12.5 for the afternoon shift

## Minimum wage rates for school based apprentices

School based apprentices are paid a minimum rate of \$16.98 per hour Monday to Friday between 6am and 6pm. This rate is based on the **first year** apprentice rate and includes a 25 per cent loading to compensate for off-the-job training. This loading is not a casual loading and school-based apprentices accrue pro-rata personal and annual leave based on actual hours worked. Members are encouraged to contact VACC Workplace Relations for further information.

## National training wage rates – Skill level B

Effective from the first full pay period to commence on or after 1 July 2024

(Schedule E to the Miscellaneous Award 2020)

### Full-time traineeship rates

(These rates only apply to an accredited traineeship contract registered with the State Training Authority)

Highest year of schooling completed			
	Year 10 per week \$	Year 11 per week \$	Year 12 per week \$
School leaver	398.70	439.00	508.90
Plus one year out of school	439.00	508.90	585.40
Plus two years out of school	508.90	585.40	686.60
Plus three years out of school	585.40	686.60	783.00
Plus four years out of school	686.60	783.00	783.00
Plus five or more years out of school	783.00	783.00	783.00

### Part-time traineeship rates

Highest year of schooling completed			
	Year 10 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	13.11	14.44	16.75
Plus one year out of school	14.44	16.75	19.26
Plus two years out of school	16.75	19.26	22.59
Plus three years out of school	19.26	22.59	25.76
Plus four years out of school	22.59	25.76	25.76
Plus five or more years out of school	25.76	25.76	25.76

### School-based traineeships

Year of schooling		
	Year 11 or lower per hour \$	Year 12 per hour \$
Part-time trainee taking pro-rata annual and personal leave and pro-rata leave on public holidays	13.11	14.44
Trainee receiving an additional 25 per cent loading and not taking paid annual leave, paid personal/carer's leave and paid absence on public holidays	16.39	18.05

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## Allowances 1 July 2024

The following chart is for quick reference only. Refer to your copy of the Award for specifics.

These allowances have been varied from the first full pay period to commence on or after 1 July 2024

Leading Hands Allowance – Clause 30.2(a)(i)	In charge three – 10 employees	45.18	per week
	In charge of 11– 20 employees	67.49	per week
	In charge of more than 20 employees	85.91	per week
Inspectors – Clause 54.2	Employees required to inspect the work of other employees, paid in excess of rate payable to employee whose work is inspected	42.12	per week
Overtime Meal allowance – Clause 57.4	An employee required to work overtime for more than one and a half hours without being notified on the previous day or earlier shall be paid:	\$17.48	per meal
<b>Tool Allowance – Tradespersons and Apprentices required by the employer to provide their own hand tools must be paid the following weekly allowance:</b>			
Tradesperson		\$17.92	per week
Apprentices:	1st year or Stage 1	\$7.58	per week
	2nd year or Stage 2	\$9.81	per week
	3rd year or Stage 3	\$13.48	per week
	4th year or Stage 4	\$15.83	per week
Clause 30.3 (a)	Casual use of motor vehicle – when agreed for the employee to use their own motor vehicle for employer’s business	\$0.98	per km
Clause 30.3 (b)	First-Aid Qualifications	\$20.54	per week
Clause 30.4 (d)(i)	Hot Places		
	Between 46 and 54 degrees celsius	\$0.79	per hour
	Over 54 degrees celsius	\$1.03	per hour
Clause 30.4 (f)	Confined Spaces	\$1.03	per hour
Clause 30.4 (g)(i)	Dirty Work	\$0.79	per hour
Clause 30.5 (f)	Meal allowance (transfers, travelling and working away from usual place of work – meal whilst travelling)	\$17.92	per meal
Clause 54.3	Glass or Slag Wool	\$1.00	per hour
Clause 54.6	Handling Garbage	\$0.78	per hour
Clause 54.8	Forklifts or cranes – additional rate per day – when two or more forklifts or cranes are used on any one lift, each driver shall be paid an allowance	\$2.99	per day

The Manufacturing and Associated Industries and Occupations Award 2020 (Award) covers employers in throughout Australia of employees in the Manufacturing and Associated Industries and Occupations who are covered by the classifications in this award and those employees. This wages guide is to be read in conjunction with the Award and the National Employment Standards (NES) contain the minimum conditions of employment for employees covered by the Award. A full version of the Award can be found [HERE](#).

For further enquiries, contact the VACC IR Department on 03 9829 1123.

