

WAGE BULLETIN 2021

From 1 July 2021

**BUILDING AND CONSTRUCTION GENERAL ON-SITE AWARD 2020
[MA000020]**

This wage bulletin contains information about minimum wages and allowances under the Building and Construction General On-Site Award 2020 (the Award) applicable from the first full pay period commencing on or after 1 July 2021.

Update to this wage bulletin

This wage bulletin incorporates the 2.5% increase to the minimum wage rates under the Award in line with the Fair Work Commission's Annual Wage Review as well as a CPI adjustment to the expense related allowances. These minimum rates of pay are applicable from the first full pay period on or after 1 July 2021.

How to use this wage bulletin

In order to identify an employee's applicable minimum rate of pay, you will first need to determine the industry in which work activities will be performed. This will be in either:

- I. the general building and construction industry, the civil construction industry, the metal and engineering industry (**non-residential work**); or
- II. the residential building and construction industry (**residential work**).

Where an employee does not perform residential work, the non-residential rates will apply.

As the industry allowance is an all-purpose allowance under the Award, it has been included in the rates outlined in this wage bulletin.

For further information on what residential work is, please see the key terms section of this wage bulletin.

Structure of this wage bulletin

This wage bulletin is divided in three parts:

Part A - contains the rates of pay for the non-residential work (see page 3 onwards)

Part B - contains the rates of pay for the residential work (see page 6 onwards)

Part C - contains the allowances for both the residential and non-residential work (see page 9 onwards)

Key terms

Adult Apprentice – an apprentice that is 21 years of age or older at the time of entering into a contract of training in a specified trade.

Apprentice – an employee who is aged under 21 years of age at the time of entering into a contract of training in a specified trade.

Daily hire – an employee engaged under the Award that receives or provides one day’s notice on termination. To compensate for the lack of employment security, daily hire employees receive a higher hourly rate. All other allowances and entitlements are the same for daily hire employees under the Award.

Weekly hire – a full-time or part-time employee engaged under the Award that receives or provides notice depending on their length of continuous service with the employer. These notice requirements are set by the National Employment Standards (NES), which is reflected in clause 40.1 of the Award.

Non-residential work – the non-residential industry refers to the general building and construction industry, the civil construction industry and the metal and engineering construction industry. For further information, please see clause 4.3 of the Award.

Residential work – the residential work refers to residential building and construction industry as defined by clause 22.2(b) of the Award. This involves work activities undertaken in relation to single occupancy or dual occupancy residential buildings which is not a multistorey building, which consists of five or more storey levels on completion.

Important things to remember

At the time of engagement, an employer must inform an employee in writing about the nature and terms of employment, such as whether the employee will be engaged as a daily hire, full-time or part-time weekly hire or casual employee.

Where an employer is required to make contributions under Superannuation Guarantee legislation, the current minimum contribution is 10% of the employee’s Ordinary Time Earnings.

For more information, you can contact the MBV EIR Team on (03) 9411 4555.

Whilst all care has been taken in the preparation of this wage bulletin, no responsibility or liability is accepted by Master Builders for the accuracy of the information.



Part A – Non-residential work

Rates of pay – inclusive of industry and tool allowance

Classifications	Daily Hire Rate (p/hr) \$	Weekly Hire Rate (p/hr) \$
LABOURERS		
CW1 (a) - New Entrant - First 3 months experience	23.51	22.79
CW1 (b) - New Entrant between 3 -12 months experience	23.97	23.23
CW1 (c) - After twelve months experience in the industry	24.29	23.54
CW1 (d) - Trades Labourer, Concrete Gang, Jack Hammerman	24.72	23.95
CW2 - Scaffolder, Steel Fixer, Concrete Finisher	25.20	24.42
CW3 - Rigger, Drainer, Dogman	25.89	25.09
CW5 - Trainee Dogman/Crane Hand-Fixed Cranes	27.43	26.58
CW7 - Dogman/Crane Hand - Fixed Cranes	28.88	27.99
TRADES		
CW3 - Painter	26.10	25.30
CW3 - Roof Tiler	26.36	25.55
CW3 - Bricklayer	26.53	25.71
CW3 - Plasterer	26.63	25.81
CW3 - Carpenter/Joiner; Tilelayer; Stonemason; Artificial Stoneworker; Marble & Slateworker	26.79	25.96
CW4 - Signwriter	26.87	26.05
CW4 - Letter Cutter	27.56	26.71
CW4 – Marker/Setter Out	26.66	25.84
CW5 - Carver, Special Class Tradesperson - Carpenter	28.33	27.45
PLANT OPERATORS		
CW2 - Forklift Driver	n/a	24.42
CW3 - Winch Driver, Mobile Hydraulic Platform Operator Operators of cranes up to and including 5 tonnes	n/a	25.09
CW4 - Mobile Crane Driver up to and including 10 tonnes	n/a	25.84
CW5 - Mobile Crane Driver over 10 but not exceeding 100 tonnes	n/a	26.58
CW6 - Mobile Crane Driver over 100 but not exceeding 180 tonnes	n/a	27.25
CW7 - Tower Crane Driver Mobile Crane Driver with lifting capacity exceeding 180 tonnes	n/a	27.99



Part A – Non-residential work

Apprentice Rates – inclusive of industry and tool allowance

Stage of Apprenticeship	Apprentices who <u>have not</u> completed year 12	Apprentices who <u>have</u> completed year 12
	Rate (p/hr) \$	Rate (p/hr) \$
Carpenter & Joiner, Stonemason, Tilelayer		
Stage 1	14.13	15.31
Stage 2	16.50	17.68
Stage 3	20.05	20.05
Stage 4	23.60	23.60
Plasterer		
Stage 1	13.98	15.16
Stage 2	16.35	17.53
Stage 3	19.90	19.90
Stage 4	23.45	23.45
Bricklayer		
Stage 1	13.88	15.06
Stage 2	16.24	17.43
Stage 3	19.79	19.79
Stage 4	23.34	23.34
Signwriter, Painter		
Stage 1	13.47	14.65
Stage 2	15.83	17.02
Stage 3	19.38	19.38
Stage 4	22.93	22.93



Part A – Non-residential work

Adult Apprentice Rates – inclusive of industry and tool allowance

Stage of Apprenticeship	Rate (p/hr) \$
Carpenter & Joiner, Stonemason, Tilelayer	
Stage 1	23.66
Stage 2	23.66
Stage 3	23.66
Stage 4	23.66
Plasterer	
Stage 1	23.51
Stage 2	23.51
Stage 3	23.51
Stage 4	23.51
Bricklayer	
Stage 1	23.41
Stage 2	23.41
Stage 3	23.41
Stage 4	23.41
Signwriter, Painter	
Stage 1	23.00
Stage 2	23.00
Stage 3	23.00
Stage 4	23.00

Please note: Where a person has been employed by an employer immediately prior to becoming an adult apprentice, such person will not suffer a reduction in the ordinary time hourly rate of pay by virtue of entering into the contract of training. This is provided that the employee has been employed by the employer for at least six months as a full-time weekly or daily hire employee, or twelve months as a part-time or regular and systematic casual employee immediately prior to commencing the apprenticeship. Please see clause 19.8 of the Award for further details.



Part B – Residential work

Rates of pay – inclusive of industry and tool allowance

Classifications	Daily Hire Rate (p/hr) \$	Weekly Hire Rate (p/hr) \$
LABOURERS		
CW1 (a) - New Entrant - First 3 months experience	23.22	22.50
CW1 (b) - New Entrant between 3 -12 months experience	23.67	22.94
CW1 (c) - After twelve months experience in the industry	23.99	23.25
CW1 (d) - Trades Labourer, Concrete Gang, Jack Hammerman	24.42	23.67
CW2 - Scaffolder, Steel Fixer, Concrete Finisher	24.90	24.14
CW3 - Rigger, Drainer, Dogman	25.60	24.81
CW5 - Trainee Dogman/Crane Hand-Fixed Cranes	27.13	26.30
CW7 - Dogman/Crane Hand - Fixed Cranes	28.59	27.71
TRADES		
CW3 - Painter	25.81	25.02
CW3 - Roof Tiler	26.07	25.26
CW3 - Bricklayer	26.23	25.43
CW3 - Plasterer	26.34	25.53
CW3 - Carpenter/Joiner; Tilelayer; Stonemason; Artificial Stoneworker; Marble & Slateworker	26.50	25.68
CW4 - Signwriter	26.58	25.76
CW4 - Letter Cutter	27.26	26.43
CW4 – Marker/Setter Out	26.36	25.55
CW5 - Carver, Special Class Tradesperson - Carpenter	28.03	27.17
PLANT OPERATORS		
CW2 - Forklift Driver	n/a	24.14
CW3 - Winch Driver, Mobile Hydraulic Platform Operator Operators of cranes up to and including 5 tonnes	n/a	24.81
CW4 - Mobile Crane Driver up to and including 10 tonnes	n/a	25.55
CW5 - Mobile Crane Driver over 10 but not exceeding 100 tonnes	n/a	26.30
CW6 - Mobile Crane Driver over 100 but not exceeding 180 tonnes	n/a	26.97
CW7 - Tower Crane Driver Mobile Crane Driver with lifting capacity exceeding 180 tonnes	n/a	27.71



Part B – Residential work

Apprentice Rates – inclusive of industry and tool allowance

Stage of Apprenticeship	Apprentices who <u>have not</u> completed year 12	Apprentices who <u>have</u> completed year 12
	Rate (p/hr) \$	Rate (p/hr) \$
Carpenter & Joiner, Stonemason, Tilelayer		
Stage 1	13.85	15.03
Stage 2	16.21	17.40
Stage 3	19.76	19.76
Stage 4	23.31	23.31
Plasterer		
Stage 1	13.69	14.88
Stage 2	16.06	17.24
Stage 3	19.61	19.61
Stage 4	23.16	23.16
Bricklayer		
Stage 1	13.59	14.78
Stage 2	15.96	17.14
Stage 3	19.51	19.51
Stage 4	23.06	23.06
Signwriter, Painter		
Stage 1	13.18	14.37
Stage 2	15.55	16.73
Stage 3	19.10	19.10
Stage 4	22.65	22.65



Part B – Residential work

Adult Apprentice Rates – inclusive of industry and tool allowance

Stage of Apprenticeship	Rate (p/hr)
	\$
Carpenter & Joiner, Stonemason, Tilelayer	
Stage 1	23.38
Stage 2	23.38
Stage 3	23.38
Stage 4	23.38
Plasterer	
Stage 1	23.23
Stage 2	23.23
Stage 3	23.23
Stage 4	23.23
Bricklayer	
Stage 1	23.12
Stage 2	23.12
Stage 3	23.12
Stage 4	23.12
Signwriter, Painter	
Stage 1	22.71
Stage 2	22.71
Stage 3	22.71
Stage 4	22.71

Please note: Where a person has been employed by an employer immediately prior to becoming an adult apprentice, such person will not suffer a reduction in the ordinary time hourly rate of pay by virtue of entering into the contract of training. This is provided that the employee has been employed by the employer for at least six months as a full-time weekly or daily hire employee, or twelve months as a part-time or regular and systematic casual employee immediately prior to commencing the apprenticeship. Please see clause 19.8 of the Award for further details.



Part C – Allowances and loadings

I. Casual Employees

Casual employees must be paid a casual loading of 25% for ordinary hours as provided in the Award. The casual loading is paid as compensation for annual leave, personal/carer’s leave, community service leave, notice of termination, redundancy benefits and public holidays not worked.

The casual rate will amount to 125% of the weekly hire rate for the employee’s classification.

II. Leading Hand (all-purpose where applicable)

CW3		
In Charge of...	Weekly Hire Employees	Daily Hire Employees
1 person only	\$21.59 per week / \$0.57 per hour	\$0.59 per hour
2 – 5 people	\$47.68 per week / \$1.25 per hour	\$1.29 per hour
6 – 10 people	\$60.27 per week / \$1.59 per hour	\$1.64 per hour
11 or more people	\$80.96 per week / \$2.13 per hour	\$2.20 per hour

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. For more information, you can contact the MBV EIR Team on (03) 9411 4555.

III. Daily Travelling Allowances

(a) All employees	\$17.88 per day
(b) Apprentices	
Stage 1	\$13.41 per day
Stage 2	\$15.20 per day
Stage 3	\$16.09 per day
Stage 4	\$16.99 per day



IV. Multi-Storey Allowances

Start to 15 th floor	\$0.62 per hour
16 th to 30 th floor	\$0.73 per hour
31 st to 45 th floor	\$1.14 per hour
46 th to 60 th floor	\$1.47 per hour
61 st floor onwards	\$1.80 per hour

V. Other allowances

Meal allowance	\$15.96 per meal
Living Away from Home allowance	\$76.68 per day
Use of own vehicle when transferring between sites	\$0.80 per km
Use of own vehicle for distant travel	\$0.48 per km
Underground allowance	Less than 5 days - \$3.60 per day 5 or more days - \$19.19 per week
Carpenter-diver allowance	\$1.07 per hour
Laser Safety Officer allowance	\$3.17 per day
First Aid allowance: (a) Minimum Qualification	\$3.24 per day
(b) Advanced First Aid Cert.	\$5.13 per day
Air-con industry and refrigeration industry allowance	\$71.06 per week
In charge of plant allowance	\$42.28 per week
Computing quantities allowance	\$5.52 per day or part thereof
Scaffolding or rigging certificate allowance	\$0.76 per hour
Electrician's licence allowance	\$28.78 per week
Compensation for loss of Tools and/or Clothing (Theft/Damage)	\$1924.00 (maximum)

