

WAGE BULLETIN JULY 2018

BUILDING AND CONSTRUCTION INDUSTRY ENTERPRISE AGREEMENT 2011 - 2015

Industry EBA 2011–2015 will increase existing wage rates by a total of 20% (compounding) delivered in four annual instalments of 5%, at the beginning of the first full pay period commencing (ppc) on or after 1 March 2012, 2013, 2014 and 2015.

Please Note: Members holding the current pattern Industry EBA 2011-2015 are reminded that the Agreement **does not provide for any wage increase from 1 March 2018** – employees covered by the Agreement continue to be entitled to receive the existing wage rates that took effect from 1 March 2015. The earliest an employer would be required to increase wage rates would be when a new EBA applying to that employer takes effect – which is seven days after the Agreement is approved by the Fair Work Commission.

Attachment 1 sets out the current wage rates that apply from **ppc on or after 1 March 2015**.

Please Note: These rates are only applicable to those companies who have chosen to be bound by the above Agreement.

Attachment 2 details the updated wage related allowances, special rates and expense related allowances which are payable to agreement covered workers when the situation arises. Where applicable, these new allowance rates are generally payable from **ppc on or after the 1 July 2018**.

For further information, please call the Industrial Relations Department on (03) 9411 4560.

Attachment 1 – Wage Rates

From first pay period beginning on/after 1 MARCH 2015 (4th Agreement Increment – 5%)

	Rate Per Hour \$	Rate Per Week \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro-Rata A/L Loading \$	RDO Accrual Per day (0.8) \$
TRADES CLASSIFICATIONS					
CW3 – 100%					
Carpenter/Joiner; Tile-layer; Stonemason; Artificial Stoneworker; Marble & Slate-worker; Plasterer	39.31	1415.16	117.93	23.50	31.45
Bricklayer	38.99	1403.64	116.97	23.34	31.19
Painter – New Work	38.43	1383.48	115.29	23.04	30.74
Painter – Re-paint	38.38	1381.68	115.14	23.02	30.70
CW4 – 105%					
Marker/Setter Out; Letter Cutter	40.92	1473.12	122.76	24.35	32.74
Sign-writer	40.07	1442.52	120.21	23.90	32.06
CW5 – 110%					
Special Class Tradesperson: Carver	42.47	1528.92	127.41	25.16	33.98
LABOURERS					
CW3 – 100%					
Grade 1 – Rigger; Dogman, Sign industry worker	38.21	1375.56	114.63	22.93	30.57
CW2 – 96%					
Grade 2 – Scaffolder; Hoist/Winch Driver; Steel Fixer; Concrete Finisher	36.95	1330.20	110.85	22.26	29.56
CW1 – 92.4%					
Grade 3 – Trades Labourer; Concrete Gang; Jack Hammerman; Concrete Cutting Machine Operator	35.82	1289.52	107.46	21.67	28.66
CRANE CREWS – BUILDING SITES (Hourly Rate)					
CW7 – 120%					
Tower Crane Crew (Operators & Dogman/Crane Hands)	44.51	1602.36	133.53	26.23	35.61
CW5 - 110%					
Trainee Dogman/Crane Hand on Fixed Cranes	41.40	1490.40	124.20	24.60	33.12

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BUILDING AND CONSTRUCTION ENTERPRISE AGREEMENT 2011 - 2015

From first pay period beginning on/after 1 MARCH 2015 (4th Agreement Increment – 5%)

	Rate Per Hour \$	Rate Per Week \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro-Rata A/L Loading \$	RDO Accrual Per Day (0.8) \$
PLANT OPERATORS (Weekly Hire)					
CW7 – 120%					
Operator Grade 5: Tower Crane crew (Civil Construction only)	43.16	1553.76	129.48	25.52	34.53
CW5 - 110%					
Operator Grade 4 – includes: Mechanical Plant Operators Grade 5&6; Mobile Crane drivers 15t-100t	40.11	1443.96	120.33	23.92	32.09
CW4 – 105%					
Operator Grade 3 – includes: Mechanical Plant Operator Groups 3&4; Mobile Crane Drivers up to 15t	38.60	1389.60	115.80	23.13	30.88
CW3 – 100%					
Operator Grades 1&2 – includes: Mechanical Plant Operator Groups 1&2; Winch Driver; Mobile Hydraulic Platform Operator; Fork Lift Driver	37.02	1332.72	111.06	22.30	29.62
NOTE: From ppc 1 July 2018 add \$39.36 per week for Plant Operators who are responsible for servicing/ maintaining the Plant they operate.					

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Apprentices

From first pay period beginning on/after 1 MARCH 2015 (4th Agreement Increment – 5%)

	Wages Per week \$	Daily Fares Allowance \$	Weekly Pro-Rata Annual Leave \$	Weekly Pro Rata A/L Loading \$
Carpenters/Joiners; Stonemasons; Tilelayers; Plasterer; etc.				
1 st 3 months**	532.50	29.50	44.38	9.56
Next 9 months ##	668.30	29.50	55.69	11.44
2 nd Year	804.10	33.40	67.01	13.61
3 rd Year	1,075.70	35.35	89.64	17.52
4 th Year	1,279.40	37.35	106.62	20.49
Bricklayer				
1 st 3 months **	455.20	29.50	37.93	8.48
Next 9 months ##	590.70	29.50	49.23	10.36
2 nd Year	861.60	33.40	71.80	14.41
3 rd Year	1,132.60	35.35	94.38	18.31
Painter				
(a) WITH NO Pre-Apprenticeship Training				
1 st 3 months	506.80	29.50	42.23	9.20
Next 9 months	641.70	29.50	53.48	11.07
2 nd Year	776.50	33.40	64.71	13.23
3 rd Year	1,046.30	35.35	87.19	17.11
4 th Year	1,248.60	37.35	104.05	20.07
(b) WITH Pre-Apprenticeship Training				
1 st Year	709.10	29.50	59.09	12.01
2 nd Year	1,046.30	33.40	87.19	16.97
3 rd Year	1,248.60	35.35	104.05	19.92

Weekly Rates include Tool Allowance

**** Start rate for an Apprentice who has NOT completed an approved pre-Apprenticeship course.**

Start (1st Year) rate for an Apprentice who has completed an approved pre-Apprenticeship course.

Note: Different rates may be applicable during the life of this Agreement for Adult Apprentices. An Adult Apprentice is an employee who was aged 21 years or older at the time of entering into a contract of training for a specified trade. Members who employ Adult Apprentices should contact the IR Department on (03) 9411 4560 for further information.

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Attachment 2 - Allowances

Daily Travelling Allowances – (from 1 March 2015)

(i) Adults	\$39.30 p/day
(ii) Apprentices –	
1st year	\$29.50 p/day
2nd year	\$33.40 p/day
3rd year	\$35.35 p/day
4th year	\$37.35 p/day

Leading Hand Allowance (from 1st ppc on/after 1 July 2018)

In Charge of.....	Weekly Hire per week	Daily Hire per hour
1 person only	\$20.10 per week	\$0.55 per hour
2 – 5 people	\$44.38 per week	\$1.20 per hour
6 – 10 people	\$56.11 per week	\$1.52 per hour
11 or more people	\$75.37 per week	\$2.05per hour

Multi-Storey Allowances (from 1st ppc on/after 1 July 2018)

Start to 15 th floor	\$0.57 per hour
16 th to 30 th floor	\$0.68 per hour
31 st to 45 th floor	\$1.06 per hour
46 th to 60 th floor	\$1.37 per hour
61 st floor onwards	\$1.68 per hour

Expense Reimbursement Allowances

Living Away from Home Allowance (EBA) (from commencement of Agreement)

When employees are to be engaged on Distant Work requiring them to live away from home, reasonable accommodation, including full board shall be provided by the employer. In addition, \$9.50 shall be paid for each night the employee is required to be away from home.

Alternatively, from commencement of the Agreement an employer may choose to pay an allowance of \$750 per week of seven days or \$140 per day (for periods less than a week).

Meal Allowance (From 1st ppc on/after 1 March 2015) \$24.90 per meal

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From 1st ppc on/after 1 July 2018:

Compensation for loss of Tools and/or Clothing (Theft/Damage)	\$1838 (max)
Use of own vehicle when transferring between sites	\$0.78 per km (unchanged)
Use of own vehicle when travelling outside the radial areas	\$0.47 per km (unchanged)

Work Related Special Rates & Allowances (from 1st ppc on/after 1 July 2018)

First Aid Allowance:	(a) Minimum Qualification	\$3.01 per day
	(b) Advanced First Aid Cert.	\$4.77 per day
Altona Area Allowance (From 1 June 2018)		\$1.20* per hour
Service Core Allowance (From 1 June 2018)		\$1.45* per hour

Demolition Work (From 1 March 2015):

- | | | |
|------|---|-----------------|
| (i) | In connection with and on work with employees of demolition contractors on major demolition works | \$6.10 per hour |
| (ii) | Directly performing major demolition works requiring a permit that allows demolition to perform such work | \$6.80 per hour |

Superannuation (from 1 July 2015)

Employee (other than Apprentice)	\$185.00
First Year Apprentice	\$101.75
Second Year Apprentice	\$129.50
Third Year Apprentice	\$157.25
Fourth Year Apprentice	\$185.00



Special Rates (from 1st ppc on/after 1 July 2018)

Laser Safety Officer	\$2.95 per day
Insulation	\$0.88 per hour
Hot Work 46 ^o C to 54 ^o C	\$0.71 per hour
Above 54 ^o C	\$0.88 per hour
Cold Work	\$0.71 per hour
Confined Space	\$0.88 per hour
Swing Scaffold 0-15 Storeys	\$5.14 first 4 hours, \$1.06 per hour thereafter
16-30 Storeys	\$6.63 first 4 hours, \$1.39 per hour thereafter
31-45 Storeys	\$7.84 first 4 hours, \$1.59 per hour thereafter
46-60 Storeys	\$12.85 first 4 hours, \$2.64 per hour thereafter
60+ Storeys	\$16.38 first 4 hours, \$3.39 per hour thereafter
Explosive Powered Tools	\$1.68 per day
Wet Work	\$0.71 per hour
Dirty Work	\$0.71 per hour
Towers Allowance Over 15 metres	\$0.71 per hour
Each additional 15 metres	\$0.71 per hour
Toxic Substances	\$0.88 per hour
Working in Close Proximity	\$0.71 per hour
Asbestos	\$0.88 per hour
Asbestos Eradication	\$2.38 per hour
Furnace Work	\$1.87 per hour
Acid Work	\$1.87 per hour
Heavy Blocks Over 5.5kg & Under 9kg	\$0.71 per hour
9kg up to 18kg	\$1.28 per hour
Over 18kg	\$1.81 per hour
Cleaning Brickwork	\$0.64 per hour
Bagging	\$0.64 per hour
Bitumen Work	\$0.88 per hour
Plaster or Composition Spray	\$0.71 per hour
Slushing	\$0.71 per hour
Dry Polishing Tiles	\$0.88 per hour
Cutting Tiles	\$0.88 per hour
Second-Hand Timber	\$2.78 per day
Roof Repairs Slaters & Tilers working at over 15m	\$0.88 per hour
On roofs over 35 degrees pitch	\$0.64 per hour
On roofs over 40 degrees pitch	\$1.28 per hour
Computing Quantities	\$5.14 per day
Height Work – Painting Trades	\$0.64 per hour

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Grindstone Allowance	\$7.54 per week
Certificate Allowance	\$0.71 per hour
Spray Application – Painters	\$0.71 per hour
Pneumatic Tool Operation	\$3.88 per day
Bricklayer Operating Cutting Machine	\$0.88 per hour
Hydraulic Hammer	\$1.19 per hour
Employee carrying oils	\$11.72 per day
Pile Driving	\$16.75 per day
Dual Lift	\$3.57 per day

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