

Adult classification rates

Level	Typical roles	Weekly	Ordinary /hr	Casual /hr
C14 – Manufacturing employee level I	Entry-level / induction	\$978.10	\$25.74	\$32.18
C13 – Manufacturing employee level II	Basic operative duties	\$1004.90	\$26.44	\$33.05
C12 – Manufacturing employee level III	Operating / assembly with some skill	\$1029.10	\$27.08	\$33.85
C11 – Manufacturing employee level IV	Skilled operative / laboratory tester	\$1062.90	\$27.97	\$34.96
C10 – Manufacturing tradesperson level I	Trade-qualified (the trade rate)	\$1119.10	\$29.45	\$36.81
C9 – Manufacturing tradesperson level II	Trade + post-trade skills	\$1154.30	\$30.38	\$37.98
C8 – Tradesperson special class level I	Advanced trade / technician	\$1189.40	\$31.30	\$39.13
C7 – Tradesperson special class level II	Advanced trade / technician level III	\$1221.10	\$32.13	\$40.16
C6 – Engineering/laboratory technician	Advanced technical officer	\$1283.10	\$33.77	\$42.21
C5 – Engineering/laboratory technician	Senior technical officer	\$1309.50	\$34.46	\$43.08
C4 – Engineering technical officer	Principal-level technical officer	\$1344.50	\$35.38	\$44.23

Casual /hr includes the 25% casual loading on ordinary hours. Penalties below apply on top.

Penalty rates

When worked	Full-time / part-time	Casual
Saturday (day worker)	\$38.61 (150%)	\$48.27 (150% of casual ord.)
Sunday (day worker)	\$51.48 (200%)	\$64.36 (200% of casual ord.)
Public holiday	\$64.35 (250%)	\$80.45 (250% of casual ord.)

Dollar figures are for C14 – Manufacturing employee level I. Other levels scale from their own ordinary rate above.

Apprentice rates

Stage	Ordinary /hr
Stage 1 (did not complete year 12)	\$14.73
Stage 2	\$17.67
Stage 3	\$22.09
Stage 4	\$25.92

Common allowances

Allowance	Amount
Tool allowance – tradesperson (not vehicle manufacturing)	\$0.47 per hour (\$0.89 for carpenter/joiner/boatbuilder)
Leading hand – in charge of 3–10 employees	\$1.29 per hour
Leading hand – in charge of 11–20 employees	\$1.93 per hour
First aid allowance	\$22.26 per week
Meal allowance – overtime	\$19.14 per meal
Cold places allowance	\$0.82 per hour
Confined spaces allowance	\$1.12 per hour

General information only — not legal, payroll, tax or financial advice; do not rely on it for payroll decisions. Rates are indicative FY2026/27 minimums under the Manufacturing and Associated Industries and Occupations Award 2020 [MA000010] and depend on classification, enterprise agreements and individual circumstances; always confirm against the current Fair Work pay guide before paying wages. RosterElf is not affiliated with, or endorsed by, the Fair Work Ombudsman, and RosterElf Pty Ltd accepts no liability for reliance on this sheet.

Full guide, live calculator & penalty breakdowns: rosterelf.com/guides/award-rates/manufacturing