

**AWARD WAGE SUMMARY:
JOINERY AND BUILDING TRADES AWARD 2020
For period 1 November 2020 to 30 June 2021**

This wage sheet sets out base rates and all-purpose rates of pay for employees covered by the Joinery and Building Trades Award 2010.

Due to COVID-19 and its economic impacts, annual wage increases will only take effect from 1 November 2020.

The following increases take effect from 1 November 2020:

- Tool Allowances (**Clause 21.4**)
- Meal Allowance (**Clause 24.2**)
- Compensation for Clothing and or tools (**Clause 24.2(d)**)
- Living Away from home Allowance (**Clause 24.5**)

This wage summary is not inclusive of all Award entitlements nor is it intended to replace the Award contents.

To view a copy of the Award in its entirety or to print a copy, click the following link:

https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000029/default.htm

Explanation of the terms used in this Wage Summary:

Base rates are minimum rates, exclusive of any allowances or loadings.

All-purpose rates are the minimum rates that must be paid to employees for all hours of work and that are generally used for 'all-purposes' of the Award, e.g. the calculation of overtime loadings. All-purpose rates include base rates, plus 'all-purpose' allowances.

The all-purpose allowances included in the all-purpose rates below are the industry allowance and (for tradespersons) the tool allowance and stonemason's tool allowance (as applicable). Note that additional all-purpose allowances may apply, which are not included in the all-purpose rates below, such as the leading hand allowance.

Common (non-all purpose) additional allowances may also apply, such as the overtime meal allowance (\$15.71 per day). For further details and other allowances, refer to [clause 24](#) of the Award.

To discuss specific queries about your employee's entitlements, please call Master Builders on 02 6175 5900.

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1. LOADINGS AND PENALTY RATES

These loadings/penalty rates below are applied to all-purpose hourly rates (if applicable) (cl 14, 36, 37). Note that the all-purpose industry allowance is payable to employees engaged on joinery work, shopfitting, stonemasonry or outside work (cl 24.1(b)). The casual loading of 25% applies to all hours and is payable in addition to other loadings, e.g. a 100% overtime loading for permanent employees is 125% for a casual.

| Loadings/penalty rates | | loading |
|------------------------|---------------------------|-------------|
| Casual loading | | 25% |
| Overtime | 1st 2 hours | 50% |
| | thereafter | 100% |
| Saturday | 1st 2 hours | 50% |
| | thereafter / after Midday | 100% |
| Sunday | | 100% |
| Public holiday | | 150% |

2. BASE AND CASUAL HOURLY RATES

The rates below are calculated as *base rates only*, i.e. do not include any all-purpose allowances. These rates are applicable for employees engaged other than for joinery work, shopfitting, stonemasonry or outside work (refer to Section 3).

Note: that the industry allowance would also be payable as an all-purpose allowance if employees are engaged on joinery work, shopfitting, stonemasonry or outside work (cl 24.1(b)).

| Classification (cl 18.1) | base weekly rate | base hourly rate | casual rate |
|--------------------------|------------------|------------------|-------------|
| Level 7 | \$932.60 | \$24.54 | \$30.68 |
| Level 6 | \$905.10 | \$23.82 | \$29.77 |
| Level 5 | \$877.60 | \$23.09 | \$28.87 |
| Level 4 | \$832.80 | \$21.92 | \$27.39 |
| Level 3 | \$805.10 | \$21.19 | \$26.48 |
| Level 2 | \$775.40 | \$20.41 | \$25.51 |
| Level 1 | \$753.80 | \$19.84 | \$24.80 |

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3. TRADESPERSON ALL-PURPOSE AND CASUAL HOURLY RATES

The tradesperson hourly rates below include base rates of pay, plus the tool and industry allowances.

Note: that the industry allowance would not be payable if employees are not engaged on joinery work, shopfitting, stonemasonry or outside work (cl 24.1(b)). Glaziers who work on-site receive a unique industry allowance. Stonemasons who provide their own tools also receive an additional tool allowance. These allowances have been included in the all-purpose and casual rates below.

| Classification (cl 18.1, 24.1(c)) | base rate | all-purpose rate | casual rate |
|-----------------------------------|-----------|------------------|----------------|
| Carpenter/Joiner | \$23.09 | \$24.83 | \$31.03 |
| Carver | \$24.54 | \$26.27 | \$32.84 |
| Joiner special class | \$23.82 | \$25.55 | \$31.94 |
| Joiner setter-out | \$23.82 | \$25.55 | \$31.94 |
| Letter cutter | \$23.82 | \$25.55 | \$31.94 |
| Prefab setter | \$23.82 | \$25.55 | \$31.94 |
| Prefab tradesperson | \$23.09 | \$24.83 | \$31.03 |
| Shopfitter | \$23.09 | \$24.83 | \$31.03 |
| Stonemason | \$23.09 | \$24.90 | \$31.12 |
| Plasterer | \$23.09 | \$24.68 | \$30.85 |
| Glazier | \$23.09 | \$24.27 | \$30.34 |
| Assembler A | \$21.92 | \$23.04 | \$28.80 |
| Glass worker | \$23.09 | \$24.17 | \$30.22 |
| Painter | \$23.09 | \$24.17 | \$30.21 |

4. APPRENTICE ALL-PURPOSE HOURLY RATES (FOUR STAGE)

Apprentices receive a proportion of the Level 5 base weekly rate. The apprentice all-purpose hourly rates include base rates of pay, plus the tool and industry allowances. Note that the industry allowance would not be payable if apprentices are not engaged on joinery work, shopfitting, stonemasonry or outside work (cl 24.1(b)). Glazier apprentices who work on-site receive a different industry allowance. Stonemason apprentices who provide their own tools also receive an additional allowance. These allowances have been included in the below rates.

| Classification (cl 19.1(a)(i)) | 1st stage | 1st stage (Yr 12) | 2nd stage | 2nd stage (Yr 12) | 3rd stage | 4th stage |
|---|-----------|-------------------|-----------|-------------------|-----------|-----------|
| | 50% | 55% | 60% | 65% | 75% | 90% |
| Carpenter/joiner, carver, joiner special class, joiner-setter out, letter cutter, prefab setter, prefab tradesperson and shopfitter | \$13.28 | \$14.43 | \$15.59 | \$16.74 | \$19.05 | \$22.52 |
| Stonemason | \$13.35 | \$14.50 | \$15.66 | \$16.81 | \$19.12 | \$22.59 |
| Plasterer | \$13.13 | \$14.28 | \$15.44 | \$16.59 | \$18.90 | \$22.37 |
| Glazier | \$12.73 | \$13.88 | \$15.04 | \$16.19 | \$18.50 | \$21.97 |
| Assembler A | \$12.67 | \$13.83 | \$14.98 | \$16.14 | \$18.45 | \$21.91 |
| Glass worker | \$12.63 | \$13.78 | \$14.94 | \$16.09 | \$18.40 | \$21.86 |
| Painter | \$12.62 | \$13.78 | \$14.93 | \$16.09 | \$18.40 | \$21.86 |

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5. APPRENTICE ALL-PURPOSE HOURLY RATES (THREE STAGE)

| Classification (cl 19.1(b)) | 1st stage | 1st stage (Yr 12) | 2nd stage | 3rd stage |
|---|-----------|-------------------|-----------|-----------|
| | 50% | 55% | 75% | 90% |
| Carpenter/joiner, carver, joiner special class, joiner-setter out, letter cutter, prefab setter, prefab tradesperson and shopfitter | \$13.28 | \$14.43 | \$19.05 | \$22.52 |
| Stonemason | \$13.35 | \$14.50 | \$19.12 | \$22.59 |
| Plasterer | \$13.13 | \$14.28 | \$18.90 | \$22.37 |
| Glazier | \$12.73 | \$13.88 | \$18.50 | \$21.97 |
| Assembler A | \$12.67 | \$13.83 | \$18.45 | \$21.91 |
| Glass worker | \$12.63 | \$13.78 | \$18.40 | \$21.86 |
| Painter | \$12.62 | \$13.78 | \$18.40 | \$21.86 |

6. ADULT APPRENTICE ALL-PURPOSE HOURLY RATES (FOUR STAGE)

Adult apprentice rates apply to apprentices that are 21 years or older when they commence their apprenticeship. Note that existing employees who convert to an adult apprenticeship must not suffer a reduction in minimum wages (cl 20.1).

| Classification (cl 20.2(a)) | 1st stage | 2nd stage | 3rd stage | 4th stage |
|---|-----------|-----------|-----------|-----------|
| | 81% | 85% | 88% | 94% |
| Carpenter/joiner, carver, joiner special class, joiner-setter out, letter cutter, prefab setter, prefab tradesperson and shopfitter | \$20.44 | \$21.36 | \$22.05 | \$23.44 |
| Stonemason | \$20.51 | \$21.43 | \$22.12 | \$23.51 |
| Plasterer | \$20.29 | \$21.21 | \$21.90 | \$23.29 |
| Glazier | \$19.89 | \$20.81 | \$21.50 | \$22.89 |
| Assembler A | \$19.83 | \$20.76 | \$21.45 | \$22.84 |
| Glass worker | \$19.79 | \$20.71 | \$21.40 | \$22.79 |
| Painter | \$19.78 | \$20.71 | \$21.40 | \$22.79 |

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7. ADULT APPRENTICE ALL-PURPOSE HOURLY RATES (THREE STAGE)

| Classification (cl 20.2(b)) | 1st stage | 2nd stage | 3rd stage |
|--|-----------|-----------|-----------|
| | 83% | 88% | 94% |
| Carpenter/joiner, carver, joiner special class, joiner-setter out, letter cutter, prefab setter, prefab tradesperson, shopfitter | \$20.90 | \$22.05 | \$23.44 |
| Stonemason | \$20.97 | \$22.12 | \$23.51 |
| Plasterer | \$20.75 | \$21.90 | \$23.29 |
| Glazier | \$20.35 | \$21.50 | \$22.89 |
| Assembler A | \$20.30 | \$21.45 | \$22.84 |
| Glass worker | \$20.25 | \$21.40 | \$22.79 |
| Painter | \$20.25 | \$21.40 | \$22.79 |

8. TRAINEES

Trainees are covered by the National Training Wage Schedule at [Schedule D—National Training Wage](#)

9. ALLOWANCES

Most of the allowances in this Award are expressed as a percentage of the 'standard rate', i.e. the base hourly rate for a Level 5 employee (cl 3.1). Other (expense-related) allowances are expressed as whole amounts and are increased each year with CPI (cl 24.8).

Standard Rate

Level 5 \$23.09 per hour

| Leading hand allowance (cl 24.1(a)) | | | |
|---|--------|------------------------|------------------------------|
| A leading hand must be paid either the minimum wage for the highest classification supervised or their own minimum wage, whichever is higher, plus the adjacent all-purpose leading hand allowance. | | % of the standard rate | allowance per week |
| | | | <i>in charge of 1 person</i> |
| <i>in charge of 2 - 5 persons</i> | 200.2% | \$46.24 | |
| <i>in charge of 6 - 10 persons</i> | 256.3% | \$59.19 | |
| <i>in charge of 11 or more persons</i> | 340.9% | \$78.73 | |

| Industry allowance (cl 24.1(b)(i)) | | |
|---|--------------------|--------------------|
| An all-purpose allowance for employees engaged on joinery work, shopfitting, stonemasonry or outside work which is included in the above all-purpose rates. | % of standard rate | allowance per week |
| | 142.4% | 32.89 |

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| | | |
|---|---------------------------|---------------------------|
| Glazier industry allowance (cl 24.1(b)(ii)) | | |
| An all-purpose allowance for glazier and glazier apprentices engaged on non-factory glazing work (e.g. on-site) which is included in the above glazier and apprentice glazier all-purpose hourly rates. | % of standard rate | allowance per hour |
| | 3.8% | \$0.88 |
| Tool allowance (cl 24.1(c)) | | |
| A CPI indexed, all-purpose tradesperson allowance which is included in the above hourly rates and varies depending on the trade of the employee. Note that even if you provide all your employee's tools they are still entitled to the tool allowance. | | |
| Classification | | allowance per week |
| <i>Carpenter/joiner, carver, joiner special class, joiner-setter out, letter cutter, prefab setter, prefab tradesperson, shopfitter</i> | | \$32.70 |
| <i>Stonemason</i> | | \$32.70 |
| <i>Plasterer</i> | | \$27.04 |
| <i>Glazier</i> | | \$11.49 |
| <i>Assembler A</i> | | \$9.78 |
| <i>Glass worker</i> | | \$7.93 |
| <i>Painter</i> | | \$7.85 |
| Stonemason's tool allowance (cl 24.1(d)(i)) | | |
| Stonemason's who provide their own stonemasonry cutting tools (other than mash hammers, squares, pitching tools and straight edges) must be paid an additional allowance per hour as part of their all-purpose rates and be reimbursed for their tools. This allowance has been included in the above all-purpose hourly rates. | | allowance per hour |
| | | \$0.07 |
| First Aid allowance (cl 24.2(a)) | | |
| Payable to employee trained to render first aid and who is the current holder of appropriate first aid qualifications such as St John Ambulance or a similar body. | 75.6% of standard rate | allowance per week |
| | | \$17.46 |
| Overtime meal allowance (cl 24.2(b)) | | |
| A CPI-indexed allowance which is payable where employees work 1.5 hours of overtime on a weekday. | | allowance per day |
| | | \$15.71 |

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10. CLASSIFICATIONS

B.1.1 Level 1 [relativity to Level 5—78%]

(a) An employee at this level will undertake up to 38 hours induction training which may include information on the company, conditions of employment, introduction to supervisors and fellow workers, training and career path opportunities, plant layout, work and documentation procedures, occupational health and safety, equal employment opportunity and quality control/assurance.

(b) An employee at this level performs routine duties essentially of a manual nature and to the level of their training:

- (i) performs work as directed;
 - (ii) performs routine duties essentially of a manual and repetitive nature;
 - (iii) is responsible for the quality of their own work subject to direct supervision;
 - (iv) works in a safe manner so as not to injure themselves or other employees;
 - (v) is able to solve basic problems associated with their work;
 - (vi) while undertaking structured training performs work within the scope of that training subject to safety and training requirements.
- (c) Indicative of the tasks which an employee at this level may perform are the following:
- (i) general labouring and cleaning duties from written or verbal instructions;
 - (ii) assistance to other employees at this or other skill levels within their level of skill and training;
 - (iii) other tasks as directed in accordance with their level of skill and training.
- (d) Level 1 includes the following occupations:
- (i) General hand.

(ii) Factory hand.

B.1.2 Level 2 [relativity to Level 5—82%]

(a) An employee to be classified at this level will have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to enable the employee to perform work within the scope of this level.

(b) An employee at this level performs work above and beyond the skills of an employee at Level 1 and to the level of their skill and training:

- (i) performs work as directed;
- (ii) exercises limited discretion and utilises basic fault finding skills in the course of their work;
- (iii) works in a safe manner so as not to injure themselves or other employees;

- (iv) understands and undertakes basic quality control/assurance procedures subject to supervision;
- (v) while undertaking structured training, performs work within the scope of that training subject to safety and training requirements.

(c) Indicative of the tasks which an employee at this level may perform are the following:

- (i) repetitive fixing of pre-made components or parts of any article in predetermined ways, using basic written, spoken and/or diagrammatic instructions;
- (ii) repetition work (including the feeding and removing of glass) on automatic, semi automatic or single purpose machines or equipment;

(iii) use of selected hand tools and hand operated power tools;

(iv) maintenance of simple records;

(v) manual handling skills;

(vi) use of hand trolleys and pallet trucks;

(vii) problem solving skills;

(viii) handling of glass to and from cases, trucks, benches, pallets, stillages, bins, cages or racks.

(d) Subject to Schedule B.1.2(e), Level 2 includes the following occupations:

(i) Assembler B.

(e) An employee currently classified as an Assembler B who is only required to perform the duties specified in Schedule B.1.2 must be paid in accordance with Level 2.

Where such employee performs a wide range of duties including those more complex tasks identified for Level 3, then such employee must be paid in accordance with Level 3.

B.1.3 Level 3 [relativity to Level 5—87.4%]

(a) An employee to be classified at this level will have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to enable the employee to perform work within the scope of this level.

(b) An employee at this level performs work above and beyond the skills of an employee at Level 2 and to the level of their skill and training:

- (i) performs work as directed;
- (ii) exercises limited discretion and utilises basic fault finding

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skills in the course of their work;

(iii) works in a safe manner so as not to injure themselves or other employees;

(iv) understands and undertakes basic quality control/assurance procedures subject to supervision;

(v) performs routine duties which may involve the use of machinery or tools;

(vi) while undertaking structured training performs work within the scope of that training subject to safety and training requirements.

(c) Indicative of the tasks which an employee at this level may perform are the following:

(i) production of standard components and operation of machinery and equipment requiring the exercise of skill and knowledge beyond that of an employee at Level 2;

(ii) an ability to interpret and follow standard procedures;

(iii) operation of flexibility between assembly stations;

(iv) receipt, dispatch, distribution, sorting, checking, packing, documentation and recording of goods, materials and components;

(v) basic inventory control in the context of a production process;

(vi) basic keyboard skills;

(vii) operation of mobile equipment including forklifts, hand trolleys, pallet trucks, overhead crane and winch operation;

(viii) accurate measurement;

(ix) assistance to one or more tradespersons [i.e. Level 5 and above];

(x) problem solving skills.

(d) Subject to Schedule B.1.3(e) and B.1.3(f), Level 3 includes the following occupations:

(i) Assembler A.

(ii) Assembler B.

(iii) Primer.

(iv) Machinist grade 2.

(v) Dispatch worker/glass vehicle driver (other than crane mounted vehicle).

(e) An employee currently classified as an Assembler A who is only required to perform the duties specified in Schedule B.1.3 must be paid in accordance with Level 3. Where such employee performs a wider range of duties including those more complex tasks identified for Level 4, then such employee must be paid in accordance with Level 4.

(f) An employee currently classified as an Assembler B who is only required to perform the duties specified in Schedule B.1.2 must be paid in accordance with Level 2. Where such employee performs a wider range of duties including those more complex tasks identified for Level 3, then such employee must be paid in accordance with Level 3.

B.1.4 Level 4 [relativity to Level 5—92.4%]

(a) An employee to be classified at this level will have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to enable the employee to perform work within the scope of this level.

(b) An employee at this level performs work above and beyond the skills of an employee at Level 3 and to the level of their skill and training:

(i) performs work as directed;

(ii) exercises discretion and utilises basic fault finding skills in the course of their work;

(iii) works in a safe manner so as not to injure themselves or other employees;

(iv) is responsible for the quality of their own work subject to limited supervision;

(v) works from more complex standards and procedures;

(vi) while undertaking structured training, performs work within the scope of that training subject to safety and training requirements.

(c) Indicative of the tasks which an employee at this level may perform are the following:

(i) carrying out of tasks from basic plans, sketches and drawings in conjunction with appropriate written or verbal instructions;

(ii) operation of materials handling equipment requiring a licence or certificate;

(iii) setting up and operation and adjustment of machinery to produce more detailed components to exact specifications and standards;

(iv) fixing components or parts in pre-determined ways and simple rectification work to jobs in progress;

(v) assistance to other employees at this and other skill levels within their level of skill and training;

(vi) other tasks as directed in accordance with their level of skill and training;

(vii) completion of simple clerical tasks;

(viii) selection of suitable methods for completing tasks and planning the order in which to complete them;

(ix) keyboard skills at a level higher than Level 3;

(x) lubrication of production machinery equipment;

(xi) problem solving skills.

(d) Subject to Schedule B.1.4(e), Level 4 includes the following occupations:

(i) Assembler A.

(ii) Machinist grade 1.

(iii) Computerised automatic glass cutting machine operator.

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(iv) Automatic edge grinding/polishing machine operator.
(v) Automatic bevelling/polishing machine operator.
[B.1.4(d)(vi) varied by PR994529 ppc 01Jan10]
(vi) Dispatch worker/glass vehicle driver (crane mounted vehicles).
(e) An employee currently classified as an Assembler A who is only required to perform the duties specified in Schedule B.1.3 must be paid in accordance with Level 3. Where such employee performs a wider range of duties including those more complex tasks identified for Level 4, then such employee must be paid in accordance with Level 4.

B.1.5 Level 5 [relativity to Level 5—100%]

(a) An employee to be classified at this level will hold a trade certificate, Tradesperson's Rights Certificate, or have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to enable the employee to perform work within the scope of this level.
(b) An employee at this level performs work above and beyond the skills of an employee at Level 4 and to the level of their skill and training:
(i) understands and applies quality control techniques;
(ii) inspects products and/or materials for conformity with established operational standards;
(iii) exercises good interpersonal communication skills;

(iv) exercises discretion and utilises basic fault finding skills in the course of their work;
(v) works in a safe manner so as not to injure themselves or other employees;
(vi) performs work under limited supervision either individually or in a team environment;
(vii) conducts training in conjunction with a skilled trainer as required;
(viii) while undertaking structured training, performs work within the scope of that training subject to safety and training requirements.
(c) Indicative of the tasks which an employee at this level may perform are the following:
(i) carrying out of tasks from basic plans, sketches and drawings in conjunction with appropriate written or verbal instructions;
(ii) selection of materials and operation of machinery and/or equipment to produce articles in accordance with trade standards;
(iii) identification and initiation of relevant action to obtain materials, tools and machinery requirements for a particular job;
(iv) maintenance and use of hand held pneumatic, power and personal tools;
(v) understanding and undertaking of basic quality control/assurance procedures on the work of employees in lower classifications;
(vi) assisting in the provision of on-the-job training in conjunction with other tradespersons and supervisors;
(vii) keyboard skills at a level higher than Level 4;
(viii) operation of all lifting equipment incidental to their work;
(ix) performance of non-trade tasks incidental to their work;
(x) performance of work which, while primarily

involving the skills of an employee's trade, is incidental or peripheral to the primary task and facilitates the completion of the whole task and which does not require additional formal technical training;
(xi) approval and passing of first-off samples and maintenance of quality of product;
(xii) operation, setting up and adjustment of all production machinery in a plant to the extent of their training;
(xiii) performance of a range of maintenance functions;
(xiv) understanding and application of computer techniques as they relate to production process operations;
(xv) high level stores and inventory responsibility beyond the requirements of an employee at Level 4;
(xvi) other tasks as directed in accordance with their level of skill and training.
(d) Level 5 includes the following occupations:
(i) Carpenter and/or joiner.
(ii) Stonemason.
(iii) Prefab tradesperson.
(iv) Painter.
(v) Plasterer.
(vi) Glazier.
(vii) Glass cutter.
(viii) Automatic bevelling/polishing machine setter operator.
(ix) Automatic edge grinding/polishing machine setter operator.

B.1.6 Level 6 [relativity to Level 5—105%]

(a) An employee to be classified at this level will have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to

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enable the employee to perform work within the scope of this level.

(b) An employee at this level performs work above and beyond the skills of an employee at Level 5 and to the level of their skill and training:

(i) performs work under general supervision either individually or in a team environment, and is able to examine, evaluate and develop solutions to problems within the scope of this level;

(ii) understands and implements quality control techniques and is responsible for the quality of their work and is able to identify faults in the work of others at this or lower levels;

(iii) exercises discretion and utilises fault finding skills in the course of their work;

(iv) works in a safe manner so as not to injure themselves or other employees and is able to identify hazards and unsafe work practices which may affect others in the team environment;

(v) exercises good interpersonal skills;

(vi) provides guidance and assistance as part of a work team;

(vii) while undertaking structured training, performs work within the scope of that training subject to safety and training requirements.

(c) Indicative of the tasks which an employee at this level may perform are the following:

(i) reading, interpreting and calculating information from production drawings, prints or plans;

(ii) assisting in the provision of on-the-job training in conjunction with other tradespersons and supervisors;

(iii) exercising trade skills relevant to the requirements of the enterprise at a level higher than an employee at Level 5;

(iv) operating a wide range of complex machines or equipment in the workplace;

(v) applying relevant legislation to the work of self and others;

(vi) other tasks as directed in accordance with their level of skill and training.

(d) Level 6 includes the following occupations:

(i) Letter cutter.

(ii) Joiner special class.

(iii) Joiner-setter out.

(iv) Prefab setter.

(v) Signwriter.

(vi) Specialist glass cutter.

(vii) Supervisor—toughening plant, laminating plant, silvering plant, insulation unit plant or glass bending plant.

B.1.7 Level 7 [relativity to Level 5—110%]

(a) An employee to be classified at this level will have completed the required training or will have equivalent skills gained through work experience in accordance with the prescribed standards for this level. In all cases the employee will be required to satisfactorily complete a competency assessment to enable the employee to perform work within the scope of this level.

(b) An employee at this level performs work above and beyond the skills of an

employee at Level 6 and to the level of their skill and training:

(i) exercises the skills attained through satisfactory completion of the training and standard prescribed for this classification;

(ii) provides guidance and assistance as part of a work team;

(iii) assists in the provision of training in conjunction with supervisors and trainers;

(iv) understands and implements quality control techniques and is responsible for the quality of their work and is able to identify faults in the work of others at this or lower levels;

(v) works in a safe manner so as not to injure themselves or other employees and is able to identify hazards and unsafe work practices which may affect others in the team environment;

(vi) exercises excellent interpersonal skills;

(vii) performs work under limited supervision either individually or in a team environment;

(viii) exercises discretion within their level of training.

(c) Indicative of the tasks which an employee at this level may perform are the following:

(i) exercising of high precision trade skills using various materials and/or specialised techniques;

(ii) performance of operations on a CAD/CAM terminal in the performance of routine modifications.

(d) Level 7 includes the following occupations:

(i) Carver.

Disclaimer: This sheet is general in nature and may not deal with all of your circumstances. It is not legal advice. If you have queries about particular employee's entitlements, please call Master Builders Industrial Relations Department on ph: 02 6175 5900.

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