



## **PAY SCALE SUMMARY**

derived from the

### **Building Trades Award 1968 [AN160037 – WA]**

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This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after 1 October 2007.

Inquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on 1300 363 264.

### **Coverage**

This pay scale summary shall apply to all employees (including apprentices) employed in a calling or callings as set out in this pay scale summary in the industries carried on by the listed employers (see the list of employers in the schedule attached to the pre-reform award). This pay scale summary shall operate throughout the State of Western Australia.

A number of exceptions apply.

For detail of the coverage provisions see the 26 March 2006 version of the award.

## Wages

<b>Classification</b>	<b>Basic Hourly Rate \$</b>
<b>(a)</b>	
(i) Bricklayer, stoneworker, carpenter, joiner, painter, signwriter, glazier, plasterer and plumber	16.20
(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	16.44
(iii) Joiner - Assembler A	15.32
(iv) Joiner - Assembler B	14.95
<b>(b) Builders Labourer:-</b>	
(i) Rigger	15.73
(ii) Drainer	
(iii) Dogman	
(iv) Scaffolder	15.33
(v) Powder Monkey	
(vi) Hoist or Winch Driver	
(vi) Concrete Finisher	
(vi) Steel Fixer including tack welder	
(xi) Operator Concrete Pump	
(x) Bricklayer's Labourer	15.03
Plasterer's Labourer	
Assistant Powder Monkey	
Assistant Rigger	
Demolition Worker (after three months' experience)	
Gear Hand	
Pile Driver	
Tackle Hand	
Jackhammer Hand	
Mixer Driver (concrete)	
Steel Erector	
Aluminium Alloy Structural Erector	
Gantry Hand or Crane Hand	
Crane Chaser	
Concrete Gang including Concrete Floater	
Steel or Bar Bender to pattern or plan	
Concrete Formwork Stripper	
Concrete Pump Hose Hand	
(xi) Builder's Labourer employed on work other than specified in classifications (i) to (x)	14.33

Note: The above rates include the Special Payment derived from the pre-reform Award.

## Casual Rates

<b>Loading for Casual employees</b>	<b>Loading</b>
Based on relevant basic hourly rate	20%

## **Classifications**

For detail of classification descriptions see the 26 March 2006 version of the award.

### **Juniors – Joiner – Assembler A**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
Up to 16 years	38%(\$5.82)	Joiner - Assembler A
16 - 17	46%(\$7.05)	Joiner - Assembler A
17 - 18	53%(\$8.12)	Joiner - Assembler A
18 - 19	73%(\$11.18)	Joiner - Assembler A
19 - 20	88%(\$13.48)	Joiner - Assembler A
20 +	100%(\$15.32)	Joiner - Assembler A

## **Trainees**

Trainee rates of pay are not covered by this pay scale summary.

## **Apprentices**

**Rates are based on percentages of the relevant tradesperson's rate.**

### **Four Year Term**

<b>Year/Stage</b>	<b>Rate</b>
First year	42%
Second year	55%
Third year	75%
Fourth year	88%

### **Three and a Half Year Term**

<b>Year/Stage</b>	<b>Rate</b>
First six months	42%
Next year	55%
Next following year	75%
Final year	88%

### **Three Year Term**

<b>Year/Stage</b>	<b>Rate</b>
First year	55%
Second year	75%
Third year	88%

### ***Other information – apprentices***

The basic rate of pay for an apprentice, 21 years of age or over, shall not be less than \$11.40 per hour.

## **Frequency of payment**

Wages shall be paid weekly according to the actual ordinary hours worked each week. Payment of wages shall be made on or before Friday of each week at or before the usual finishing time on the normal pay day of each week.

In the event that an employee, by virtue of the arrangement of his ordinary working hours, is to take a day off duty on a day which coincides with pay day such employee shall be paid no later than the working day immediately following pay day. Provided that, where the employer is able to make suitable arrangements, wages may be paid on the working day preceding pay day.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

## **Pay Scale Summary – Background**

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with this pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning the summary, or the entitlements of employees under this pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

## **Transitional Arrangements**

Despite the coverage provisions of this pay scale, an employee or employer may not be covered by this pay scale while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement

- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

**If you require assistance with any provisions of this pay scale please call the Workplace Infoline on 1300 363 264.**

### **Disclaimer**

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
- to indemnify and hold harmless the Commonwealth from and against any loss or liability suffered by a user or a third party, arising out of the provision of the information, howsoever caused, including due to the negligence of the Commonwealth.