

WAGE BULLETIN 2018

BUILDING AND CONSTRUCTION GENERAL ON-SITE AWARD 2010 [MA000020]

The Fair Work Commission has determined that minimum wage rates in Modern Awards will be increased by 3.5% from the first full pay period commencing (ppc.) on or after 1 July 2018. In addition, Modern Awards contain a range of allowances, including expense related allowances linked to CPI movements, with any increases also payable from ppc. 1 July 2018.

Where an employer is required to contribute under the Federal Superannuation Guarantee Legislation the minimum contribution is 9.5% of ordinary time earnings, as at 1 July 2014.

Traditionally, tradespersons and labourers have been engaged as 'daily hire' employees. Daily hire employees are entitled to all of the general conditions of the Building and Construction General On-Site Award, except for those relating to notice of termination. This is what makes it 'daily' hire: the fact that the employer (or employee) can terminate their contract of employment with only one day of notice. To compensate for daily hire employees' lack of employment security, they are entitled to a 'follow-the-job loading'. This loading takes into account the incidence of loss of wages for periods of unemployment between jobs.

With the introduction of Modern Awards, it is now possible to engage tradespersons and labourers as weekly hire employees (an arrangement previously only applicable to plant operators). Please note that weekly hire employees are entitled to notice of termination as provided for in the National Employment Standards. Please refer to clause 16 of the Modern Award for further details.

At the time of engagement an employer needs to inform each employee, in writing, of the terms of their engagement and, in particular, whether they are to be daily hire or weekly hire, full-time, part-time or casual employees.

Further details can be obtained from the Industrial Relations Department on (03) 9411 4560.

Wage Rates – Inclusive of Industry, Special and Tool Allowances

Classifications	Daily Hire Hourly Rate ppc 1 July 2018 \$	Weekly Hire Hourly Rate ppc 1 July 2018 \$
LABOURERS		
CW1 (a) - New Entrant - First 3 months experience	21.57	20.91
CW1 (b) - New Entrant between 3 -12 months experience	21.99	21.32
CW1 (c) - After twelve months experience in the industry	22.29	21.61
CW1 (d) - Trades Labourer, Concrete Gang, Jack Hammerman	22.69	21.99
CW2 - Scaffolder, Steel Fixer, Concrete Finisher	23.13	22.43
CW3 - Rigger, Drainer, Dogman	23.78	23.05
CW5 - Trainee Dogman/Crane Hand-Fixed Cranes	25.21	24.44
CW7 - Dogman/Crane Hand - Fixed Cranes	26.57	25.75
TRADES		
CW3 - Painter	23.99	23.26
CW3 - Roof Tiler	24.23	23.49
CW3 - Bricklayer	24.39	23.65
CW3 - Plasterer	24.49	23.74
CW3 - Carpenter/Joiner; Tilelayer; Stonemason; Artificial Stoneworker; Marble & Slateworker	24.64	23.89
CW4 - Signwriter	24.70	23.95
CW4 - Marker/Setter Out; Letter Cutter	25.35	24.58
CW5 - Carver, Special Class Tradesperson - Carpenter	26.07	25.28
PLANT OPERATORS		
CW2 - Forklift Driver	n/a	22.43
CW3 - Winch Driver, Mobile Hydraulic Platform Operator Operators of cranes up to and including 5 tonnes	n/a	23.05
CW4 - Mobile Crane Driver up to and including 10 tonnes	n/a	23.75
CW5 - Mobile Crane Driver over 10 but not exceeding 100 tonnes	n/a	24.44
CW6 - Mobile Crane Driver over 100 but not exceeding 180 tonnes	n/a	25.07
CW7 -Tower Crane Driver Mobile Crane Driver with lifting capacity exceeding 180 tonnes	n/a	25.75

NOTE: From ppc 1 July 2018, add \$39.36 per week for Plant Operator who is responsible for service/maintenance of the Plant.



Leading Hand (All purpose where applicable) – ppc 1 July 2018

CW3		
In Charge of....	Weekly Hire Employees	Daily Hire Employees
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	\$2.05 per hour

Casual Employees

A casual employee must be paid a casual loading of 25% for ordinary hours as provided for in the award. The casual loading is paid as compensation for annual leave, personal/carer's leave, community service leave, notice of termination, redundancy benefits and public holidays not worked.

Daily Travelling Allowances – from ppc 1 July 2014 (unchanged)*

(a) Adult	\$17.43 per day
(b) Apprentices	
1 st year	\$13.07 per day
2 nd year	\$14.82 per day
3 rd year	\$15.69 per day
4 th year	\$16.56 per day



Apprentice* Rates – inclusive of industry, tool and special allowance

*Apply to employees who were aged 20 years of age or younger at the time of entering into a contract of training in a specified trade.

Stage of Apprenticeship	Apprentices who <u>have not</u> completed year 12	Apprentices who <u>have</u> completed year 12
	Hourly Rate ppc 1 July 2018 \$	Hourly Rate ppc 1 July 2018 \$
Carpenter & Joiner, Stonemason, Tilelayer		
Stage 1	12.77	13.88
Stage 2	14.99	16.11
Stage 3	18.33	18.33
Stage 4	21.66	21.66
Plasterer		
Stage 1	12.62	13.74
Stage 2	14.85	15.96
Stage 3	18.18	18.18
Stage 4	21.52	21.52
Bricklayer		
Stage 1	13.64	13.64
Stage 2	18.09	18.09
Stage 3	21.42	21.42
Signwriter, Painter		
Stage 1	12.14	13.25
Stage 2	14.36	15.47
Stage 3	17.70	17.70
Stage 4	21.03	21.03



Adult Apprentice* Rates – inclusive of industry, tool and special allowance

*Apply to employees who were aged 21 years of age or older at the time of entering into a contract of training in a specified trade and reflect the Fair Work Commission Full Bench Decision.

Stage of Apprenticeship	Hourly Rate ppc 1 July 2018 \$
Carpenter & Joiner, Stonemason, Tilelayer	
Stage 1	21.74
Stage 2	21.74
Stage 3	21.74
Stage 4	21.74
Plasterer	
Stage 1	21.60
Stage 2	21.60
Stage 3	21.60
Stage 4	21.60
Bricklayer	
Stage 1	21.50
Stage 2	21.50
Stage 3	21.50
Signwriter, Painter	
Stage 1	21.11
Stage 2	21.11
Stage 3	21.11
Stage 4	21.11

Please note: Where a person has been employed by an employer immediately prior to becoming an adult apprentice, such person will not suffer a reduction in the ordinary time hourly rate of pay by virtue of entering into the contract of training. Provided that the employee has been employed by the employer for at least six months as a full-time weekly or daily hire employee, or twelve months as a part-time or regular and systematic casual employee immediately prior to commencing the apprenticeship. Please refer to clause 19.8 of the Modern Award for further details.



Allowances

1. Multi-Storey Allowances – from ppc 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

2. Expense Reimbursement Allowances - from ppc 1 July 2018

Meal Allowance	\$15.06 per meal
Living Away from Home Allowance	\$494.94 per week
	\$70.81 per day
Compensation for loss of Tools and/or Clothing (Theft/Damage)	\$1838.00.
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)

3. Work Related Special Rates & Allowances - from ppc 1 July 2018

First Aid Allowance:	(a) Minimum Qualification	\$3.01 p/day
	(b) Advanced First Aid Cert.	\$4.77 p/day

4. Special Rates – from ppc 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	\$0.88 per hour
Slaters & Tilers working at over 15m	\$0.64 per hour
On roofs over 35 degrees pitch	\$0.88 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
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

