

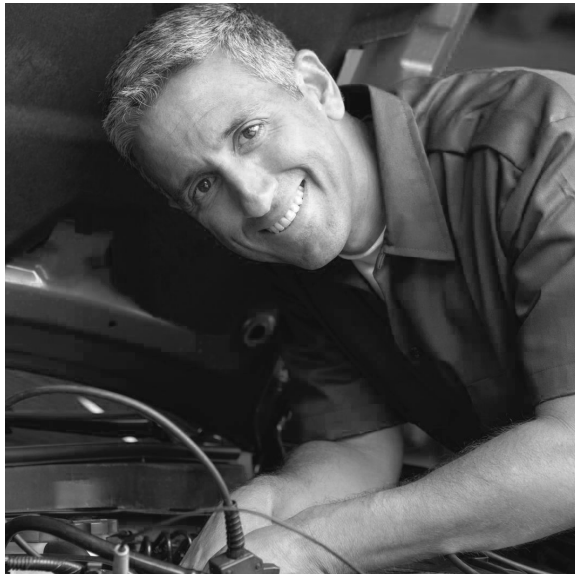
Wages Guide

Manufacturing and Associated Industries and Occupations Award 2020

(Schedule B – Vehicle manufacturing employees)

Effective from the first full pay period on or after 1 November 2020

Please hand to your payroll staff



Manufacturing and Associated Industries and Occupations Award 2020
Effective from the first full pay period on or after 1 November 2020

| Level | Classification | 38 Hour Weekly Rate | Hourly Rate |
|---------------------------------------|---|---------------------|-------------|
| Vehicle Industry - Production | | \$ | \$ |
| VI | Assembler, cushion and squab including spring frame | 753.80 | 19.84 |
| | 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 3 months | | |
| | Janitor and/or convenience attendant | | |
| | Machinist (metal) - 3rd class | | |
| | Janitor and/or convenience attendant | | |
| | 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 | 775.40 | 20.41 |
| | 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 | 805.10 | 21.19 |
| | 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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|---|--|---------------------|-------------|
| Vehicle Industry - Production | | \$ | \$ |
| V3 | Heater treater attendant | 805.10 | 21.19 |
| | 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 | 832.80 | 21.92 |
| | 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 8 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. | | | |
| Vehicle Industry Tradespersons | | \$ | \$ |
| V5 | Auto Electrician | 877.60 | 23.09 |
| | 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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|----------------------------------|--|---------------------|-------------|
| Vehicle Industry - Tradespersons | | \$ | \$ |
| V5 | Jig maker | 877.60 | 23.09 |
| | 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 | 905.10 | 23.82 |
| V7 | Vehicle Industry Tradesperson – Level III | 932.60 | 24.54 |
| V8 | Vehicle Industry Tradesperson -- Special Class | 960.10 | 25.27 |
| Other Classifications | | \$ | \$ |
| V9 | Vehicle Industry Tradesperson Level V/Vehicle Industry Technician Level IV | 1006.10 | 26.48 |
| V10 | Vehicle Industry Tradesperson Level VI/Vehicle Industry Technician Level V | 1026.70 | 27.02 |
| V11 | Vehicle Industry Engineering Associate Level I | 1054.20 | 27.74 |
| V12 | Vehicle Industry Engineering Associate Level II | 1109.50 | 29.20 |
| V13 | Vehicle Industry Leading Technical Officer/Principal Engineering Trainer/Supervisor/Co-coordinator | 1137.20 | 29.93 |
| V14 | Vehicle Industry Principal Technical Officer | 1186.80 | 31.23 |

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

| | | | |
|----|---|--------|-------|
| D1 | Over 8 tonnes but under 11 tonnes | 844.00 | 22.21 |
| D2 | Over 11 tonnes | 854.30 | 22.48 |
| D3 | Driver of articulated vehicle up to 25 tonnes | 864.50 | 22.75 |
| D4 | Driver of articulated vehicle over 25 tonnes | 876.70 | 23.07 |

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Tool allowance where applicable

| | | |
|---------------------|-------|---------|
| Tradesman | | \$16.02 |
| 1st Year Apprentice | (42%) | \$6.78 |
| 2nd Year Apprentice | (55%) | \$8.77 |
| 3rd Year Apprentice | (75%) | \$12.05 |
| 4th Year Apprentice | (88%) | \$14.15 |

Apprentices

| Standard Apprentice Rates: (apprentices under 21 years of age who commenced after 1/1/2014.) | Weekly rate 1/11/2020 (Not completed Year 12) \$ | Weekly rate 1/11/2020 (Completed Year 12) \$ |
|---|--|--|
| 1st Year | 438.80 | 482.68 |
| 2nd Year | 526.56 | 570.44 |
| 3rd Year | 658.20 | 658.20 |
| 4th Year | 772.29 | 805.10 |

| Adult Apprentice Rates (i.e. 21 years and over at commencement of apprenticeship) | Weekly rate 1/11/2020 \$ | Tool allowance \$ |
|--|--------------------------------|----------------------|
| 1st Year | 702.08 | 6.78 |
| 2nd Year | 753.80 | 8.77 |
| 3rd Year | 775.40 | 12.05 |
| 4th Year | 805.10 | 14.15 |

Juniors

| % of Rate for V2 \$775.40 | Years of Age | 38 Hr Weekly Rate \$ | Hourly Rate \$ |
|------------------------------|-----------------------|-------------------------|-------------------|
| 36.8 | Under 16 years of age | 285.35 | 7.51 |
| 47.3 | 16 years of age | 366.76 | 9.65 |
| 57.8 | 17 years of age | 448.18 | 11.79 |
| 68.3 | 18 years of age | 529.60 | 13.94 |
| 82.5 | 19 years of age | 639.71 | 16.83 |
| 97.7 | 20 years of age | 757.57 | 19.94 |

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 | 20 |
| 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 & night shifts |
| If working on alternating day and afternoon shifts | 12.5 for the afternoon shift |

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MINIMUM WAGE RATES FOR SCHOOL BASED APPRENTICES

School based apprentices are paid a minimum rate of \$14.43 per hour for apprentices who commenced after 1 January 2014. This rate is based on the first-year apprentice rate and includes a 25% 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.

National training wage rates – SKILL LEVEL B

(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 | 338.60 | 372.90 | 432.20 |
| Plus 1 year out of school | 372.90 | 432.20 | 497.20 |
| Plus 2 years out of school | 432.20 | 497.20 | 583.10 |
| Plus 3 years out of school | 497.20 | 583.10 | 665.10 |
| Plus 4 years out of school | 583.10 | 665.10 | 665.10 |
| Plus 5 or more years out of school | 665.10 | 665.10 | 665.10 |

Part-time traineeship rates

| Highest year of schooling completed | | | |
|-------------------------------------|------------------------|------------------------|------------------------|
| | Year 10 per hour \$ | Year 11 per hour \$ | Year 12 per hour \$ |
| School leaver | 11.14 | 12.28 | 14.23 |
| Plus 1 year out of school | 12.28 | 14.23 | 16.36 |
| Plus 2 years out of school | 14.23 | 16.36 | 19.20 |
| Plus 3 years out of school | 16.36 | 19.20 | 21.90 |
| Plus 4 years out of school | 19.20 | 21.90 | 21.90 |
| Plus 5 or more years out of school | 21.90 | 21.90 | 21.90 |

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 | 11.14 | 12.28 |
| Trainee receiving an additional 25% loading and not taking paid annual leave, paid personal/carer's leave and paid absence on public holidays | 13.93 | 15.35 |

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Allowances 1 November 2020

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 November 2020

| | | | |
|---|--|---------|-----------|
| Leading Hands Allowance | In charge 3 - 10 employees | \$38.40 | per week |
| | In charge of 11- 20 employees | \$57.36 | per week |
| | In charge of more than 20 employees | \$73.01 | per week |
| Inspectors | Employees required to inspect the work of other employees, paid an additional | \$35.80 | per week |
| Tool Allowance – Tradespersons and Apprentices required by the employer to provide their own hand tools must be paid the following weekly allowance: | | | |
| Tradesperson | | \$16.02 | per week |
| Apprentices: | 1st year | \$6.78 | per week |
| | 2nd year | \$8.77 | per week |
| | 3rd year | \$12.05 | per week |
| | 4th year | \$14.15 | per week |
| Clause 30.3 (a) | Casual use of a motor vehicle | \$0.78 | per km |
| Clause 30.3 (b) | First-Aid Qualifications | \$17.46 | per week |
| Clause 30.4 (f) | Confined Spaces | \$0.88 | per hour |
| Clause 30.4 (g)(i) | Dirty Work | \$0.67 | per hour |
| | Minimum payment per shift | \$2.54 | per shift |
| Clause 30.4(d)(i) | Hot Places | | |
| | Between 46 & 54 degrees celsius | \$0.67 | per hour |
| | Over 54 degrees celsius | \$0.88 | per hour |
| Clause 53.5 | Glass or Slag Wool | \$0.85 | per hour |
| Clause 53.6 | Handling Garbage | \$0.66 | per hour |
| Clause 53.8 | Forklifts or cranes – additional rate per day – when 2 or more forklifts or cranes are used on any one lift, each driver shall be paid an addition rate per day for each day so occupied | \$2.54 | per day |
| Clause 56.4 | Meal allowance when working overtime | \$14.65 | per meal |



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