

DIRECTIVE 19/18

Minister for Industrial Relations Directive: Remuneration for Certain Employees in Building and Asset Services, Department of Housing and Public Works

1. Purpose:

To remunerate certain employees and allow the back-payment of wages and certain wage-based allowances prior to the certification of the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9).

2. Effective date: 5 December 2018.

3. Legislative authority:

Section 54(1) of the *Public Service Act 2008*.

Sections 51 and 52 of the *Public Service Act 2008* apply if there is a conflict with an Act, subordinate legislation or an industrial instrument.

4. Application:

This directive applies to public service employees who:

- are covered by the QBuild Field Staff Certified Agreement 8 (2011); **and**
- are intended to be covered to the Building and Asset Services Field Staff Certified Agreement 2016 (FSA9); **and**
- are employed as at 5 December 2018.

5. Previous references:

- None.

DIRECTIVE

6. Wage increases

6.1 Employees (excluding apprentices, trainees and those employees covered by special salary arrangements, including personal classifications, and special salary maintenance arrangements) who are covered by this directive are entitled to wage increases as prescribed in clause 6.2 of this directive.

6.2 The wage increases are:

- (a) Effective 1 September 2016 – a 2.5% increase calculated on the wage rate payable to the employee on 31 August 2016 under the QBuild Field Staff Certified Agreement 8 (2011);
- (b) Effective 1 September 2017 – a 2.5% increase calculated on the wage rate payable to the employee under clause 6.2(a);
- (c) Effective 1 September 2018 – a 2.5% increase calculated on the wage rate payable to the employee under clause 6.2(b).

- 6.3 Employees who are apprentices who are covered by this directive are entitled to the wage increases outlined in clause 6.2 through their proportional wages (calculated based on a percentage of a LV04 tradesperson) that corresponds with the year of their apprenticeship and attainment of required competencies. Wage maintained and mature age apprentices shall be paid the full amount.
- 6.4 Employees who are trainees who are covered by this directive are entitled to the wage increases outlined in clause 6.2 in-line with the stage of completion of their traineeship.
- 6.5 The pay rates appendix for the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9), which reflects the wage increases payable at clause 6.2, 6.3 and 6.4 of this directive, are contained in Schedule 1 of this directive.

7. Increase to wage-based allowances

- 7.1 Employees who are covered by this directive are entitled to increases to 'wage-based allowances' as prescribed in clause 7.2 of this directive.
- 7.2 The increases to 'wage-based allowances' are:
- (a) Effective 1 September 2016 – a 2.5% increase calculated on the 'wage-based allowances' payable to the employee on 31 August 2016 under the QBuild Field Staff Certified Agreement 8 (2011);
 - (b) Effective 1 September 2017 – a 2.5% increase calculated on the 'wage-based allowances' payable to the employee under clause 7.2(a);
 - (c) Effective 1 September 2018 – a 2.5% increase calculated on the wage-based allowances' payable to the employee under clause 7.2(b).
- 7.3 'Wage-based allowances' are the following allowances which are provided under the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9) and which are tied to wage rates or have been historically indexed in line with the agreement's wage quantum:
- (a) Single fortnightly payment;
 - (b) Distant work allowances:
 - (i) Incidentals;
 - (ii) Meals;
 - (iii) Remote area work; and
 - (iv) Remote island work.
 - (c) Tradesperson/Apprentice allowances:
 - (i) On-call;
 - (ii) Weekend work – own motor vehicle – depot;
 - (iii) Weekend work – own motor vehicle – non-depot; and
 - (iv) Weekend work – government motor vehicle.
 - (d) Foreperson allowances:
 - (i) tool;
 - (ii) uniform – week days;
 - (iii) uniform – weekends;
 - (iv) fares and travel – own motor vehicle – depot;
 - (v) fares and travel – own motor vehicle – non-depot; and
 - (vi) fares and travel – government motor vehicle.

7.4 The allowances rates appendix for the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9), which includes and reflects the allowance increases payable at clause 7.3 of this directive, are contained in schedule 2 of this directive.

7.5 No increases to any other allowance will be made under the provisions of this directive.

8. Timing of implementation

8.1 Agencies who are subject to this directive must undertake relevant actions as soon as practicable in order to implement the provisions of this directive.

9. Offset of the provisions of this directive

9.1 The remuneration received by employees under this directive shall be offset against any wage and any wage-based allowance increases payable under the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9) between 1 September 2016 and the date of certification of the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9) by the Queensland Industrial Relations Commission.

9.2 To avoid any doubt, nothing in this directive is intended to provide an additional entitlement to an employee covered by this directive beyond those entitlements to wages and wage-based allowances provided under the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9) when it is certified.

10. Date of cessation of operation of this directive

10.1 The provisions of this directive will cease to have operative effect on the date of certification of the proposed Building and Asset Services Field Staff Certified Agreement 2016 (FSA9) by the Queensland Industrial Relations Commission.

SCHEDULE 1 – WAGE RATE SCHEDULE

FIELD STAFF PAY RATES

A1.1 Forepersons

| Classification | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|----------------|---|---|---|
| FP4/1 | \$3,041.60 | \$3,117.70 | \$3,195.70 |
| FP3/4 | \$2,994.80 | \$3,069.70 | \$3,146.50 |
| FP3/3 | \$2,948.00 | \$3,021.70 | \$3,097.30 |
| FP3/2 | \$2,901.20 | \$2,973.80 | \$3,048.20 |
| FP3/1 | \$2,854.40 | \$2,925.80 | \$2,999.00 |
| FP2/4 | \$2,831.00 | \$2,901.80 | \$2,974.40 |
| FP2/3 | \$2,784.20 | \$2,853.90 | \$2,925.30 |
| FP2/2 | \$2,737.40 | \$2,805.90 | \$2,876.10 |
| FP2/1 | \$2,690.70 | \$2,757.90 | \$2,826.90 |
| FP1/4 | \$2,643.90 | \$2,710.00 | \$2,777.80 |
| FP1/3 | \$2,597.10 | \$2,662.00 | \$2,728.60 |
| FP1/2 | \$2,550.30 | \$2,614.00 | \$2,679.40 |
| FP1/1 | \$2,503.50 | \$2,566.10 | \$2,630.30 |

A1.2 Tradespersons

| Classification* | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|-----------------|---|---|---|
| LV10 | \$2,552.80 | \$2,616.60 | \$2,682.00 |
| LV09T | \$2,552.80 | \$2,616.60 | \$2,682.00 |
| LV09 | \$2,432.30 | \$2,493.10 | \$2,555.40 |
| LV08T | \$2,432.30 | \$2,493.10 | \$2,555.40 |
| LV08 | \$2,339.70 | \$2,398.20 | \$2,458.20 |
| LV07T | \$2,339.70 | \$2,398.20 | \$2,458.20 |
| LV07 | \$2,246.60 | \$2,302.80 | \$2,360.40 |
| LV06T | \$2,246.60 | \$2,302.80 | \$2,360.40 |
| LV06 | \$2,159.70 | \$2,213.70 | \$2,269.00 |
| LV05T | \$2,159.70 | \$2,213.70 | \$2,269.00 |
| LV05 | \$2,082.50 | \$2,134.60 | \$2,188.00 |
| LV04T | \$2,082.50 | \$2,134.60 | \$2,188.00 |
| LV04 | \$2,013.60 | \$2,063.90 | \$2,115.50 |
| LV03T | \$2,013.60 | \$2,063.90 | \$2,115.50 |
| LV03 | \$1,961.10 | \$2,010.10 | \$2,060.40 |
| LV02 | \$1,914.60 | \$1,962.50 | \$2,011.60 |
| LV01 | \$1,849.60 | \$1,895.80 | \$1,943.20 |

* T = team leader

A1.3 Apprentices

(1) Standard apprentices

| Classification* | Description | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|------------------------|--------------------------|--|--|--|
| A9/4 A10/4 A12/4 | Stage 4 (90% of LV04) | \$1,812.20 | \$1,857.50 | \$1,904.00 |
| A9/3 A10/3 A12/3 | Stage 3 (75% of LV04) | \$1,510.20 | \$1,547.90 | \$1,586.60 |
| A9/2 A10/2 A12/2 | Stage 2 (55% of LV04) | \$1,107.50 | \$1,135.10 | \$1,163.50 |
| A9/1 A10/1 A12/1 | Stage 1 (40% of LV04) | \$805.40 | \$825.60 | \$846.20 |

* progression for apprentices: painter = 9 months; non-licensed trades (e.g. carpenter) = 10.5 months; licensed trades (e.g. electrician, plumber) = 12 months

(2) Adult apprentices (21 years or older upon commencement of apprenticeship with BAS)

| Classification* | Description | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|---------------------------|-----------------------------|--|--|--|
| AD9P4 AD10P4 AD12P4 | Stage 4 (90% of LV04) | \$1,812.20 | \$1,857.50 | \$1,904.00 |
| AD9P3 AD10P3 AD12P3 | Stage 3 (75% of LV04) | \$1,510.20 | \$1,547.90 | \$1,586.60 |
| AD9P2 AD10P2 AD12P2 | Stage 2 (73.33% of LV04) | \$1,476.60 | \$1,513.50 | \$1,551.30 |
| AD9P1 AD10P1 AD12P1 | Stage 1 (73.33% of LV04) | \$1,476.60 | \$1,513.50 | \$1,551.30 |

* progression for apprentices: painter = 9 months; non-licensed trades (e.g. carpenter) = 10.5 months; licensed trades (e.g. electrician, plumber) = 12 months

A1.4 Construction worker trainees

(1) Junior construction worker trainees (under 18 years of age)

| Classification | Description | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|----------------|-----------------------------|---|---|---|
| CWTJ/1 | Certificate 1 (55% of LV04) | \$1,107.50 | \$1,135.10 | \$1,163.50 |
| CWTJ/2 | Certificate 2 (70% of LV04) | \$1,409.50 | \$1,444.70 | \$1,480.90 |

A1.4.2 Construction worker trainees (18 to 20 years of age)

| Classification | Description | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|----------------|------------------------------|---|---|---|
| CWT/1 | Certificate 1 (70% of LV04) | \$1,409.50 | \$1,444.70 | \$1,480.90 |
| CWT/2 | Certificate 2 (100% of LV01) | \$1,849.60 | \$1,895.80 | \$1,943.20 |

(2) Adult construction worker trainees (21 years or older upon commencement of traineeship with BAS)

| Classification | Description | Salary per fortnight as at 1 September 2016 (2.5% p.a.) | Salary per fortnight as at 1 September 2017 (2.5% p.a.) | Salary per fortnight as at 1 September 2018 (2.5% p.a.) |
|----------------|--------------------------------|---|---|---|
| CWAD/1 | Certificate 1 (73.33% of LV04) | \$1,476.60 | \$1,513.50 | \$1,551.30 |
| CWAD/2 | Certificate 2 (100% of LV01) | \$1,849.60 | \$1,895.80 | \$1,943.20 |

SCHEDULE 2 – ALLOWANCE RATES SCHEDULE

ALLOWANCE RATES

A2.1 Tradespersons single fortnightly payment rates

(1) Tradespersons SFP rates - Brisbane City only

| Position* | Depot tradespersons | | | | Non-depot tradespersons | | | |
|-------------------------------|---------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Bricklayer (C) | 427 | \$250.20 | \$256.50 | \$262.90 | 428 | \$305.20 | \$312.80 | \$320.60 |
| Bricklayer (M) | 429 | \$225.90 | \$231.50 | \$237.30 | 430 | \$280.60 | \$287.60 | \$294.80 |
| Carpenter (C) | 433 | \$270.80 | \$277.60 | \$284.50 | 434 | \$326.00 | \$334.20 | \$342.60 |
| Carpenter (M) | 435 | \$246.30 | \$252.50 | \$258.80 | 436 | \$301.60 | \$309.10 | \$316.80 |
| Drainer | 447 | \$203.80 | \$208.90 | \$214.10 | 448 | \$258.70 | \$265.20 | \$271.80 |
| Electrical fitter / mech. (C) | 465 | \$263.50 | \$270.10 | \$276.90 | 466 | \$318.40 | \$326.40 | \$334.60 |
| Electrical fitter / mech. (M) | 467 | \$239.10 | \$245.10 | \$251.20 | 468 | \$294.00 | \$301.40 | \$308.90 |
| Electrical special class (C) | 451 | \$263.50 | \$270.10 | \$276.90 | 452 | \$318.40 | \$326.40 | \$334.60 |
| Electrical special class (M) | 453 | \$239.10 | \$245.10 | \$251.20 | 454 | \$294.00 | \$301.40 | \$308.90 |
| Electrical storeperson | 457 | \$174.90 | \$179.30 | \$183.80 | | | | |
| Electrical tradesperson (C) | 473 | \$263.50 | \$270.10 | \$276.90 | 474 | \$318.40 | \$326.40 | \$334.60 |
| Electrical tradesperson (M) | 475 | \$239.10 | \$245.10 | \$251.20 | 476 | \$294.00 | \$301.40 | \$308.90 |
| Fitter & turner (C) | 479 | \$263.50 | \$270.10 | \$276.90 | 480 | \$318.40 | \$326.40 | \$334.60 |
| Fitter & turner (M) | 481 | \$239.10 | \$245.10 | \$251.20 | 482 | \$294.00 | \$301.40 | \$308.90 |
| Joiner (C) | 488 | \$263.10 | \$269.70 | \$276.40 | 489 | \$316.20 | \$324.10 | \$332.20 |
| Joiner (M) | 490 | \$239.10 | \$245.10 | \$251.20 | 491 | \$292.40 | \$299.70 | \$307.20 |
| Labourer (C) | 494 | \$218.20 | \$223.70 | \$229.30 | 495 | \$273.40 | \$280.20 | \$287.20 |
| Labourer (M) | 496 | \$193.80 | \$198.60 | \$203.60 | 497 | \$249.50 | \$255.70 | \$262.10 |
| Mechanical fitter (C) | 500 | \$263.50 | \$270.10 | \$276.90 | 501 | \$318.40 | \$326.40 | \$334.60 |
| Mechanical fitter (M) | 502 | \$239.10 | \$245.10 | \$251.20 | 503 | \$294.00 | \$301.40 | \$308.90 |
| Motor mechanic (C) | 506 | \$263.50 | \$270.10 | \$276.90 | 507 | \$318.40 | \$326.40 | \$334.60 |
| Motor mechanic (M) | 508 | \$239.10 | \$245.10 | \$251.20 | 509 | \$294.00 | \$301.40 | \$308.90 |
| Painter (C) | 412 | \$223.10 | \$228.70 | \$234.40 | 513 | \$277.80 | \$284.70 | \$291.80 |
| Painter (M) | 414 | \$198.40 | \$203.40 | \$208.50 | 515 | \$253.40 | \$259.70 | \$266.20 |
| Plasterer (C) | 518 | \$271.80 | \$278.60 | \$285.60 | 519 | \$327.00 | \$335.20 | \$343.60 |
| Plasterer (M) | 520 | \$247.20 | \$253.40 | \$259.70 | 521 | \$302.30 | \$309.90 | \$317.60 |
| Plumber (C) | 524 | \$268.60 | \$275.30 | \$282.20 | 525 | \$323.60 | \$331.70 | \$340.00 |
| Plumber (M) | 526 | \$244.40 | \$250.50 | \$256.80 | 527 | \$299.20 | \$306.70 | \$314.40 |
| Polisher (C) | 530 | \$213.40 | \$218.70 | \$224.20 | 531 | \$268.10 | \$274.80 | \$281.70 |
| Polisher (M) | 532 | \$188.70 | \$193.40 | \$198.20 | 533 | \$244.00 | \$250.10 | \$256.40 |
| Refrigeration mechanic (C) | 536 | \$280.20 | \$287.20 | \$294.40 | 537 | \$335.20 | \$343.60 | \$352.20 |
| Refrigeration mechanic (M) | 538 | \$256.10 | \$262.50 | \$269.10 | 539 | \$310.70 | \$318.50 | \$326.50 |
| Scaffolder (C) | 542 | \$265.10 | \$271.70 | \$278.50 | 543 | \$320.20 | \$328.20 | \$336.40 |
| Scaffolder (M) | 544 | \$240.50 | \$246.50 | \$252.70 | 545 | \$295.70 | \$303.10 | \$310.70 |
| Stonemason (C) | 550 | \$307.10 | \$314.80 | \$322.70 | 551 | \$362.20 | \$371.30 | \$380.60 |
| Stonemason (M) | 552 | \$282.50 | \$289.60 | \$296.80 | 553 | \$337.70 | \$346.10 | \$354.80 |
| Storeperson | 556 | \$174.90 | \$179.30 | \$183.80 | | | | |
| Trades assistant (C) | 562 | \$199.10 | \$204.10 | \$209.20 | 563 | \$253.90 | \$260.20 | \$266.70 |
| Trades assistant (M) | 564 | \$174.90 | \$179.30 | \$183.80 | 565 | \$229.60 | \$235.30 | \$241.20 |
| Truckdriver (C) | 568 | \$233.50 | \$239.30 | \$245.30 | | | | |
| Truckdriver (M) | 569 | \$209.30 | \$214.50 | \$219.90 | | | | |
| Welder | 574 | \$239.10 | \$245.10 | \$251.20 | 575 | \$294.00 | \$301.40 | \$308.90 |
| Wood machinist (C) | 578 | \$221.00 | \$226.50 | \$232.20 | 579 | \$275.70 | \$282.60 | \$289.70 |
| Wood machinist (M) | 580 | \$196.70 | \$201.60 | \$206.60 | 581 | \$251.10 | \$257.40 | \$263.80 |
| Const. worker trainee (C) | 441 | \$218.20 | \$223.70 | \$229.30 | 442 | \$273.40 | \$280.20 | \$287.20 |
| Const. worker trainee (M) | 443 | \$193.80 | \$198.60 | \$203.60 | 444 | \$249.50 | \$255.70 | \$262.10 |

* (C) = construction work; (M) = maintenance work

(2) Tradespersons SFP rates – all other regions

| Position | Depot tradespersons | | | Non-depot tradespersons | | | | |
|--------------------------|---------------------|-------------------------|-------------------------|-------------------------|------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Boilermaker | 425 | \$258.50 | \$265.00 | \$271.60 | 426 | \$313.20 | \$321.00 | \$329.00 |
| Bricklayer | 429 | \$225.90 | \$231.50 | \$237.30 | 430 | \$280.60 | \$287.60 | \$294.80 |
| Carpenter | 435 | \$246.30 | \$252.50 | \$258.80 | 436 | \$301.60 | \$309.10 | \$316.80 |
| Drainer | 447 | \$203.80 | \$208.90 | \$214.10 | 448 | \$258.70 | \$265.20 | \$271.80 |
| Electrical fitter | 467 | \$239.10 | \$245.10 | \$251.20 | 468 | \$294.00 | \$301.40 | \$308.90 |
| Electrical mechanic | 467 | \$239.10 | \$245.10 | \$251.20 | 468 | \$294.00 | \$301.40 | \$308.90 |
| Electrical special class | 453 | \$239.10 | \$245.10 | \$251.20 | 454 | \$294.00 | \$301.40 | \$308.90 |
| Electrical storeperson | 457 | \$174.90 | \$179.30 | \$183.80 | | | | |
| Electrical tradesperson | 475 | \$239.10 | \$245.10 | \$251.20 | 476 | \$294.00 | \$301.40 | \$308.90 |
| Electrician | 475 | \$239.10 | \$245.10 | \$251.20 | 476 | \$294.00 | \$301.40 | \$308.90 |
| Fitter & turner | 481 | \$239.10 | \$245.10 | \$251.20 | 482 | \$294.00 | \$301.40 | \$308.90 |
| Glazier | 485 | \$196.70 | \$201.60 | \$206.60 | 486 | \$251.10 | \$257.40 | \$263.80 |
| Joiner | 492 | \$246.30 | \$252.50 | \$258.80 | 493 | \$301.60 | \$309.10 | \$316.80 |
| Labourer | 496 | \$193.80 | \$198.60 | \$203.60 | 497 | \$249.50 | \$255.70 | \$262.10 |
| Mechanical fitter | 502 | \$239.10 | \$245.10 | \$251.20 | 503 | \$294.00 | \$301.40 | \$308.90 |
| Motor mechanic | 508 | \$239.10 | \$245.10 | \$251.20 | 509 | \$294.00 | \$301.40 | \$308.90 |
| Painter | 514 | \$198.40 | \$203.40 | \$208.50 | 515 | \$253.40 | \$259.70 | \$266.20 |
| Plasterer | 520 | \$247.20 | \$253.40 | \$259.70 | 521 | \$302.30 | \$309.90 | \$317.60 |
| Plumber | 526 | \$244.40 | \$250.50 | \$256.80 | 527 | \$299.20 | \$306.70 | \$314.40 |
| Polisher | 532 | \$188.70 | \$193.40 | \$198.20 | 533 | \$244.00 | \$250.10 | \$256.40 |
| Refrigeration mechanic | 538 | \$256.10 | \$262.50 | \$269.10 | 539 | \$310.70 | \$318.50 | \$326.50 |
| Scaffolder | 544 | \$240.50 | \$246.50 | \$252.70 | 545 | \$295.70 | \$303.10 | \$310.70 |
| Signwriter | 548 | \$196.70 | \$201.60 | \$206.60 | 549 | \$251.10 | \$257.40 | \$263.80 |
| Stonemason | 552 | \$282.50 | \$289.60 | \$296.80 | 553 | \$337.70 | \$346.10 | \$354.80 |
| Storeperson | 556 | \$174.90 | \$179.30 | \$183.80 | | | | |
| Trades assistant | 564 | \$174.90 | \$179.30 | \$183.80 | 565 | \$229.60 | \$235.30 | \$241.20 |
| Truckdriver | 570 | \$209.30 | \$214.50 | \$219.90 | | | | |
| Upholsterer | 572 | \$174.70 | \$179.10 | \$183.60 | 573 | \$229.20 | \$234.90 | \$240.80 |
| Welder | 574 | \$239.10 | \$245.10 | \$251.20 | 575 | \$294.00 | \$301.40 | \$308.90 |
| Wood machinist | 580 | \$196.70 | \$201.60 | \$206.60 | 581 | \$251.10 | \$257.40 | \$263.80 |
| Const. worker trainee | 443 | \$193.80 | \$198.60 | \$203.60 | 444 | \$249.50 | \$255.70 | \$262.10 |

A2.2 Apprentice single fortnightly payment rates

(1) Standard apprentice SFP rates – Brisbane City only

| Position* | Depot apprentices | | | | Non-depot apprentices | | | |
|-------------------------------|-------------------|-------------------------|-------------------------|-------------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Carpenter (C) | 306 | \$185.60 | \$190.20 | \$195.00 | 307 | \$240.30 | \$246.30 | \$252.50 |
| Carpenter (M) | 308 | \$160.90 | \$164.90 | \$169.00 | 309 | \$216.00 | \$221.40 | \$226.90 |
| Electrical fitter / mech. (C) | 312 | \$186.40 | \$191.10 | \$195.90 | 313 | \$241.60 | \$247.60 | \$253.80 |
| Electrical fitter / mech. (M) | 314 | \$161.80 | \$165.80 | \$169.90 | 315 | \$216.90 | \$222.30 | \$227.90 |
| Electrical tradesperson (C) | 320 | \$318.40 | \$326.40 | \$334.60 | 321 | \$241.60 | \$247.60 | \$253.80 |
| Electrical tradesperson (M) | 322 | \$294.00 | \$301.40 | \$308.90 | 323 | \$216.90 | \$222.30 | \$227.90 |
| Fitter & turner (C) | 326 | \$186.40 | \$191.10 | \$195.90 | 327 | \$241.60 | \$247.60 | \$253.80 |
| Fitter & turner (M) | 328 | \$161.80 | \$165.80 | \$169.90 | 329 | \$216.90 | \$222.30 | \$227.90 |
| Joiner (C) | 335 | \$180.40 | \$184.90 | \$189.50 | 336 | \$233.40 | \$239.20 | \$245.20 |
| Joiner (M) | 337 | \$156.50 | \$160.40 | \$164.40 | 338 | \$209.70 | \$214.90 | \$220.30 |
| Mechanical fitter (C) | 371 | \$186.40 | \$191.10 | \$195.90 | 372 | \$241.60 | \$247.60 | \$253.80 |
| Mechanical fitter (M) | 373 | \$161.80 | \$165.80 | \$169.90 | 374 | \$216.90 | \$222.30 | \$227.90 |
| Painter (C) | 383 | \$199.70 | \$204.70 | \$209.80 | 384 | \$239.40 | \$245.40 | \$251.50 |
| Painter (M) | 385 | \$160.20 | \$164.20 | \$168.30 | 386 | \$214.90 | \$220.30 | \$225.80 |
| Plumber (C) | 395 | \$182.80 | \$187.40 | \$192.10 | 396 | \$238.50 | \$244.50 | \$250.60 |
| Plumber (M) | 397 | \$159.40 | \$163.40 | \$167.50 | 398 | \$214.20 | \$219.60 | \$225.10 |
| Refrigeration mechanic (C) | 407 | \$203.10 | \$208.20 | \$213.40 | 408 | \$257.90 | \$264.30 | \$270.90 |
| Refrigeration mechanic (M) | 409 | \$178.50 | \$183.00 | \$187.60 | 410 | \$233.50 | \$239.30 | \$245.30 |
| Stonemason (C) | 415 | \$239.40 | \$245.40 | \$251.50 | 416 | \$294.30 | \$301.70 | \$309.20 |
| Stonemason (M) | 417 | \$214.90 | \$220.30 | \$225.80 | 418 | \$270.00 | \$276.80 | \$283.70 |

* (C) = construction work; (M) = maintenance work

(2) Standard apprentice SFP rates - all other regions

| Position | Depot apprentices | | | | Non-depot apprentices | | | |
|------------------------|-------------------|-------------------------|-------------------------|-------------------------|-----------------------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Carpenter | 308 | \$160.90 | \$164.90 | \$169.00 | 309 | \$216.00 | \$221.40 | \$226.90 |
| Electrical fitter | 314 | \$161.80 | \$165.80 | \$169.90 | 315 | \$216.90 | \$222.30 | \$227.90 |
| Electrical mechanic | 314 | \$161.80 | \$165.80 | \$169.90 | 315 | \$216.90 | \$222.30 | \$227.90 |
| Electrician | 322 | \$161.80 | \$165.80 | \$169.90 | 323 | \$216.90 | \$222.30 | \$227.90 |
| Fitter & turner | 328 | \$161.80 | \$165.80 | \$169.90 | 329 | \$216.90 | \$222.30 | \$227.90 |
| Glazier | 332 | \$157.90 | \$161.80 | \$165.80 | 333 | \$213.10 | \$218.40 | \$223.90 |
| Joiner | 339 | \$160.90 | \$164.90 | \$169.00 | 340 | \$216.00 | \$221.40 | \$226.90 |
| Mechanical fitter | 373 | \$161.80 | \$165.80 | \$169.90 | 374 | \$216.90 | \$222.30 | \$227.90 |
| Painter | 385 | \$160.20 | \$164.20 | \$168.30 | 386 | \$214.90 | \$220.30 | \$225.80 |
| Plumber | 397 | \$159.40 | \$163.40 | \$167.50 | 398 | \$214.20 | \$219.60 | \$225.10 |
| Refrigeration mechanic | 409 | \$178.50 | \$183.00 | \$187.60 | 410 | \$233.50 | \$239.30 | \$245.30 |
| Signwriter | 413 | \$157.90 | \$161.80 | \$165.80 | 414 | \$213.10 | \$218.40 | \$223.90 |
| Stonemason | 417 | \$214.90 | \$220.30 | \$225.80 | 418 | \$270.00 | \$276.80 | \$283.70 |
| Upholsterer | 421 | \$151.10 | \$154.90 | \$158.80 | 422 | \$206.10 | \$211.30 | \$216.60 |
| Wood machinist | 423 | \$157.90 | \$161.80 | \$165.80 | 424 | \$213.10 | \$218.40 | \$223.90 |

(3) Adult apprentice SFP rates – Brisbane City only

| Position* | Depot adult apprentices | | | | Non-depot adult apprentices | | | |
|-----------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-----------------------------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Electrical tradesperson (C) | 347 | \$203.40 | \$208.50 | \$213.70 | 348 | \$258.20 | \$264.70 | \$271.30 |
| Joiner (C) | 353 | \$179.30 | \$183.80 | \$188.40 | 354 | \$232.70 | \$238.50 | \$244.50 |

| | | | | | | | | |
|-----------------------------------|------------|----------|----------|----------|------------|----------|----------|----------|
| Painter (C) | 355 | \$182.90 | \$187.50 | \$192.20 | 356 | \$238.40 | \$244.40 | \$250.50 |
| Plumber (C) | 359 | \$182.50 | \$187.10 | \$191.80 | 360 | \$237.60 | \$243.50 | \$249.60 |
| Refrigeration mechanic (C) | 363 | \$220.30 | \$225.80 | \$231.40 | 364 | \$275.00 | \$281.90 | \$288.90 |
| Stonemason (C) | 367 | \$238.50 | \$244.50 | \$250.60 | 368 | \$293.50 | \$300.80 | \$308.30 |

* (C) = construction work

(4) Adult apprentice SFP rates - all other regions

| Position | Depot adult apprentices | | | Non-depot adult apprentices | | | | |
|-------------------------------|-------------------------|-------------------------|-------------------------|-----------------------------|------------|-------------------------|-------------------------|-------------------------|
| | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 | Code | as at 1 Sept 2016 | as at 1 Sept 2017 | as at 1 Sept 2018 |
| Carpenter | 341 | \$184.90 | \$189.50 | \$194.20 | 342 | \$239.50 | \$245.50 | \$251.60 |
| Drainer | 345 | \$188.50 | \$193.20 | \$198.00 | 346 | \$243.40 | \$249.50 | \$255.70 |
| Electrician | 347 | \$203.40 | \$208.50 | \$213.70 | 348 | \$258.20 | \$264.70 | \$271.30 |
| Glazier | 351 | \$181.40 | \$185.90 | \$190.50 | 352 | \$236.20 | \$242.10 | \$248.20 |
| Painter | 355 | \$182.90 | \$187.50 | \$192.20 | 356 | \$238.40 | \$244.40 | \$250.50 |
| Plumber | 359 | \$182.50 | \$187.10 | \$191.80 | 360 | \$237.60 | \$243.50 | \$249.60 |
| Refrigeration mechanic | 363 | \$220.30 | \$225.80 | \$231.40 | 364 | \$275.00 | \$281.90 | \$288.90 |
| Stonemason | 367 | \$238.50 | \$244.50 | \$250.60 | 368 | \$293.50 | \$300.80 | \$308.30 |

A2.3 Distant work allowances

| Allowance | Rate | Code | 1 Sept 2016 | 1 Sept 2017 | 1 Sept 2018 |
|-----------------------------------|-------|------------|-------------|-------------|-------------|
| Distant work meal allowance | Daily | 671 | \$72.67 | \$74.49 | \$76.35 |
| Distant work incidental allowance | Daily | 672 | \$17.53 | \$17.97 | \$18.41 |
| Remote area work allowance | Daily | 675 | \$26.65 | \$27.32 | \$28.00 |
| Remote island work allowance | Daily | 676 | \$30.34 | \$31.10 | \$31.88 |

A2.4 Tradesperson and apprentice allowances

| Allowance | Rate | Code | 1 Sept 2016 | 1 Sept 2017 | 1 Sept 2018 |
|---|-------|------------|-------------|-------------|-------------|
| On-call allowance | Daily | 606 | \$18.96 | \$19.44 | \$19.92 |
| Weekend work allowance - own MV - depot | Daily | 688 | \$14.56 | \$14.92 | \$15.29 |
| Weekend work allowance - own MV - non-depot | Daily | 690 | \$14.86 | \$15.23 | \$15.61 |
| Weekend work allowance - government MV | Daily | 689 | \$14.35 | \$14.71 | \$15.08 |

A2.5 Foreperson allowances

| Allowance | Rate | Code | 1 Sept 2016 | 1 Sept 2017 | 1 Sept 2018 |
|---|-------------|------------|-------------|-------------|-------------|
| Tool allowance - carpenter/joiner | Fortnightly | 210 | \$63.10 | \$64.70 | \$66.30 |
| Tool allowance - plumber/gas fitter | Fortnightly | 211 | \$63.10 | \$64.70 | \$66.30 |
| Tool allowance - plasterer/tiler | Fortnightly | 212 | \$51.70 | \$53.00 | \$54.30 |
| Tool allowance - bricklayer | Fortnightly | 213 | \$44.40 | \$45.50 | \$46.60 |
| Tool allowance - stonemason | Fortnightly | 214 | \$44.40 | \$45.50 | \$46.60 |
| Tool allowance - signwriter/painter/glazier | Fortnightly | 215 | \$14.90 | \$15.30 | \$15.70 |
| Tool allowance - licensed drainer | Fortnightly | 216 | \$14.90 | \$15.30 | \$15.70 |
| Tool allowance - engineering stream | Fortnightly | 217 | \$50.60 | \$51.90 | \$53.20 |
| Tool allowance - cabinet maker | Fortnightly | 218 | \$63.10 | \$64.70 | \$66.30 |
| Uniform allowance - week days | Daily | 285 | \$0.51 | \$0.53 | \$0.54 |
| Uniform allowance - weekends | Daily | 284 | \$0.51 | \$0.53 | \$0.54 |
| Fares & travel allowance - own MV - depot | Daily | 685 | \$14.56 | \$14.92 | \$15.29 |
| Fares & travel allowance - own MV - non-depot | Daily | 687 | \$14.86 | \$15.23 | \$15.61 |
| Fares & travel allowance - government MV | Daily | 686 | \$14.35 | \$14.71 | \$15.08 |

A2.6 Site allowance

| Total contract value of construction project | | | Hourly site allowance |
|--|----|-----------------|--|
| \$2.4 million | to | \$6.5 million | \$1.95 |
| \$6.5 million | to | \$16 million | \$2.15 |
| \$16 million | to | \$32.1 million | \$2.40 |
| \$32.1 million | to | \$64.1 million | \$2.80 |
| \$64.1 million | to | \$128.3 million | \$3.35 |
| \$128.3 million | to | \$192.3 million | \$3.45 |
| \$192.3 million | to | \$256.4 million | \$3.55 |
| \$256.4 million | to | \$384.7 million | \$3.65 |
| \$384.7 million | to | above | An additional 10 cents per \$100 million (or part thereof) |