



Building and Construction General Onsite Award 2020

Non-Residential Construction Sector

Effective 1 July 2024

This national award applies to Pty Ltd employers and their employees. In WA it does not apply to sole traders, unincorporated partnerships, or unincorporated trusts. These enterprises are covered by the WA state awards system. For further information contact iradvice@mbawa.com

NON-RESIDENTIAL CONSTRUCTION SECTOR

Means construction activities undertaken **except** in relation to a single occupancy or dual occupancy residential building which when complete, consists of less than five floor levels.

AWARD INCREASES 1 JULY 2024

Following the Fair Work Commission 2024 Minimum Wage Review, the wages in this award have increased by 3.75%. Apprentices receive proportionate increases.

Effective from first full pay period on or after 1 July 2024.

ALLOWANCES

Allowances have also increased and 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 to wages is required.

Types of employment

DAILY HIRE

Daily hire employees are full time or part time permanent employees, not casual, who are engaged in writing, on one day's notice of termination (by either party). Daily hire employees receive all other permanent benefits including annual leave, personal leave, and redundancy.

WEEKLY HIRE

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

CASUALS

Casual employees are engaged for a minimum daily engagement of four (4) hours.

Casual employees receive a 25% loading on top of their hourly rate in compensation for annual leave, personal leave, redundancy, notice of termination and other permanent benefits.

Non-Residential Construction

Wages - From 1 July 2024

Rates include industry allowance, follow the job loading and tool allowance.

| CLASSIFICATION | DAILY HIRE \$ p/hr. | WEEKLY HIRE \$ p/hr. | CASUAL HIRE \$ p/hr. | TRAVEL \$ p/day. |
|---|------------------------|-------------------------|-------------------------|---------------------|
| LABOURERS | | | | |
| CW1 (a) - New Entrant - First 3 months | 27.06 | 26.23 | 32.79 | 21.94 |
| CW1 (b) - 3 -12 months experience | 27.56 | 26.71 | 33.39 | 21.94 |
| CW1 (c) - After twelve months experience | 27.91 | 27.05 | 33.82 | 21.94 |
| CW1 (d) – TA, Concrete Gang, Jack Hammerman | 28.38 | 27.51 | 34.39 | 21.94 |
| CW2 - Scaffolder, Steel Fixer, Concrete Finisher | 28.92 | 28.03 | 35.04 | 21.94 |
| CW3 - Rigger, Drainer, Dogman | 29.71 | 28.80 | 36.00 | 21.94 |
| CW5 - Trainee Dogman/Crane Hand-Fixed Cranes | 31.47 | 30.51 | 38.14 | 21.94 |
| CW7 - Dogman/Crane Hand - Fixed Cranes | 33.14 | 32.12 | 40.15 | 21.94 |
| TRADES | | | | |
| CW3 - Painter | 29.96 | 29.04 | 36.30 | 21.94 |
| CW3 - Roof Tiler | 30.26 | 29.33 | 36.67 | 21.94 |
| CW3 - Bricklayer | 30.46 | 29.52 | 36.90 | 21.94 |
| CW3 - Plasterer | 30.58 | 29.64 | 37.05 | 21.94 |
| CW3 - Carpenter/Joiner; Tile layer; Stonemason; Artificial Stoneworker; Marble & Slate worker | 30.76 | 29.81 | 37.27 | 21.94 |
| CW4 - Signwriter | 30.84 | 29.90 | 37.38 | 21.94 |
| CW4 - Letter Cutter | 31.64 | 30.67 | 38.34 | 21.94 |
| CW4 – Marker/Setter Out | 30.59 | 29.65 | 33.32 | 21.94 |
| CW5 - Carver, Special Class Tradesperson - Carpenter | 32.52 | 31.52 | 39.40 | 21.94 |
| PLANT OPERATORS | | | | |
| CW2 - Forklift Driver | n/a | \$28.03 | 35.04 | 21.94 |
| CW3 - Winch Driver, Mobile Hydraulic Platform Operator; Crane Operators up to and including 5 tonnes | n/a | \$28.80 | 36.00 | 21.94 |
| CW4 - Mobile Crane Driver up to and including 10 tonnes | n/a | \$29.65 | 37.07 | 21.94 |
| CW5 - Mobile Crane Driver over 10 but not exceeding 100 tonnes | n/a | \$30.51 | 38.14 | 21.94 |
| CW6 - Mobile Crane Driver over 100 but not exceeding 180 tonnes | n/a | \$31.27 | 39.09 | 21.94 |
| CW7 - Tower Crane Driver, Mobile Crane Driver with lifting capacity exceeding 180 tonnes | n/a | \$32.12 | 40.15 | \$21.94 |

Non-Residential Construction

Apprentice wages - From 1 July 2024

APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

Rates per hour *include* industry and tool allowances

| WAGE LEVEL | CARPENTER | TILELAYER | PLASTERER | BRICKLAYER | PAINTER | TRAVEL per day |
|------------|-----------|-----------|-----------|------------|---------|----------------|
| 1st stage | \$16.23 | \$16.23 | \$16.05 | \$15.94 | \$15.46 | \$16.46 |
| 2nd stage | \$18.95 | \$18.95 | \$18.77 | \$18.65 | \$18.17 | \$18.65 |
| 3rd stage | \$23.02 | \$23.02 | \$22.85 | \$22.73 | \$22.25 | \$19.75 |
| 4th stage | \$27.10 | \$27.10 | \$26.92 | \$26.80 | \$26.32 | \$20.84 |

APPRENTICES WHO HAVE COMPLETED YEAR 12

Rates per hour *include* industry and tool allowances.

| WAGE LEVEL | CARPENTER | TILELAYER | PLASTERER | BRICKLAYER | PAINTER | TRAVEL per day |
|------------|-----------|-----------|-----------|------------|---------|----------------|
| 1st stage | \$17.59 | \$17.59 | \$17.41 | \$17.29 | \$16.82 | \$16.46 |
| 2nd stage | \$20.31 | \$20.31 | \$20.13 | \$20.01 | \$19.53 | \$18.65 |
| 3rd stage | \$23.02 | \$23.02 | \$22.85 | \$22.73 | \$22.25 | \$19.75 |
| 4th stage | \$27.10 | \$27.10 | \$26.92 | \$26.80 | \$26.32 | \$20.84 |

Apprentices travel allowance

Apprentices will only receive the daily travel allowance for days when they attend work. The allowance is not paid for days they attend school. When a school-based apprentice attends off-the-job training located away from the school in which they are enrolled, they will receive 25% of the allowance as prescribed above.

Adult apprentices

An adult apprentice is an employee who is 21 years of age or over at the time of signing the contract of training.

To fix a rate of pay only, the adult apprentice will continue to receive the rate of pay that is applicable to the classification or class of work in which the adult apprentice was engaged immediately prior to signing the contract of indenture. Adult apprentices who have been employed for 6 months as a permanent or 12 months as a casual before starting their apprenticeship may have other entitlements.

If the apprentice has not been previously employed, the rate of pay will be the rate prescribed for the lowest paid classification prescribed in the award (**\$27.07 per hour plus relevant tool allowance if applicable**) or **the rate prescribed for the relevant year of apprenticeship, whichever is the greater.**

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School Based Apprentices-From 1 July 2024

A school-based apprentice is an employee who is undertaking an apprenticeship while also completing their high school studies.

School based apprentices do not get paid for the time they attend school or TAFE but instead they are paid 25% more hours than they worked (including overtime). These additional hours are called “deemed training hours” and are always payable at ordinary time.

For example, if an employee works 8 ordinary hours in a week, they will receive the following:

- 8 ordinary hours
- 2 “deemed training hours.”

If an apprentice following the completion of their high school studies converts from a school-based apprentice to a full-time apprentice, the time spent as a school based will count towards their progression through the relevant wage scale at the rate of 2 years school based to 1-year full time. For example, if you had a school-based apprentice for 2 years, prior to them commencing as a full-time apprentice, they will likely commence their full-time apprenticeship as a second year.

School-based apprentices accrue pro-rata leave entitlements, such as annual leave and personal leave. These entitlements accrue on worked hours only (not deemed training hours).

Non-Residential Construction Allowances - From 1 July 2024

| COMMON ALLOWANCES | | Rate |
|--|--------------|---------------------------------|
| Daily fares and travel allowance | | \$21.94 per day |
| Use of own vehicle (outside radial area of 50km from employee residence) | | 59c per km |
| Use of own vehicle when transferring during working hours | | 98c per km |
| Living away from home allowance (or provide reasonable board and lodging with three adequate meals each day) | | \$100.22 per day |
| Return journey - transporting tools | | \$26.21 per occasion |
| Weekend return home | | \$44.41 per occasion |
| Overtime meal allowance | | \$18.51 |
| Compensation for damage/loss of tools and clothes | | \$2,242 (max) |
| TRADEPERSON'S TOOL ALLOWANCES | | |
| (THESE TOOL ALLOWANCES ARE INCLUDED IN THE ENCLOSED WAGE RATES – DO NOT ADD AGAIN) | | |
| Carpenter, Tilelayer, Joiner, Stonemason | | \$38.67 per week |
| Plasterer, Floor Layer. | | \$31.99 per week |
| Bricklayer | | \$27.45 per week |
| Roof Tiler | | \$20.25 per week |
| Painter, Glazier, Songwriter | | \$9.28 per week |
| LEADING HANDS | | |
| The higher of the following % applied to the employee's own rate or the rate or the highest classification supervised. | Daily Hire | Weekly Hire |
| In charge of 1 person | \$0.67 p/hr. | \$24.78 per week / \$0.65 p/hr. |
| In charge of 2 to 5 people | \$1.49 p/hr. | \$54.71 per week / \$1.44 p/hr. |
| In charge of 6 to 10 people | \$1.88 p/hr. | \$69.16 per week / \$1.82 p/hr. |
| In charge of more than 10 people | \$2.52 p/hr. | \$92.91 per week / \$2.44 p/hr. |

Please note: The leading hand allowance rates contained in the above table are only applicable to an employee classified as a CW3. If an employee is not classified as a CW3, then they will be entitled to different leading hand allowance rates (unless they are engaged in a classification lower than CW3 but are supervising a CW3). To calculate the allowance for non-CW3 classifications, please refer to clause 19.2 of the Award or contact iradvice@mbawa.com.

Non-Residential Construction Allowances ctd - From 1 July 2024

| WORK - RELATED | | Per hour (unless otherwise shown) |
|---|-------------------------------|-----------------------------------|
| Multistory without story levels. | Work above 15 meters | 87c |
| | For each additional 15 meters | 87c |
| Underground | Per Week | \$18.58 per week |
| | Per Day | \$4.13 per day |
| Multi- story- From building commencement to 15th floor level | | 71c |
| -From 16th floor level to 30th floor level | | 84c |
| -From 31st floor level to 45th floor level | | \$1.30 |
| -From 46th floor level to 60th floor level | | \$1.68 |
| -From 61st floor level onwards | | \$2.06 |
| Laser safety officer | | \$3.64 per day |
| Carpenter diver | | \$1.22 |
| Scaffolding and Rigging certificate (trades only) | | \$0.87 |
| First Aid (Minimum Qualification) | | \$3.72 per day |
| First Aid (Higher Certificate) | | \$5.88 per day |
| Air-conditioning / refrigeration industry | | \$81.55 per wk |
| Electrician's License | | \$33.03 per wk |
| In charge of plant | | \$48.52 per wk |
| Computing quantities | | \$6.33 per day |
| Lift Industry Allowance | | \$152.78 per wk |

For further information please contact Master Builders via email at iradvice@mbawa.com or call us on 0429 301 981.