



AMWU

# Manufacturing and Associated Industries and Occupations

**Award 2019**

**Higher pay rate.  
More secure  
conditions.  
A voice on the job.**

**This is a brief guide to the  
Manufacturing and Associated  
Industries and Occupations  
Award 2010 (the 'Award').**

Together, the Award and National Employment Standards (the 'NES') set the *minimum standards* of your employment conditions including your pay and other entitlements.

These minimum standards apply to just about all occupations in the metals and engineering industry from process workers through to tradespeople, engineering technicians and supervisors/coordinators.

These standards also apply to engineering trades and employees in technical occupations across industries, including laboratory workers.

The Award and the NES are only the safety net for your rights at work. If you want better pay and conditions, this can be achieved with a collective agreement.

Union members have won higher pay, better working hours, better safety conditions, family friendly provisions and higher redundancy payments through collective bargaining.

Classification	Minimum Weekly Wage	Minimum Hourly Wage	Casual Minimum Weekly Wage (38 hour week)	Casual Minimum Hourly Wage
C14	740.80	19.49	926.00	24.37
C13	762.10	20.06	952.63	25.07
C12	791.30	20.82	989.13	26.03
C11	818.50	21.54	1023.13	26.92
C10	862.50	22.70	1078.13	28.37
C9	889.50	23.41	1111.88	29.26
C8	916.60	24.12	1145.75	30.15
C7	941.10	24.77	1176.38	30.96
C6	988.80	26.02	1236.00	32.53
C5	1009.00	26.55	1261.25	33.19
C4	1036.10	27.27	1295.13	34.08
C3	1090.40	28.69	1363.00	35.87
C2 (a)	1117.60	29.41	1397.00	36.76
C2 (b)	1166.40	30.69	1458.00	38.37

## Award Summary

### Minimum award rates of pay

A collective agreement can provide pay rates above this rate. In fact, union members report higher earnings and better skill development than their non-union counterparts across the whole of the Australian labour market (Workplace Research Centre, 2008).

**AMWU members - together we can make a difference.**



## Allowances

Meal allowance of \$14.70 paid in circumstances specified in the Award.

If required to work away from your usual workplace:

- Ordinary rates for time spent traveling which is in excess of normal travel time. If the additional travel time is on a Sunday or Public Holiday then it must be paid at the rate of time and a half.
- Fares reasonably incurred are also reimbursed.
- Meal expenses of \$14.70 for each meal.
- Allowance for board and lodging.
- Tool allowance as per cl.32.1(c) \$15.29 per week.

## Hours of work

If you are full-time, your ordinary hours is an average of 38 hours per week, but not exceeding 152 hours in 28 days.

If you are part-time, it is whatever your agreed hours are. The boss may only change your hours if they have complied with the relevant consultation requirements and any facilitative provisions that are relevant.

## Overtime rates

Generally you're entitled to time and a half for the first 3 hours, then double time after that for overtime worked on a weekday.

## Weekend work

You may be rostered to work on a weekend. Different conditions apply depending on your area of work. Check the Award or contact the AMWU Helpdesk for more info.

## Casual workers

- 25% casual loading
- The right to elect to convert to permanent employment (with the employer not able to unreasonably refuse the election to convert)
- 4 hours minimum engagement and pay
- Access to unpaid parental leave, carer's leave, and compassionate leave

## Superannuation

Employer to make payments into one of a list of industry super funds e.g. Australian Super unless you elect another fund.

## Annual leave

4 weeks paid leave accrued progressively per year of service and accumulating from year to year or 5 weeks if you are a 7-day shift worker, regularly rostered to work on Sundays and Public Holidays. Payment at your ordinary rate plus annual leave loading of 17.5% or applicable shift loadings and weekend penalties, whichever is the greater.

## Personal/carer's leave

10 days paid personal/carer's leave per year of service, which accrues progressively and accumulates from year to year. If you are re-employed by the same employer within 6 months, your unclaimed leave balance is reinstated.

## Notice of termination

Period of service	Period of notice
0 - 1 year	1 week
1 - 3 years	2 weeks*
3 - 5 years	3 weeks*
More than 5 years	4 weeks*

\*Plus an additional week if the employee is over 45 and has at least 2 years of continuous service.

## Redundancy

Period of Service	Redundancy Pay
Less than 1 year	Nil
1 - 2 years	4 weeks pay
2 - 3 years	6 weeks pay
3 - 4 years	7 weeks pay
4 - 5 years	8 weeks pay
5 - 6 years	10 weeks pay
6 - 7 years	11 weeks pay
7 - 8 years	13 weeks pay
8 - 9 years	14 weeks pay
9 - 10 years	16 weeks pay
10 years or more	12 weeks pay

Your casual service prior to your conversion to permanent employment may count towards your total period of service for redundancy purposes. Please check with your organiser or call the Helpdesk to see if this applies to you.

## National Employment Standards

### 1. Maximum weekly hours of work

38 hours per week, plus reasonable additional hours.

### 2. Flexible working arrangements

Employees who are carers, disabled, 55 or older, experiencing domestic violence, or parents of children school age or younger, can request a change in working arrangements to assist with these circumstances or responsibilities.

### 3. Parental leave and related entitlements

Up to 12 months unpaid leave, the right to request additional 12 months unpaid leave, plus other forms of maternity, paternity and adoption related leave.

### 4. Annual leave

4 weeks accrued progressively per year of service and accumulating from year to year or 5 weeks if you are a 7-day shift worker, regularly rostered to work on Sundays and Public Holidays.

### 5. Personal/carer's and compassionate leave

10 days paid personal/carer's leave, 2 days unpaid carer's leave as required when paid leave has run out, paid compassionate leave as required. Casuals also receive unpaid carer's leave and unpaid compassionate leave.

### 6. Community service leave

Unpaid leave for voluntary emergency activities and the first 10 days of jury service is paid leave.

### 7. Long service leave

Based on the relevant Award and/or the applicable State or Territory legislation.

### 8. Domestic violence leave

An employee is entitled to 5 days' unpaid leave to deal with family and domestic violence. The employer and employee may agree that the employee may take more than 5 days' unpaid leave to deal with family and domestic violence.

### 9. Public holidays

Paid day off on declared public holidays, except where reasonably requested to work.

### 10. Notice of termination and redundancy pay

Up to 5 weeks notice of termination and 16 weeks redundancy pay, both calculated according to age and length of service.

### 11. Provision of a Fair Work Information Statement

Employers must provide this statement to all new employees.

If you have an issue at work that worries you, a question about your rights at work or just want to know more about something contact the AMWU Helpdesk.