

## PAY SCALE SUMMARY

derived from the

### **Electrical Contracting Industry Award [AN160108 – 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 the 1 October 2008.

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



**Australian Government**  
**Workplace Authority**

### **Coverage**

This pay scale summary relates to the Electrical Contracting Industry within the State of Western Australia and to all work done by employees employed in the classifications shown herein and employed by the employers listed in the pay scale summary in connection with the wiring, contracting, maintenance and the installation and maintenance of electrical light and power plants, and the installation of all classes of wiring, repair and maintenance of electric and electronic installations and equipment including switchboards and appliances carried out by the employers as electrical contractors. Provided that the pay scale summary shall not apply to the manufacturing section of the business of any of the employers.

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

## Wages

<b>Classification</b>	<b>Basic hourly rate</b>
<b>Level 1</b>	
Electronics Tradesperson	\$19.95
<b>Level 2</b>	
Electrician - Special Class	\$18.68
Instrument Fitter/Electrical Grade 2	\$18.88
<b>Level 3</b>	
Electrical Installer/Mechanic	\$18.04
Electrical Fitter	\$18.04
Instrument Fitter/Electrical Grade 1	\$18.50
Linesperson - Grade 1 (i.e. with not less than 3 years experience as a Linesperson)	\$18.04
Cable Jointer	\$18.04
<b>Level 4</b>	
Linesperson - Grade 2 (i.e. with less than 3 years experience as a Linesperson)	\$17.62
<b>Level 5</b>	
Electrical Assistant	\$16.13

## 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

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

## Trainees

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

## Apprentices

### **Four Year Term**

<b>Year/Stage</b>	<b>Rate</b>	<b>Rate based on</b>
First Year	39%(\$7.04)	Electrical Installer
Second Year	51%(\$9.20)	Electrical Installer
Third Year	67%(\$12.09)	Electrical Installer
Fourth Year	79%(\$14.25)	Electrical Installer

### Three and a Half Year Term

Year/Stage	Rate	Rate based on
First Six Months	39%(\$7.04)	Electrical Installer
Next Year	51%(\$9.20)	Electrical Installer
Next Year	67%(\$12.09)	Electrical Installer
Final Year	79%(\$14.25)	Electrical Installer

### Three Year Term

Year/Stage	Rate	Rate based on
First Year	51%(\$9.20)	Electrical Installer
Second Year	67%(\$12.09)	Electrical Installer
Third Year	79%(\$14.25)	Electrical Installer

### *Apprentices Over the Age of 21 Years*

#### Four Year Term

Year/Stage	Rate	Rate based on
First Year	67%(\$12.09)	Electrical Installer
Second Year	67%(\$12.09)	Electrical Installer
Third Year	67%(\$12.09)	Electrical Installer
Fourth Year	79%(\$14.25)	Electrical Installer

#### Three and a Half Year Term

Year/Stage	Rate	Rate based on
First Six Months	67%(\$12.09)	Electrical Installer
Next Year	67%(\$12.09)	Electrical Installer
Next Year	67%(\$12.09)	Electrical Installer
Final Year	79%(\$14.25)	Electrical Installer

#### Three Year Term

Year/Stage	Rate	Rate based on
First Year	67%(\$12.09)	Electrical Installer
Second Year	67%(\$12.09)	Electrical Installer
Third Year	79%(\$14.25)	Electrical Installer

### **Frequency of Payment**

Each employee shall be paid, where the employer and employee agree, weekly or fortnightly, prior to the finishing time of work at the appropriate rate.

In the event that an employee, by virtue of the arrangement of their 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 the pay scale.

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

## **Transitional Arrangements**

Despite the coverage provisions of the pay scale, an employee or employer may not be covered by the 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 summary 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.