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AWARD SUMMARY SHEET

MISCELLANEOUS AWARD 2020

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

This is a summary of the award only. A copy of the full award available at www.fwc.gov.au.

A full copy of the National Employment Standards is available at www.fairwork.gov.au/

These wage rates are payable from the **first full pay period commencing on or after 1 July 2021**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

Coverage

4.1 Subject to clauses 4.2, 4.3, 4.4 and 4.5 this award covers employers throughout Australia and their employees in the classifications listed in clause 15—Minimum rates who are not covered by any other modern award.

4.2 The award does not cover managerial employees and professional employees such as accountants and finance, marketing, legal, human resources, public relations and information technology specialists.

4.3 The award does not cover employees excluded from award coverage by the Act.

4.4 The award does not cover employees who are covered by a modern enterprise award, or an enterprise instrument (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.

4.5 The award does not cover employees who are covered by a State reference public sector modern award, or a State reference public sector transitional award (within the meaning of the *Fair Work (Transitional Provisions and Consequential Amendments) Act 2009* (Cth)), or employers in relation to those employees.

4.6 This award covers any employer which supplies on-hire employees in classifications set out in clause 12—Classifications and those on-hire employees, if the employer is not covered by another modern award containing a classification which is more appropriate to the work performed by the employee. This subclause operates subject to the exclusions from coverage in this award.

4.7 This award covers employers which provide group training services for apprentices and trainees under this award and those apprentices and trainees engaged by a group training service hosted by a company to perform work at a location where the activities described herein are being performed. This subclause operates subject to the exclusions from coverage in this award.

Wage Rates

Adult (21 years of age and over)

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$772.60	\$20.33	\$24.40	\$30.50	\$50.83
Level 2	\$825.20	\$21.72	\$26.06	\$32.58	\$54.30
Level 3	\$899.50	\$23.67	\$28.40	\$35.51	\$59.18
Level 4	\$981.50	\$25.83	\$31.00	\$38.75	\$64.58

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$25.41	\$29.48	\$35.58	\$50.83
Level 2	\$27.15	\$31.49	\$38.01	\$54.30
Level 3	\$29.59	\$34.32	\$41.42	\$59.18
Level 4	\$32.29	\$37.45	\$45.20	\$64.58

20 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$754.83	\$19.86	\$23.83	\$29.79	\$49.65
Level 2	\$806.22	\$21.22	\$25.46	\$31.83	\$53.05
Level 3	\$878.81	\$23.13	\$27.76	\$34.70	\$57.83
Level 4	\$959.12	\$25.24	\$30.29	\$37.86	\$63.10

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$24.83	\$28.80	\$34.76	\$49.65
Level 2	\$26.53	\$30.77	\$37.14	\$53.05
Level 3	\$28.91	\$33.54	\$40.48	\$57.83
Level 4	\$31.55	\$36.60	\$44.17	\$63.10

19 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$637.40	\$16.77	\$20.12	\$25.16	\$41.93
Level 2	\$680.79	\$17.92	\$21.50	\$26.88	\$44.80
Level 3	\$742.09	\$19.53	\$23.44	\$29.30	\$48.83
Level 4	\$809.74	\$21.31	\$25.57	\$31.97	\$53.28

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$20.96	\$24.32	\$29.35	\$41.93
Level 2	\$22.40	\$25.98	\$31.36	\$44.80
Level 3	\$24.41	\$28.32	\$34.18	\$48.83
Level 4	\$26.64	\$30.90	\$37.29	\$53.28

18 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$527.69	\$13.89	\$16.67	\$20.84	\$34.73
Level 2	\$563.61	\$14.83	\$17.80	\$22.25	\$37.08
Level 3	\$614.36	\$16.17	\$19.40	\$24.26	\$40.43
Level 4	\$670.36	\$17.64	\$21.17	\$26.46	\$44.10

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$17.36	\$20.14	\$24.31	\$34.73
Level 2	\$18.54	\$21.50	\$25.95	\$37.08
Level 3	\$20.21	\$23.45	\$28.30	\$40.43
Level 4	\$22.05	\$25.58	\$30.87	\$44.10

17 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$446.56	\$11.75	\$14.10	\$17.63	\$29.38
Level 2	\$476.97	\$12.55	\$15.06	\$18.83	\$31.38
Level 3	\$519.91	\$13.68	\$16.42	\$20.52	\$34.20
Level 4	\$567.31	\$14.93	\$17.92	\$22.40	\$37.33

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$14.69	\$17.04	\$20.56	\$29.38
Level 2	\$15.69	\$18.20	\$21.96	\$31.38
Level 3	\$17.10	\$19.84	\$23.94	\$34.20
Level 4	\$18.66	\$21.65	\$26.13	\$37.33

16 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$365.44	\$9.62	\$11.54	\$14.43	\$24.05
Level 2	\$390.32	\$10.27	\$12.32	\$15.41	\$25.68
Level 3	\$425.46	\$11.20	\$13.44	\$16.80	\$28.00
Level 4	\$464.25	\$12.22	\$14.66	\$18.33	\$30.55

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$12.03	\$13.95	\$16.84	\$24.05
Level 2	\$12.84	\$14.89	\$17.97	\$25.68
Level 3	\$14.00	\$16.24	\$19.60	\$28.00
Level 4	\$15.28	\$17.72	\$21.39	\$30.55

Under 16 years of age

Permanent Employees- Full Time and Part Time					
Classification	Minimum Weekly Wage	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$284.32	\$7.48	\$8.98	\$11.22	\$18.70
Level 2	\$303.67	\$7.99	\$9.59	\$11.99	\$19.98
Level 3	\$331.02	\$8.71	\$10.45	\$13.07	\$21.78
Level 4	\$361.19	\$9.51	\$11.41	\$14.27	\$23.78

Casual Employees				
Classification	Mon-Sat 7am-7pm	Mon-Sat 7pm-7am	Sunday	Public Holiday
Level 1	\$9.35	\$10.85	\$13.09	\$18.70
Level 2	\$9.99	\$11.59	\$13.98	\$19.98
Level 3	\$10.89	\$12.63	\$15.24	\$21.78
Level 4	\$11.89	\$13.79	\$16.64	\$23.78

Allowances

Allowances	Rate
Apprentice training fees and textbook costs reimbursement	reimbursement of training fees for prescribed courses and the cost of prescribed textbooks
Clothing reimbursement	reimbursement for the cost of required clothing
Expenses reimbursement	reimbursement for reasonable expenses incurred
First aid allowance	\$0.47 per hour up to a maximum of \$17.99 per week
Leading hand allowance - in charge of 3-10 employees	\$1.04 per hour up to a maximum of \$39.58 per week
Leading hand allowance - in charge of 11-20 employees	\$1.54 per hour up to a maximum of \$58.47 per week
Leading hand allowance - in charge of more than 20 employees	\$1.96 per hour up to a maximum of \$74.66 per week
Meal allowance - overtime	\$19.56 for a meal \$17.73 for a subsequent meal
Vehicle allowance	\$0.80 per km

Classification Structure

Level 1	An employee at this level has been employed for a period of less than 3 months and is not carrying out the duties of a level 3 or level 4 employee.
Level 2	An employee at this level has been employed for at least 3 months and is not carrying out the duties of a level 3 or level 4 employee.
Level 3	An employee at this level has a trade qualification or equivalent and is carrying out duties requiring such qualifications.
Level 4	An employee at this level has advanced trade qualifications and is carrying out duties requiring such qualifications or is a sub-professional employee.