

# 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 July 2023

*Please hand to your payroll staff*



Level	Classification	38 Hour Weekly Rate	Hourly Rate
Vehicle Industry - Production		\$	\$
VI	Assembler, cushion and squab including spring frame	859.30	22.61
	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	882.80	23.23
	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	914.90	24.08
	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		

**Manufacturing and Associated Industries and Occupations Award 2020**  
**Effective from the first full pay period on or after 1 July 2023**

Level	Classification	38 Hour Weekly Rate	Hourly Rate
<b>Vehicle Industry - Production</b>		\$	\$
V3	Heater treater attendant	914.90	24.08
	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	945.00	24.87
	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.			
<b>Vehicle Industry Tradespersons</b>		\$	\$
V5	Auto Electrician	995.00	26.18
	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		

**Manufacturing and Associated Industries and Occupations Award 2020**  
**Effective from the first full pay period on or after 1 July 2023**

Level	Classification	38 Hour Weekly Rate	Hourly Rate
<b>Vehicle Industry - Tradespersons</b>		\$	\$
V5	Jig maker	995.00	26.18
	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			
<b>Vehicle Industry Technician</b>		\$	\$
V6	Vehicle Industry Tradesperson – Level II	1026.20	27.01
V7	Vehicle Industry Tradesperson – Level III	1057.40	27.83
V8	Vehicle Industry Tradesperson — Special Class	1088.60	28.65
<b>Other Classifications</b>		\$	\$
V9	Vehicle Industry Tradesperson Level V/Vehicle Industry Technician Level IV	1140.70	30.02
V10	Vehicle Industry Tradesperson Level VI/Vehicle Industry Technician Level V	1164.10	30.63
V11	Vehicle Industry Engineering Associate Level I	1195.30	31.46
V12	Vehicle Industry Engineering Associate Level II	1257.90	33.10
V13	Vehicle Industry Leading Technical Officer/Principal Engineering Trainer/Supervisor/Co-coordinator	1289.30	33.93
V14	Vehicle Industry Principal Technical Officer	1345.70	35.41

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

D1	Over 8 tonnes but under 11 tonnes	957.10	25.19
D2	Over 11 tonnes	968.70	25.49
D3	Driver of articulated vehicle up to 25 tonnes	980.20	25.79
D4	Driver of articulated vehicle over 25 tonnes	993.90	26.16

**Manufacturing and Associated Industries and Occupations Award 2020**  
**Effective from the first full pay period on or after 1 July 2023**

**Tool allowance where applicable**

Tradesman		\$17.52
Stage 1 or 1st Year Apprentice	(42%)	\$7.41
Stage 2 or 2nd Year Apprentice	(55%)	\$9.59
Stage 3 or 3rd Year Apprentice	(75%)	\$13.18
Stage 4 or 4th Year Apprentice	(88%)	\$15.48

**Apprentices**

Junior Apprentice Rates: (apprentices under 21 years of age)	Weekly rate 1/7/2023 (Completed Year 11) \$	Weekly rate 1/7/2023 (Completed Year 12) \$
Stage 1 or 1st Year Apprentice	497.50	547.25
Stage 2 or 2nd Year Apprentice	597.00	646.75
Stage 3 or 3rd Year Apprentice	746.25	746.25
Stage 4 or 4th Year Apprentice	875.60	914.90

Adult Apprentice Rates (i.e. 21 years and over at commencement of apprenticeship)	Weekly rate 1/7/2023 \$	Hourly Rate 1/7/2023 \$
Stage 1 or 1st Year Apprentice	796.00	20.95
Stage 2 or 2nd Year Apprentice	859.30	22.61
Stage 3 or 3rd Year Apprentice	882.80	23.23
Stage 4 or 4th Year Apprentice	914.90	24.08

**Juniors**

% of Rate for V2 \$882.80	Years of Age	38 Hr Weekly Rate \$	Hourly Rate \$
36.8	Under 16 years of age	324.87	8.55
47.3	16 years of age	417.56	10.99
57.8	17 years of age	510.26	13.43
68.3	18 years of age	602.95	15.87
82.5	19 years of age	728.31	19.16
97.7	20 years of age	862.50	22.70

**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

Manufacturing and Associated Industries and Occupations Award  
Effective from 2020 the first full pay period on or after 1 July 2023

### Minimum Wage Rates for School Based Apprentices

School based apprentices are paid a minimum rate of \$16.36 per hour Monday to Friday between 6am and 6pm. 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. Members are encouraged to contact VACC Workplace Relations for further information

### National Training Wage – Skill Level B

Effective from the first full pay period to commence on or after 1 July 2023  
(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	384.30	423.10	490.50
Plus 1 year out of school	423.10	490.50	564.20
Plus 2 years out of school	490.50	564.20	661.80
Plus 3 years out of school	564.20	661.80	754.70
Plus 4 years out of school	661.80	754.70	754.70
Plus 5 or more years out of school	754.70	754.70	754.70

### Part Time Traineeship Rates

	Highest year of schooling completed		
	Year 10 per hour \$	Year 11 per hour \$	Year 12 per hour \$
School leaver	12.64	13.92	16.14
Plus 1 year out of school	13.92	16.14	18.56
Plus 2 years out of school	16.14	18.56	21.77
Plus 3 years out of school	18.56	21.77	24.83
Plus 4 years out of school	21.77	24.83	24.83
Plus 5 or more years out of school	24.83	24.83	24.83

### School Based Traineeships

	Year of schooling	
	Year 11 or lower per hour \$	Year 12 per hour \$
<b>Part time trainee</b> taking pro-rata annual and personal leave and pro-rata leave on public holidays	12.64	13.92
<b>Trainee receiving an additional 25% loading</b> and <b>not</b> taking paid annual leave, paid personal/carer's leave and paid absence on public holidays	15.80	17.40

**Manufacturing and Associated Industries and Occupations Award 2020**  
**Effective from the first full pay period on or after 1 July 2023**

### Allowances 1 July 2023

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 2023

Leading Hands Allowance – Clause 30.2(a)(i)	In charge 3 - 10 employees	43.54	per week
	In charge of 11- 20 employees	65.03	per week
	In charge of more than 20 employees	82.78	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	40.59	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:	\$16.40 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		\$17.52	per week
Apprentices:	1st year or Stage 1	\$7.41	per week
	2nd year or Stage 2	\$9.59	per week
	3rd year or Stage 3	\$13.18	per week
	4th year or Stage 4	\$15.48	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	\$0.95	per km
Clause 30.3 (b)	First-Aid Qualifications	\$19.79	per week
Clause 30.4 (d)(i)	Hot Places		
	Between 46 & 54 degrees celsius	\$0.76	per hour
	Over 54 degrees celsius	\$0.99	per hour
Clause 30.4 (f)	Confined Spaces	\$0.99	per hour
Clause 30.4 (g)(i)	Dirty Work	\$0.76	per hour
Clause 30.5 (f)	Meal allowance (transfers, travelling and working away from usual place of work – meal whilst travelling)	\$16.81 per meal	
Clause 53.5	Glass or Slag Wool	\$0.97	per hour
Clause 53.6	Handling Garbage	\$0.75	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 allowance	\$2.89	per day



**VACC**<sup>®</sup>  
You're in good hands