



Fair Work
OMBUDSMAN

Pay Guide - Funeral Industry Award

[MA000105]

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Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2021.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

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Rates of pay

Adult

Full-time & part-time

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Classification	Weekly pay rate	Hourly pay rate	Saturday - not removals or carrying out funerals - first 3 hours	Saturday - not removals or carrying out funerals - after 3 hours	Saturday - carrying out a funeral - 3 hours or less work
Grade 1	\$772.60	\$20.33	\$30.50	\$40.66	\$30.50
Grade 2	\$794.80	\$20.92	\$31.38	\$41.84	\$31.38
Grade 3	\$825.20	\$21.72	\$32.58	\$43.44	\$32.58
Grade 4	\$853.60	\$22.46	\$33.69	\$44.92	\$33.69
Grade 5	\$899.50	\$23.67	\$35.51	\$47.34	\$35.51
Grade 6	\$927.70	\$24.41	\$36.62	\$48.82	\$36.62

Table 2 of 5

Classification	Saturday - carrying out a funeral - more than 3 hours worked - first 3 hours	Saturday - carrying out a funeral - more than 3 hours worked - after 3 hours	Sunday - not removals	Public holiday - not removals	Afternoon shift - Monday to Friday
Grade 1	\$30.50	\$40.66	\$40.66	\$40.66	\$24.40
Grade 2	\$31.38	\$41.84	\$41.84	\$41.84	\$25.10
Grade 3	\$32.58	\$43.44	\$43.44	\$43.44	\$26.06
Grade 4	\$33.69	\$44.92	\$44.92	\$44.92	\$26.95
Grade 5	\$35.51	\$47.34	\$47.34	\$47.34	\$28.40
Grade 6	\$36.62	\$48.82	\$48.82	\$48.82	\$29.29

Table 3 of 5

Classification	Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri	Overtime - afternoon shift - first 3 hours	Overtime - afternoon shift - after 3 hours	Overtime - non-continuing afternoon shift - first 3 hours	Overtime - non-continuing afternoon shift - after 3 hours
Grade 1	\$30.50	\$34.56	\$44.73	\$40.66	\$50.83
Grade 2	\$31.38	\$35.56	\$46.02	\$41.84	\$52.30
Grade 3	\$32.58	\$36.92	\$47.78	\$43.44	\$54.30
Grade 4	\$33.69	\$38.18	\$49.41	\$44.92	\$56.15
Grade 5	\$35.51	\$40.24	\$52.07	\$47.34	\$59.18
Grade 6	\$36.62	\$41.50	\$53.70	\$48.82	\$61.03

Table 4 of 5

Classification	Work on an RDO - shiftworkers	Working through a meal break	Overtime - not shiftworkers - first 3 hours	Overtime - not shiftworkers - after 3 hours	Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours
Grade 1	\$40.66	\$30.50	\$30.50	\$40.66	\$30.50
Grade 2	\$41.84	\$31.38	\$31.38	\$41.84	\$31.38
Grade 3	\$43.44	\$32.58	\$32.58	\$43.44	\$32.58
Grade 4	\$44.92	\$33.69	\$33.69	\$44.92	\$33.69
Grade 5	\$47.34	\$35.51	\$35.51	\$47.34	\$35.51
Grade 6	\$48.82	\$36.62	\$36.62	\$48.82	\$36.62

Table 5 of 5

Classification	Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours	Work on RDO - not shiftworkers	Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - first 3 hours	Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - after 3 hours	Removals - where any work on a removal is between midnight and 7am
Grade 1	\$40.66	\$30.50	\$30.50	\$40.66	\$40.66
Grade 2	\$41.84	\$31.38	\$31.38	\$41.84	\$41.84
Grade 3	\$43.44	\$32.58	\$32.58	\$43.44	\$43.44
Grade 4	\$44.92	\$33.69	\$33.69	\$44.92	\$44.92
Grade 5	\$47.34	\$35.51	\$35.51	\$47.34	\$47.34
Grade 6	\$48.82	\$36.62	\$36.62	\$48.82	\$48.82

Casual

Table 1 of 3

Classification	Hourly pay rate	Public holiday - not removals	Afternoon shift - Monday to Friday	Afternoon shift (less than 5 successive shifts / less than ordinary hours) - Mon to Fri	Overtime - afternoon shift - first 3 hours
Grade 1	\$25.41	\$45.74	\$29.48	\$35.58	\$39.64
Grade 2	\$26.15	\$47.07	\$30.33	\$36.61	\$40.79
Grade 3	\$27.15	\$48.87	\$31.49	\$38.01	\$42.35
Grade 4	\$28.08	\$50.54	\$32.57	\$39.31	\$43.80
Grade 5	\$29.59	\$53.26	\$34.32	\$41.42	\$46.16
Grade 6	\$30.51	\$54.92	\$35.39	\$42.72	\$47.60

Table 2 of 3

Classification	Overtime - afternoon shift - after 3 hours	Overtime - non-continuing afternoon shift - first 3 hours	Overtime - non-continuing afternoon shift - after 3 hours	Working through a meal break	Overtime - not shiftworkers - first 3 hours
Grade 1	\$49.81	\$45.74	\$55.91	\$35.58	\$35.58
Grade 2	\$51.25	\$47.07	\$57.53	\$36.61	\$36.61
Grade 3	\$53.21	\$48.87	\$59.73	\$38.01	\$38.01
Grade 4	\$55.03	\$50.54	\$61.77	\$39.31	\$39.31
Grade 5	\$57.99	\$53.26	\$65.09	\$41.42	\$41.42
Grade 6	\$59.80	\$54.92	\$67.13	\$42.72	\$42.72

Table 3 of 3

Classification	Overtime - not shiftworkers - after 3 hours	Overtime - recall between 7pm and 7am - not shiftworkers - first 3 hours	Overtime - recall between 7pm and 7am - not shiftworkers - after 3 hours	Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - first 3 hours	Removals - work started between 7am & 7pm - completed after 7pm and at or before midnight - after 3 hours	Removals - where any work on a removal is between midnight and 7am
Grade 1	\$45.74	\$35.58	\$45.74	\$35.58	\$45.74	\$45.74
Grade 2	\$47.07	\$36.61	\$47.07	\$36.61	\$47.07	\$47.07
Grade 3	\$48.87	\$38.01	\$48.87	\$38.01	\$48.87	\$48.87
Grade 4	\$50.54	\$39.31	\$50.54	\$39.31	\$50.54	\$50.54
Grade 5	\$53.26	\$41.42	\$53.26	\$41.42	\$53.26	\$53.26
Grade 6	\$54.92	\$42.72	\$54.92	\$42.72	\$54.92	\$54.92

Allowances

Allowances	Rate
Exhumation allowance	\$96.25 for each body exhumed
Uniform reimbursement	reimbursement for the cost of buying the uniform
Laundry reimbursement	reimbursement for the cost of washing the uniform
Leading hand allowance – in charge of 3-10 employees	\$0.95 per hour up to a maximum of \$35.98 per week
Leading hand allowance – in charge of 11-19 employees	\$1.42 per hour up to a maximum of \$53.97 per week
Meal allowance	\$13.78 for a meal
Stand-by allowance - Monday to Friday	\$13.49 per period
Stand-by allowance - Saturday, Sunday and public holidays	\$28.78 per period
Tool allowance	\$0.14 per hour, up to a maximum of \$5.43 per week
Vehicle allowance	\$0.80 per km
Vaccinations reimbursement	reimbursement for the cost of receiving vaccinations

Disclaimer

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We take care to ensure that data in this pay guide is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in awards as soon as they come into effect.

However, there may be a delay between when a change takes effect and when the data in this pay guide is updated. This means we cannot guarantee the accuracy, reliability, currency or completeness of the data in this pay guide.

When considering data in this pay guide you should also have regard to the relevant award, which can be found through our [Awards page](#) at www.fairwork.gov.au/awards. If our data is inconsistent with the award, then the award applies.

If you need further assistance with this pay guide you can [contact us](#) by visiting www.fairwork.gov.au/contact-us or by calling us on 13 13 94. Alternatively, you may wish to get independent advice from a union, employer association or lawyer.

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