

MA000025 Electrical Award Rates

Quick Reference Card -- July 2026

Rates effective from first full pay period on or after 1 July 2026 | Verify at fairwork.gov.au

Electrical Tradesperson (ET) Grades -- Hourly Rates

Classification	Hourly	1.5x OT	2.0x OT	Weekly (38h)
ET Grade 1	\$38.43	\$57.65	\$76.86	\$1,460.34
ET Grade 2	\$39.36	\$59.04	\$78.72	\$1,495.68
ET Grade 3	\$40.26	\$60.39	\$80.52	\$1,529.88
ET Grade 4	\$41.20	\$61.80	\$82.40	\$1,565.60
ET Grade 5	\$42.15	\$63.23	\$84.30	\$1,601.70

Apprentices -- % of ET Grade 1 (\$38.43/hr)

Year	% G1	Hourly	1.5x OT	2.0x OT	Weekly (38h)
Year 1	42%	\$16.14	\$24.21	\$32.28	\$613.32
Year 2	55%	\$21.14	\$31.71	\$42.28	\$803.32
Year 3	75%	\$28.82	\$43.23	\$57.64	\$1,095.16
Year 4	88%	\$33.82	\$50.73	\$67.64	\$1,285.16

Allowances (per week unless stated)

Allowance	Rate	When Applies
Tool allowance	\$21.17/wk	Employee supplies own tools
Industry allowance	\$47.61/wk	All on-site electrical installation/maintenance work
Living away from home	\$139.30/day	Employee required to sleep away (check cl. 19.3)
Meal allowance	\$17.63/meal	OT > 1.5 hrs, or shift extending past 7:30pm
Vehicle allowance	\$0.99/km	Personal vehicle used for work travel

Superannuation

SG Rate: 11.5% (from 1 Jul 2025) | Next: 12.0% from 1 July 2026 | Calculated on Ordinary Time Earnings

Overtime Rules at a Glance

When	Rate
First 3 hours on any day	1.5x
After 3 hours on any day	2.0x
All work on Sunday	2.0x
All work on Public Holiday	2.5x
Minimum call-out (after hours)	3 hours at double time

Top 5 Misclassification Risks (FWO Audit Targets)

- Classification matters. An electrician doing complex or supervisory work is likely Grade 3-5, not Grade 1. Misclassification is the #1 underpayment trigger in Fair Work Ombudsman audits of trade businesses.
- Apprentice percentages are applied to Grade 1 rate -- not the grade of the supervising tradesperson. Common error: applying Year 3 apprentice % to Grade 3 supervisor rate.
- Tool allowance applies even when tools are only partly supplied by the employee. If they bring any tools at all, the allowance applies -- check the award clause.
- Industry allowance is NOT optional. It applies to all employees performing on-site electrical installation work, regardless of business size or project value.
- Backpay exposure is 6 years under the Fair Work Act. A \$2/hr underpayment sustained over 6 years = approximately \$25,000 per employee before penalties and interest.

Full guide + interactive pay calculator:

tradieautomate.com/blog/electrical-contractor-award-rates-australia-2026