



Building Trades (Construction) State Award Summary

THINGS TO CHECK as an employee or employer include:

- ✓ Allowances
- ✓ Overtime rates
- ✓ Public holidays
- ✓ Meal breaks
- ✓ Leave entitlements
- ✓ Dismissal laws and entitlements due on termination
- ✓ Time and wages record keeping
- ✓ Laws relating to [taxation](#), [superannuation](#), [workers compensation](#), [discrimination](#) and [occupational health and safety](#)

This award summary outlines only the MOST COMMON ENTITLEMENTS within the Western Australian STATE SYSTEM of industrial relations under the *Building Trades (Construction) Award*.

It applies only to sole traders and partnerships. If the business is a Pty Ltd company, it does not apply. If you are unsure contact **Wageline** on **1300 655 266**.

To access a full copy of the award, which details all entitlements and obligations, please visit www.wairc.wa.gov.au.

Adult wages – apply as of the first pay period on or after 1 July 2011

BUILDING TRADESPERSON	HOURLY **	CASUAL 20% Loading
Registered Plumber	\$21.60	\$25.92
Plumber/Gasfitter	\$21.13	\$25.36
Special Class Tradesman		
Bricklayer	\$20.89	\$25.07
Plasterer	\$20.97	\$25.16
Carpenter / Joiner	\$21.09	\$25.31
Stonemason	\$21.09	\$25.31
Marker/Setter Out	\$20.23 *	\$24.28
Carpenter/Joiner	\$20.55	\$24.66
Stonemason/Stoneworker	\$20.55	\$24.66
Plasterer	\$20.43	\$24.52
Wall & Floor Tiler	\$20.43	\$24.52
Bricklayer	\$20.35	\$24.42
Roof Tile Fixer	\$20.22	\$24.27
Painter	\$20.04	\$24.04
Glazier	\$20.04	\$24.04
Signwriter	\$20.04	\$24.04

* No entitlement to tool allowance.

** The hourly rates shown above for a Tradesperson include industry, tool, special and plumbing trade allowances. Important note – the hourly rates of pay shown for a Tradesperson do not include location allowance or underground allowance. Where these allowances are applicable, Clause 8 – Rates of Pay of the Award will need to be referred to in order to calculate the appropriate hourly rate of wage.

BUILDERS' LABOURERS	HOURLY	CASUAL 20% loading
Group 1	\$19.74	\$23.69
Group 2	\$19.31	\$23.18
Group 3	\$19.00	\$22.80
Group 4	\$18.23	\$21.87

The hourly rates shown above for Labourers include industry allowance and special allowance. Important note – the hourly rates of pay shown for Labourers do not include location allowance or underground allowance. Where these allowances are applicable, Clause 8 – Rates of Pay of the Award will need to be referred to in order to calculate the appropriate hourly rate of wage. There is no entitlement to tool allowance.

BUILDERS' LABOURERS CLASSIFICATION	
GROUP 1	Rigger, Drainer, Dogman
GROUP 2	Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steel Fixer including Tack Welder and Operator Concrete Pump.
GROUP 3	Bricklayer's Labourer, Plasterer's Labourer, Assistant Powder Monkey, Assistant Rigger, Demolition Worker (after 3 months experience), Gear Hand, Cement Gun Operator, Concrete Cutting or Drilling Machine Operator, Pile Driver, Tackle Hand, Jackhammer Hand
GROUP 4	Builders' Labourers Employed on work other than specified in Groups 1 - 3 (inclusive).

Apprentice wages – apply as of the first pay period on or after 1 July 2011

Bricklayers, Carpenters, Glaziers, Joiners, Painters, Plasterers, Signwriters, Stonemasons, Stoneworkers, Roof Tile Fixers.

4 Year Term	3.5 Year Term	3 Year Term	2 Year Term	WEEKLY
1st Year	0-6 mths			\$321.05
2nd Year	7-18 mths	1st Year	1st Year	\$413.19
3rd Year	19-30 mths	2nd Year	2nd Year	\$554.93
4th Year	31-42 mths	3rd Year		\$647.06

Plumber and/or Gasfitter

4 Year Term	3.5 Year Term	3 Year Term	2 Year Term	WEEKLY
1st Year	0-6 mths			\$322.23
2nd Year	7-18 mths	1st Year	1st Year	\$414.73
3rd Year	19-30 mths	2nd Year	2nd Year	\$557.03
4th Year	31-42 mths	3rd Year		\$649.52

The weekly rates shown above for apprentices include industry and special allowance but do not include travel or tool allowance. Please see page three for these allowances.

Adult apprentices

Apprentices aged 21 and above receive the minimum adult wage of **\$525.70** per week or the prescribed apprenticeship rate, WHICHEVER IS THE HIGHER, for ordinary hours of work.

Junior wages

Please contact **Wageline** on **1300 655 266** for any information relating to juniors working in the building and construction industry.

Employment of children

Under the *Children and Community Services Act 2004*, **it is illegal to employ children under the age of 15 in this industry.**

Exemptions may apply to children working in a family business where the business is carried out by a parent or relative of the child, in a not-for-profit organisation or when they are participating in a school program.

School aged children must not be employed during school hours, unless they are participating in a school program or have received an exemption from the Department of Education.

A child under 18 must not be employed in a job that jeopardises their wellbeing.

Please contact **Wageline** on **1300 655 266** or view the Employment of Children Laws fact sheet at www.commerce.wa.gov.au/labourrelations for more information.

Allowances

Travel allowance

All tradesmen (except plumbers) and labourers receive a travel allowance of **\$15.65 per day**, except where the employer picks up the employee from his/her home and returns him/her to their home at the conclusion of work. All apprentices (except plumbers) receive a percentage of this allowance. Please call **Wageline** on **1300 655 266** or view a full copy of the award at www.wairc.wa.gov.au for further information.

Plumbers and plumbers' apprentices receive the following daily allowances:

1. Reporting & ceasing work at site using own transport **\$10.20 + ¼ Hours' Pay.**
2. Reporting & ceasing work at site using employer's transport **¼ Hours' Pay.**
3. Reporting & ceasing work at yard or depot **Nil.**

Tool allowance

Apprentices must be paid the tool allowance as below:

Trade	Per Week
Carpenters, Joiners, Plumbers, Gasfitters, Stonemasons, Stoneworkers	\$25.10
Plasterers, Wall and Floor Tilers	\$20.70
Bricklayers	\$17.70
Roof Tile Fixers	\$13.00
Signwriters, Painters, Glaziers	\$6.10

Please note:

- This tool allowance is already included in the tradesperson's rate on page one.
- Tool allowance is always payable to tradespersons and apprentices.
- An employer may, by agreement with the apprentice's parent or guardian, elect to provide the apprentice with a kit of tools and, subject to establishing the value of the tools at the time of so providing, deduct the tool allowance until the cost of the tools is reimbursed. An employer must continue to pay the tool allowance after the cost of the tools has been reimbursed.

Meal allowance

If an employee works one and a half or more hours of overtime, they are entitled to a meal allowance of **\$11.55 per occasion**.

Location allowance

An employee working in a specified regional area is entitled to a weekly location allowance. Please contact **Wageline** on **1300 655 266** or see the full copy of the award for details at www.wairc.wa.gov.au.

Hours and overtime

Full-time employees shall be paid for 38 ordinary hours per week. Ordinary hours shall be worked in a 20 day four week cycle, on 19 days of eight hours each, between the hours of 7:00am and 6:00pm, Monday to Friday, with 0.4 of one hour on each day worked accruing as an entitlement to take the fourth Monday in each cycle as a day off paid for as though worked.

If an employee does not receive a paid rostered day off, they must be paid the penalty rates and provisions as prescribed for Saturday work for all hours worked on that day.

Any time worked in excess of or outside ordinary hours, is overtime.

Overtime worked Monday to Friday is paid at the rate of time and a half for the first two hours and double time after that.

Please note: different ordinary hours and overtime provisions apply to Shift Workers. Please contact **Wageline** on **1300 655 266** to ensure that correct overtime rates are paid.

Weekend work

If an employee works on a Saturday, they must be paid for at least three hours' work, even if they work fewer hours. Overtime work on Saturday shall be paid for at the rate of time and a half for the first two hours and double time after that, provided that all overtime worked after 12:00pm must be paid at the rate of double time.

If an employee works on a Sunday, they must be paid for at least four hours' work, even if they work fewer hours. In addition, hours worked on a Sunday must be paid at the rate of double time.

Public holidays

Full-time employees are entitled to public holidays (or days substituted for public holidays) without deduction of pay.

If a public holiday falls on a Saturday or Sunday, the following Monday will be considered to be the public holiday. However, if Boxing Day falls on a Sunday or Monday, the following Tuesday will be considered to be the public holiday. When a public holiday is substituted with another day, the public holiday itself is no longer considered a public holiday for the purposes of the award.

If an employee works on a public holiday or substituted public holiday, they must receive at least four hours' work, even if they work fewer hours. In addition, hours worked on a public holiday or substituted holiday must be paid at the rate of double time and a half.

To view public holiday dates please visit www.commerce.wa.gov.au/labourrelations.

Meal breaks

Employees must receive a paid ten minute rest break between 9:00am and 11:00am and an unpaid lunch break of at least 30 minutes between 12:00pm and 1:00pm. If an employee does not receive their lunch break, they are paid double time until the lunch break is granted.

Additional breaks apply when an employee works overtime. Please contact **Wageline** on **1300 655 266** for more details or access the full copy of the award at www.wairc.wa.gov.au.

Leave entitlements

The table below outlines the basic leave entitlements for employees covered by this award. For more information relating to leave entitlements, please contact **Wageline** on **1300 655 266** or access a full copy of the award at www.wairc.wa.gov.au.

Type of leave	Entitlement
Annual leave	Four weeks per year for full-time employees, 17.5% loading applies.
Sick leave	One day at the beginning of each of the first 10 calendar months of the first year of employment. A further 80 hours shall be credited at the beginning of each subsequent year. Sick leave accumulates from year to year. This does not apply to casual employees.
Carer's Leave	Please contact Wageline on 1300 655 266 for details. (Sick leave and carer's leave are not separate entitlements).
Bereavement leave	Two days per occasion for any employee (including casuals), applies on the death of a partner, parent, step-parent, grandparent, child, step-child, grandchild, sibling or any other member of the employee's household.
Parental leave	Please contact Wageline on 1300 655 266 for details, or see the Parental Leave factsheet at www.commerce.wa.gov.au/labourrelations .
Portable long service leave	Please contact the Construction Portable Long Service Leave Payments Board on 1800 198 136 for details.

Time and wages recordkeeping

Employers must keep time and wages records which demonstrate that employees have been paid all entitlements under the relevant award or legislation.

For more information about time and wages record keeping, contact **Wageline** on **1300 655 266** or view the [Time and Wages Recordkeeping fact sheet](#) on our website.

Termination

It is recommended that an employer contact **Wageline** on **1300 655 266** before any termination, to receive information about dismissal laws.

Notice by an employer

Should either the employee or employer wish to terminate the employment contract, **1 day's notice** is required.

In addition to notice, if an employer terminates a full-time or part-time employee for a reason other than misconduct or refusal of duty, they are required to make the following severance payment:

Period of continuous service with the employer	Redundancy/Severance Pay
Less than 12 months	1.75 hours' pay per completed week of service.
1 year or more but less than 2 years	2.4 weeks' pay plus, for all service in excess of 1 year, 1.75 hours' pay per completed week of service up to a maximum of 4.8 weeks' pay.
2 years or more but less than 3 years	4.8 weeks' pay plus, for all service in excess of 2 years, 1.6 hours' pay per completed week of service up to a maximum of 7 weeks' pay.
3 years or more but less than 4 years	7 weeks' pay plus, for all service in excess of 3 years, 0.73 hour's pay per completed week of service up to a maximum of 8 weeks' pay.
4 years or more	8 weeks' pay.

Termination of an apprentice

An apprentice or trainee cannot be terminated without permission from the Department of Training and Workforce Development. For more information, please contact the Apprenticentre on 13 19 54. For information about notice periods for apprentices, please contact **Wageline** on **1300 655 266**.

Redundancy

Please contact **Wageline** on **1300 655 266** for information relating to redundancy.

Payment during wet weather

If an employee cannot work due to rain or other extreme temperatures or abnormal climatic conditions, they are entitled to be paid. This entitlement is capped at 32 hours per four week period.

Other entitlements

The Award also includes:

- Shift work
- Living away from home
- Special rates and provisions – applicable to specific working conditions, type of work of performed and the possession of certificates
- Performance of higher duties
- Jury duty
- Special tools and protective clothing
- Stand Downs
- An employee presenting for work and not being required
- Settlement of disputes
- Right of entry

To access a full copy of the Award please visit www.wairc.wa.gov.au.

This award summary has only included the MOST COMMON EMPLOYEE ENTITLEMENTS.

To minimise the risk of non-compliance with State employment laws, please contact Wageline on 1300 655 266 to clarify your understanding of this award summary.

Wageline offers advice and publications to assist employees and employers better understand their rights and obligations in the workplace.

To keep informed and receive practical information on employment issues, please subscribe to Wageline's email newsletters at www.commerce.wa.gov.au/labourrelations.

***DISCLAIMER:** The Department of Commerce has prepared this state award summary to provide information on pay rates and major award provisions. It is provided as a general guide only and is not designed to be comprehensive or to provide legal advice. The Department of Commerce does not accept liability for any claim which may arise from any person acting on, or refraining from acting on, this information.*