



# Building Trades Construction Award (State)

**Effective 1 July 2022**

This WA State award applies to sole traders, unincorporated partnerships, or unincorporated trusts and their employees. In WA it does not apply to incorporated entities. For further information contact [iradvice@mbawa.com](mailto:iradvice@mbawa.com)

## AWARD INCREASES 1 JULY 2022

Effective from 1 July 2022, the wages in this award have been increased by \$40.90 per week for non-trades classifications, and by 4.65% for trade classifications and above.

## ALLOWANCES

Allowances are paid in addition to wage rates in this circular unless specifically stated as already included.

## WHAT IF I CURRENTLY PAY OVER THE AWARD?

If you are already paying above the relevant wage rate contained in this circular, no increase is required.

## Types of employment

### WEEKLY HIRE

Weekly hire employees are full time employees. Notice of termination is subject to the National Employment Standards (NES) below. Weekly hire employees receive all other permanent benefits including annual leave, personal leave, and redundancy.

### CASUAL

Casual Employee means an employee who is employed for a period of less than five days (exclusive of overtime). Casual employees may be terminated by giving one hours' notice.

Casual employees receive a 20% loading on top of their hourly rate in compensation for annual leave, personal leave, redundancy, notice of termination and other permanent benefits.

## PRESENTING FOR WORK- MINIMUM ENGAGEMENT

An employee if engaged and presenting for work to commence employment and not being required shall be entitled to at least eight hours' work or payment therefor at ordinary rates, plus the appropriate travel allowance.

## TERMINATION

Full time employees are required to provide one week's notice.

A casual employee is required to provide one hour's notice to the employer.

An employer is required to give a casual employee one hour's notice of termination.

Except in cases of serious misconduct, an employer is required to give full time employees the following period of notice of termination (or payment in lieu):

<i>Period of continuous service</i>	<i>Notice period</i>
Not more than 1 year;	1 week
More than 1 year and up to 3 years;	2 weeks
More than 3 years and up to 5 years;	3 weeks
More than 5 years;	4 weeks

\*Employees over 45 years of age with two or more years of continuous service must receive an additional week's notice.

## Wages- From 1 July 2022

<b>Building Tradesperson</b> Rates include industry, tool, special and plumbing trade allowances.	<b>Hourly</b>	<b>Casual</b> (Includes 20% loading)	<b>Daily Fares</b>
<b>Plumber/Gasfitter</b>	\$27.82	\$33.38	\$10.80 + ¼ hr. pay
<b>Marker/Setter Out</b> (No entitlement to tool allowance)	\$26.68	\$32.02	\$16.55
<b>Carpenter/Joiner</b>	\$27.08	\$32.49	\$16.55
<b>Stonemason/Stoneworker</b>	\$27.08	\$32.49	\$16.55
<b>Plasterer</b> (includes Wall & Floor Tiler)	\$26.92	\$32.31	\$16.55
<b>Bricklayer</b> (note the heavy blocks allowance on page 10)	\$26.84	\$32.21	\$16.55
<b>Roof Tile Fixer</b>	\$26.66	\$31.99	\$16.55
<b>Sign writer</b>	\$26.45	\$31.74	\$16.55
<b>Painter</b>	\$26.45	\$31.74	\$16.55
<b>Glazier</b>	\$26.45	\$31.74	\$16.55

<b>Builders' Labourers</b> Rates include industry allowance and special allowance.	<b>Hourly</b>	<b>Casual</b> (Includes 20% loading)	<b>Daily Fares</b>
<b>Group 1</b> Rigger, Drainer, Dogger	\$26.03	\$31.23	\$16.55
<b>Group 2</b> Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steel Fixer including Tack Welder and Concrete Pump Operator	\$25.53	\$30.63	\$16.55
<b>Group 3</b> Bricklayer's Labourer, Plasterer's Labourer, Assistant Powder Monkey, Assistant Rigger, Demolition Worker (after 3 months experience), Gear Hand, Cement Gun Operator, Concrete Cutting or Drilling Machine Operator, Pile Driver, Tackle Hand, Jackhammer Hand, Mixer Driver (Concrete), Steel Erector, Aluminium Structural Erector, Gantry Hand or Crane Hand, Concrete Gang including Concrete Floater, Steel or Bar Bender to Pattern or Plan, Concrete Formwork Stripper, Concrete Pump Hose Hand, Trades Labourer, Brick Paver Labourer, Brick Cleaner/Labourer.	\$25.18	\$30.22	\$16.55
<b>Group 4</b> Builders' Labourers employed on work other than specified in Groups 1-3.	\$24.29	\$29.15	\$16.55

## Apprentice rates of pay- from 1 July 2022

**Adult apprentices** aged 21 and above receive the minimum adult wage of **\$696.50** per week or the prescribed apprenticeship rate, whichever is the higher, for ordinary hours of work.

### Apprentice Bricklayers, Carpenters, Glaziers, Joiners, Painters, Plasterers, Sign writers, Stonemasons, Stoneworkers, Roof tile fixers

Year Term	Percentage of tradespersons rate	Weekly Rate	Daily Fares
<b>4 Year Term</b>			
1st Year	42%	\$423.30	\$12.40
2nd Year	55%	\$545.10	\$14.05
3rd Year	75%	\$732.40	\$14.90
4th Year	88%	\$854.10	\$15.70
<b>3.5 Year Term</b>			
0-6 months	42%	\$423.30	\$12.40
7-18 months	55%	\$545.10	\$14.05
19-30 months	75%	\$732.40	\$14.90
31-42 months	88%	\$854.10	\$15.70
<b>3 Year Term</b>			
1st Year	55%	\$545.10	\$14.05
2nd Year	75%	\$732.40	\$14.90
3rd Year	88%	\$854.10	\$15.70
<b>2 Year Term</b>			
1st Year	55%	\$545.10	\$14.05
2nd Year	75%	\$732.40	\$14.90

### Apprentice Plumber and/or Gasfitter

4 Year Term	Percentage of tradesperson rate	Weekly Rate	Daily Fares
1st Year	42%	\$424.80	\$10.80 + ¼ hr. pay
2nd Year	55%	\$546.90	\$10.80 + ¼ hr. pay
3rd Year	75%	\$734.90	\$10.80 + ¼ hr. pay
4th Year	88%	\$857.10	\$10.80 + ¼ hr. pay

- If the apprentice is a high school student undertaking a school based apprenticeship they must be paid the relevant hourly rate for the year of their apprenticeship for:
  - all hours spent working on the job; plus
  - hours spent in off the job training (deemed to be 25% of actual hours worked each week).

### Tool allowance for apprentices

Apprenticeship trade	Weekly allowance
Carpenters, Joiners, Plumbers, Gasfitters, Stonemasons, Stoneworkers	\$31.00
Plasterers, Wall and Floor Tilers	\$25.60
Bricklayers	\$21.90
Roof Tile Fixers	\$16.00
Sign writers, Painters, Glaziers	\$7.50

An employer may, (by agreement with the apprentice's parent or guardian if the apprentice is under 18), elect to provide the apprentice with a kit of tools and, subject to establishing the value of the tools at the time of so providing, deduct the tool allowance until the cost of the tools is reimbursed. An employer must pay the tool allowance after the cost of the tools has been reimbursed.

### School Based Apprentices

An employer is required to pay an apprentice for the time spent at TAFE (or other off the job training) as normal working hours. An employer is not required to pay TAFE fees on behalf of the apprentice.

If the apprentice is a high school student undertaking a school based apprenticeship they must be paid the relevant hourly rate for the year of their apprenticeship for: all hours spent working on the job; plus hours spent in off the job training (deemed to be 25% of actual hours worked each week).

## Allowances- From 1 July 2022

Common Allowances	Rate
Transfer during working hours – using own vehicle	90c per km
Overtime meal allowance	\$14.70
Leading hands	Per Week
In charge of 1 person	\$25.00
In charge of 2 to 5 people	\$42.10
In charge of 6 to 10 people	\$53.40
In charge of more than 10 people	\$71.20

### Location allowance for employees in regional areas

Full time employees employed in certain regional towns must be paid the weekly location allowance relevant to that town. Casual employees, apprentices and trainees must be paid proportionate location allowance based on the proportion which their weekly wage is to the adult rate under the WA award. If an employee receives free board and lodging, or is paid an allowance for board and lodging, the rate of location allowance is adjusted to 66.67% (two thirds) of the rate for the relevant town.

Town	\$ per week	Town	\$ per week	Town	\$ per week
Agnew	\$23.60	Halls Creek	\$55.70	Norseman	\$21.00
Argyle	\$63.50	Kalbarri	\$8.50	Nullagine	\$61.60
Balladonia	\$24.60	Kalgoorlie	\$10.10	Onslow	\$41.30
Barrow Island	\$41.30	Kambalda	\$10.10	Pannawonica	\$30.90
Boulder	\$10.10	Karratha	\$39.90	Paraburdoo	\$30.70
Broome	\$38.10	Koolan Island	\$41.70	Port Hedland	\$33.00
Bullfinch	\$11.00	Koolyanobbing	\$11.00	Ravensthorpe	\$12.40
Carnarvon	\$19.50	Kununurra	\$63.50	Roebourne	\$46.00
Cockatoo Island	\$41.70	Laverton	\$24.20	Sandstone	\$23.60
Coolgardie	\$10.10	Learmonth	\$34.90	Shark Bay	\$19.50
Cue	\$24.30	Leinster	\$23.60	Southern Cross	\$11.00
Dampier	\$33.20	Leonora	\$24.20	Telfer	\$56.60
Denham	\$19.50	Madura	\$25.60	Teutonic Bore	\$23.60
Derby	\$39.50	Marble Bar	\$61.70	Tom Price	\$30.70
Esperance	\$6.80	Meekatharra	\$21.00	Whim Creek	\$39.50
Eucla	\$26.50	Mount Magnet	\$26.30	Wickham	\$38.10
Exmouth	\$34.90	Mundrabilla	\$26.10	Wiluna	\$23.80
Fitzroy Crossing	\$48.10	Newman	\$22.70	Wyndham	\$59.40

### **Other allowances**

The Building Trades (Construction) Award contains a range of work-related allowances which apply to specific working arrangements.

For further information please contact Master Builders via email at [iradvice@mbawa.com](mailto:iradvice@mbawa.com) or call us on 0429 301 981.