



Building and Construction General Onsite Award 2020

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

RESIDENTIAL CONSTRUCTION SECTOR

Means construction activities undertaken 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 been increased by 3.75%. Apprentices receive proportionate increases.

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

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

DAILY HIRE

Daily hire employees are full time or part time permanent employees, not casual, who are engaged in writing, on one days' 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.

CASUAL

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.

Residential Construction

Wages. From 1st 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	26.73	25.90	32.38	21.94
CW1 (b) - 3 -12 months experience	27.23	26.39	32.98	21.94
CW1 (c) - After twelve months experience	27.57	26.73	33.42	21.94
CW1 (d) – TA, Concrete Gang, Jack Hammerman	28.04	27.18	33.98	21.94
CW2 - Scaffolder, Steel Fixer, Concrete Finisher	28.58	27.70	34.63	21.94
CW3 - Rigger, Drainer, Dogman	29.37	28.47	35.59	21.94
CW5 - Trainee Dogman/Crane Hand-Fixed Cranes	31.14	30.18	37.73	21.94
CW7 - Dogman/Crane Hand - Fixed Cranes	32.81	31.80	39.75	21.94
TRADES				
CW3 - Painter	29.63	28.71	35.89	21.94
CW3 - Roof Tiler	29.92	29.00	36.25	21.94
CW3 - Bricklayer	30.12	29.19	36.49	21.94
CW3 - Plasterer	30.24	29.31	36.64	21.94
CW3 - Carpenter/Joiner; Tile layer; Stonemason; Artificial Stoneworker; Marble & Slate worker	30.42	29.49	36.87	21.94
CW4 - Signwriter	30.51	29.57	36.98	21.94
CW4 - Letter Cutter	31.31	30.34	37.93	21.94
CW4 – Marker/Setter Out	30.26	29.33	36.67	21.94
CW5 - Carver, Special Class Tradesperson - Carpenter	32.19	31.20	39.00	21.94
PLANT OPERATORS				
CW2 - Forklift Driver	n/a	27.70	34.63	21.94
CW3 - Winch Driver, Mobile Hydraulic Platform; Cranes up to and including 5 tonnes.	n/a	28.47	35.59	21.94
CW4 - Mobile Crane Driver up to and including 10 tonnes	n/a	29.33	36.67	21.94
CW5 - Mobile Crane Driver over 10 but not exceeding 100 tonnes	n/a	30.18	37.73	21.94
CW6 - Mobile Crane Driver over 100 but not exceeding 180 tonnes	n/a	30.95	38.69	21.94
CW7 - Tower Crane Driver, Mobile Crane Driver with lifting capacity exceeding 180 tonnes	n/a	31.80	39.75	21.94

Residential Construction Apprentices. From 1 July 2024

Rates include industry and tool allowances.

APPRENTICES WHO HAVE NOT COMPLETED YEAR 12

WAGE LEVEL	CARPENTER	TILELAYER	PLASTERER	BRICKLAYER	PAINTER	TRAVEL per day
1st stage	\$15.90	\$15.90	\$15.73	\$15.61	\$15.13	\$16.46
2nd stage	\$18.62	\$18.62	\$18.45	\$18.33	\$17.85	\$18.65
3rd stage	\$22.70	\$22.70	\$22.52	\$22.40	\$21.92	\$19.75
4th stage	\$26.77	\$26.77	\$26.60	\$26.48	\$26.00	\$20.84

APPRENTICES WHO HAVE COMPLETED YEAR 12

WAGE LEVEL	CARPENTER	TILELAYER	PLASTERER	BRICKLAYER	PAINTER	TRAVEL Per day
1st stage	\$17.26	\$17.26	\$17.09	\$16.97	\$16.49	\$16.46
2nd stage	\$19.98	\$19.98	\$19.80	\$19.68	\$19.21	\$18.65
3rd stage	\$22.70	\$22.70	\$22.52	\$22.40	\$21.92	\$19.75
4th stage	\$26.77	\$26.77	\$26.60	\$26.48	\$26.00	\$20.84

Apprentices travel

Apprentices will only receive the travel allowance for days when they attend work. They will not be paid the allowance for days they attend school. When a school-based apprentice attends off-the-job training not at 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 tool allowance if applicable**) or the rate prescribed for the relevant year of apprenticeship, whichever is the greater.

Residential Construction

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 are not 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 are entitled to accrue pro-rata leave entitlements, such as annual leave and personal leave. These entitlements accrue on worked hours only (not deemed training hours).

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		\$38.67 per week
Plasterer		\$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.

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.