



Jan 29, 2019

Wage Rate Update: The Building and Construction General On-site Award 2010

The 2017-2018 Annual Wage Review

The Minimum Wage Panel of the Fair Work Commission recently handed down the 2017-2018 Annual Wage Review decision which provided for an increase to the minimum wage and award rates of 3.5% with effect from the first pay period commencing on or after 1 July 2018.

The increases are fully absorbable into over-award payments, unless the employer agrees otherwise or there is an enterprise agreement or contract of employment which prescribes that these increases are payable.

Under modern awards, allowances have been divided into two categories –those which are expense-related and which are to be adjusted on the basis of specified CPI movements and others which are expressed as a % of the standard rate which, in the case of the Building and Construction General On-Site Award 2010, is the award base rate for a Construction Worker Level 3.

Calculation of Rates under the building and Construction General On-Site Award 2010

Weekly (full-time and part-time) employees

Included in this update are the ordinary time rates for weekly (full-time and part-time) and casual employees and civil construction trainees and apprentices.

Clause 19.3 (b) of the award prescribes the following method for calculating all purpose rates for weekly employees: following calculation is performed to arrive at the actual weekly rate:

The hourly rate will be calculated by adding the amounts prescribed in:

- The basic rate for the classification (Clause 19 of the award) plus
- The Special Allowance of \$7.70 (Clause 21.1 of the award) plus
- The Industry Allowance of \$30.98 (Clause 21.2 of the award)

and, where applicable:

- Tool and employee protection allowance (Clause 20.1 of the award)
- Air-conditioning and refrigeration industry allowances (Clause 21.11 of the award)
- Electrician's licence allowance (Clause 21.12 of the award)
- In charge of plant allowance (Clause 21.13 of the award) and dividing the total by 38.



Casual Employees

The addition of a 25% loading to the rate for weekly employees.

Effective from first pay period commencing on or after 1st July 2017.

The Actual Rates prescribed in the table below include Special Allowance and Industry Allowance which apply to all weekly employees covered by the award but do not include tool and employee protection allowance, underground allowance, air conditioning industry and refrigeration industry allowances, electrician's licence allowance or in charge of plant allowance. If an employee has an entitlement to any of these allowances, they need to be factored into the Actual Rate payable.

Building & Construction General On-Site Award 2010

| | Base Award Weekly Rate | Actual Rate- Award Weekly (FT/PT) | Actual Rate- Award Hourly (FT/PT) | Actual Rate- Award Hourly (Casual) |
|------------------------------------|------------------------|-----------------------------------|-----------------------------------|------------------------------------|
| Construction Worker level 9 (CW9) | 979.60 | 1,018.28 | 26.80 | 33.50 |
| Construction Worker level 8 (CW8) | 962.70 | 1,001.38 | 26.35 | 32.94 |
| Construction Worker level 7 (CW7) | 940.00 | 978.68 | 25.75 | 32.19 |
| Construction Worker level 6 (CW6) | 913.80 | 952.48 | 25.07 | 31.33 |
| Construction Worker level 5 (CW5) | 890.10 | 928.78 | 24.44 | 30.55 |
| Construction Worker level 4 (CW4) | 863.70 | 902.38 | 23.75 | 29.68 |
| Construction Worker level 3 (CW3) | 837.40 | 876.08 | 23.05 | 28.82 |
| Construction Worker level 2 (CW2) | 813.60 | 852.28 | 22.43 | 28.04 |
| Construction Worker Level 1 | | | | |
| CW 1 (d) | 797.10 | 835.78 | 21.99 | 27.49 |
| CW 1 (c) | 782.40 | 821.08 | 21.61 | 27.01 |
| CW 1 (b) | 771.50 | 810.18 | 21.32 | 26.65 |
| CW 1 (a) | 755.90 | 794.58 | 20.91 | 26.14 |



Civil Construction Traineeships

| Item | Stage 1 | Stage 2 | Stage 3 |
|--------------------|---------|---------|---------|
| Base rate | 649.54 | 691.34 | 471.44 |
| Industry allowance | 30.98 | 30.98 | 30.98 |
| Special allowance | 7.70 | 7.70 | 7.70 |
| Total weekly rate | 688.22 | 730.02 | 780.12 |

Allowances & Special Rates

Various allowances and special rates could apply to employees in general or to some in specific circumstances. The following are the new rates for some of these allowances and special rates but members should look at the award for detail on their application and to see whether any other rates or allowances could have application.

| | |
|--|---|
| <p>19.2 Leading Hands: percentages of the above weekly rates of the highest classification supervised, or the employee's own rate, whichever is the higher in accordance with the number of persons in the employee's charge.</p> <ul style="list-style-type: none"> - 1 person - 2 – 5 persons - 6 – 10 persons - More than 10 persons | <p>2.4%</p> <p>5.3%</p> <p>6.7%</p> <p>9.0%</p> |
| <p>20.1 Tool and employee protection allowance</p> <ul style="list-style-type: none"> - Artificial stoneworkers, carpenter and/or joiner, carpenter-diver, caver, bridge and wharf carpenter, floor sander, letter cutter, marble and slate worker, stonemason or tilelayer - Caster, fixer, floorlayer specialist or plasterer - Refractory bricklayer or bricklayer | <p>\$31.69 per week</p> <p>\$26.20 per week</p> <p>\$22.49 per week</p> |



**CIVIL CONTRACTORS
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|---|----------------------|
| - Roof tiler, slate-ridger or roof fixer, tradespersons in the metals and engineering construction sector | \$16.60 per week |
| - Signwriter, painter or glazier | \$7.61 per week |
| 20.2 Meal allowance | \$15.06 per occasion |
| 21.1 Special allowance (already included in wage calculations above) | \$7.70 per week |
| 21.2 Industry allowance (already included in wage calculations above) | \$30.98 per week |
| 21.3 Underground allowance | \$15.07 |
| - If underground for less than 4 shifts in a week | \$3.35 per day |
| 21.6 Laser Safety Officer Allowance | \$2.95 per day |
| 21.7 Carpenter diver allowance | \$0.99 per hour |
| 21.9 Cofferdam worker | \$14.24 per week |
| 21.10 First aid allowance – minimum qualification | \$3.01 per day |
| - Higher level | \$4.77 per day |
| 21.13 In charge of plant | \$38.02 per week |
| 22.2 (d) Confined spaces | \$0.88 per hour |
| 22.2 (g) Wet work | \$0.71 per hour |
| 22.2 (h) Dirty work | \$0.71 per week |
| 22.2 (p) Bitumen work | \$0.88 per week |
| 22.2 (q) Height work | \$0.64 per hour |
| 22.2 (s) Carrying fuels, oils and greases | \$11.72 per day |
| 22.4 (d) Live sewer work | \$0.64 per hour |
| 22.4 (e) Timbering | \$079 per hour |



**CIVIL CONTRACTORS
FEDERATION**

| | |
|---|---|
| <p>22.4 (g) Compressed air work with gauge reading (time worked and spent in compression/decompression):</p> <ul style="list-style-type: none"> - Up to 35kPa - Over 35 and up to 65 kPa - Over 65 and up to 100 kPa - Over 100 and up to 170 kPa - Over 170 and up to 225 kPa - Over 225 and up to 275 kPa | <p>\$1.47 per hour</p> <p>\$1.85 per hour</p> <p>\$3.88 per hour</p> <p>\$7.71 per hour</p> <p>\$12.85 per hour</p> <p>\$24.62 per hour</p> |
| <p>24.2 Living away from home allowance</p> | <p>\$494.94 per week or</p> <p>\$70.81 per day</p> |
| <p>25 Fares and travel patterns allowance</p> <ul style="list-style-type: none"> - Within 50 kms of post office in state capital or regional city and country radial areas - Outside 50 km radius | <p>\$17.43 per day</p> <p>\$17.43 per day plus</p> <p>\$0.47 per km</p> |

Questions and further information

If you have any questions or require assistance, please contact our Workplace Relations Advisors, Ridgeline HR on 0438533311.

Information is also available at the Fair Work Commission's Building and Construction Industry General On-site Award 2010 webpage which can be accessed at

http://www.fwc.gov.au/documents/modern_awards/award/MA000020/default.htm.

For further assistance in pay rates calculations for this and other awards, go to the Fair Work Ombudsman's Pay Calculator at <https://calculate.fairwork.gov.au/FindYourAward>