

# BUILDING CONSTRUCTION INDUSTRY AWARD – STATE 2003

## EFFECTIVE 1 JANUARY 2010 (WAGES EFFECTIVE 1 SEPTEMBER 2009)

From 1 January 2010, sole traders, partnerships, other unincorporated entities and non-trading corporations in Queensland joined the national workplace relations system. These employers were previously covered by the state system. The state industrial relations system transferred to the Federal system and state based employers now come under the *Fair Work Act 2009*.

State awards will continue to apply until 31 December 2010, after which employees will be covered by the relevant Modern Award. Employees under State awards must receive conditions that are at least equal to the minimum entitlements in the National Employment Standards (NES) (to the extent that they apply) and the national minimum wage.

In the 12 months from 1 January 2010, state based employers will continue to observe state award wages. They shall also continue to observe state award terms and conditions of employment in conjunction with the NES, with the NES prevailing where there are inconsistencies between it and a state award provision.

### AWARD SUMMARY

**Hours:** 38 ordinary hours per week, plus mandatory RDOs

**Casuals:** Minimum payment of four hours per engagement. 25% casual loading – employed for a period of six weeks or less on regular and

systematic work. If the engagement is to continue on a regular and systematic basis beyond six weeks the employee must be employed on a daily hire (full time) basis. A casual arrangement may continue past the six weeks if the work isn't of a regular and systematic basis.

**Annual Leave:** Four weeks per year including 17.5% leave loading.

### Personal/Carer's Leave

Eligible employees are entitled to ten days' paid personal/carers' leave per year that can be taken as personal leave or carer's leave. Personal leave is paid sick leave taken by an employee because of the employee's personal illness or injury. The accumulation of this leave is uncapped. (Note: The entitlement is ten days NOT eight days as previously applied). Carer's leave is leave taken by an employee to provide care and support to a member of the employee's household or immediate family.

**Overtime:** After completing ordinary hours of work:

*Monday – Friday*

Full-Time Employee:

Time and ½ (ie 150%): for the first two hours

Double time (ie 200%) thereafter.

Casual Employee:

Time and ¾ (ie 175%): of the full time rate for the first two hours

Double time and ¼ (ie 225%) of the full time rate thereafter.

**THIS PUBLICATION IS PRODUCED EXCLUSIVELY FOR MEMBERS OF MASTER BUILDERS**

**FOR FURTHER INFORMATION PLEASE CONTACT THE WORKPLACE RELATIONS TEAM ON (07) 3225 6407, EMAIL [workplacerelements@masterbuilders.asn.au](mailto:workplacerelements@masterbuilders.asn.au) OR LOG ONTO THE MASTER BUILDERS WEBSITE – [WWW.MASTERBUILDERS.ASN.AU](http://WWW.MASTERBUILDERS.ASN.AU).**

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**Master  
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### Saturday

The appropriate Time and ½ rate for the first two hours and double time thereafter. Except, all work after noon is at the appropriate double time rate.

Minimum engagement period is for three hours.

### Sunday

The appropriate double time rate ALL DAY.  
Minimum engagement period is for four hours.

**Fares & Travel:** Daily allowance is payable on any day the employee presents for work (and the RDO) unless the employee is transported by the employer from the employee's place of residence and returned.

**Superannuation:** 9% of ordinary time earnings (includes Fares & Travel).

$9\% \text{ Super} = (\text{Ordinary Time} + \text{Fares \& Travel}) \times 0.09$

**Termination:** One days notice by either party or payment, or forfeiture in lieu.

**Redundancy:** An entitlement accrues each week. Please refer to the Award provisions (Redundancy/Severance Pay).

*EXAMPLE: A carpenter made redundant by the employer after 15 weeks work is entitled to: 1.75 hours pay (ie \$34.18) x 15 completed weeks = \$512.70 less tax.*

The above information is a summary only and members should refer to the full award document or contact Master Builders for detailed provisions.

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## EXPENSE RELATED ALLOWANCES (NO CHANGE)

### Building Construction Industry Award-State 2003

Daily fares and travel allowance .....	\$15.40 per day
Travelling outside radial area .....	44c per km
Transfer during working hours .....	83c per km
Living away from home allowance .....	\$390.20 per week
Part of a week .....	\$55.80 per day
Return journey .....	\$18.40 per day
Weekend return home .....	\$31.20 per day
Camping allowance .....	\$156.00 per week
Part of a week .....	\$22.30 per day
Meal Allowance .....	\$11.30 per meal
Compensation for tools & clothes .....	\$1,431.00

### TOOL ALLOWANCES (THESE TOOL ALLOWANCES ARE CONTAINED IN THE WEEKLY WAGE RATE – DO NOT ADD AGAIN)

Carpenter/Plumber .....	\$24.70 per week
Plasterer or Tiler .....	\$20.40 per week
Bricklayer .....	\$17.50 per week
Roof Tiler .....	\$12.90 per week
Painter .....	\$5.90 per week
Waterproofer .....	\$9.60 per week

# ALLOWANCES

Building Construction Industry Award – State 2003

1st September 2009

DESCRIPTION OF SPECIAL RATE		NEW RATE (RATE PER HOUR UNLESS SHOWN)
Acid work		1.50
Asbestos		0.70
Bagging		0.52
Bitumen work		0.70
Brick laying or labourers lifting other than standard bricks	>5.5 but < 9 kg	0.57
	9 but under 18 kg	1.01
	18 kg and over	1.53
Certificate allowance		0.57
Cleaning down brickwork		0.52
Cold work		0.57
Computing quantities – per day		4.09
Confined space		0.70
Cutting tiles		0.70
Dirty work		0.57
Dry polishing tiles		0.70
Explosive powered tools – per day		1.34
First aid certificate (minimum) – per day		2.41
First aid certificate (higher) – per day		3.79
Furnace work		1.50
Height work – Painting trades – per day		0.52
Hot work between	46 deg and 54 deg celsius	0.57
	>54 deg celsius	0.70
Insulation		0.70
Laser safety officer allowance		2.34
Leading hand allowance	no more than 1 person	0.43
	2 and no more 5	0.95
	6 and no more 10	1.22
	>10	1.62
Multistorey allowance	Begin to 15 floor	0.46
	16 to 30 floor	0.54
	31 to 35 floor	0.85
	46 to 60 floor	1.08
	61 floor level onwards	1.36
Plaster or composition spray		0.57
Refractory special trades allowance – per week		52.80
Refractory special allowance		1.75
Roof repairs engaged on roof repairs		0.70
	>15 metres	0.52
	>15 metres and pitch	0.51
	>35 degrees	0.70
	>40 degrees	1.01
Scaffolding – per day		1.60
Second hand timber – per day		2.22
Slushing		0.57
Spray application – Painters		0.57
Swing scaffold	First 4 hours	Each additional hour
	0 - 15 Storeys	4.09
	16-30 Storeys	5.28
	31-45 Storeys	6.23
	46 - 60 Storeys	10.21
	Greater > 60 storeys	13.03
	Solid Plasterers	0.14
Towers allowance	>15 metres	0.57
Toxic substances	using toxic substances	0.70
	working close proximity	0.57
Underground allowances	>4 hours	12.05 per week
	<4 hours	2.44 per day
Wet concrete or compo		0.51
Wet work		0.57

\*\* not an exhaustive list\*\*

# Building Construction Apprentice Wage Rates Operative Date: 1 September 2009

		Southern Division Eastern District	Southern Division Western District	Mackay Division	Northern Division Eastern District	Northern Division Western District	Fares & Travelling Time
<b>1ST YEAR: 40% OF CW3</b>							
Carpenter, Bricklayer,	} Hourly	\$7.93	\$7.94	\$7.94	\$7.94	\$7.95	Daily \$11.55
Plasterer, Painter, Plumber	} Weekly	\$301.30	\$301.80	\$301.70	\$301.80	\$302.20	Weekly \$57.75
<b>2ND YEAR: 55% OF CW3</b>							
Carpenter, Bricklayer,	} Hourly	\$10.66	\$10.67	\$10.67	\$10.67	\$10.69	Daily \$13.10
Plasterer, Painter, Plumber	} Weekly	\$405.10	\$405.60	\$405.50	\$405.60	\$406.20	Weekly \$65.50
<b>3RD YEAR: 75% OF CW3</b>							
Carpenter, Bricklayer,	} Hourly	\$14.29	\$14.32	\$14.31	\$14.32	\$14.34	Daily \$13.85
Plasterer, Painter, Plumber	} Weekly	\$543.10	\$544.00	\$543.80	\$544.00	\$544.90	Weekly \$69.25
<b>4TH YEAR: 90% OF CW3</b>							
Carpenter, Bricklayer,	} Hourly	\$17.02	\$17.05	\$17.04	\$17.05	\$17.08	Daily \$14.65
Plasterer, Painter, Plumber	} Weekly	\$646.80	\$647.90	\$647.50	\$647.90	\$649.00	Weekly \$73.25

## NOTES:

- The hourly rates and weekly rates include the industry allowance.  
**Do not add on an industry allowance to the above rates.**
- \* Disability allowances are to be paid to apprentices, where applicable.
- \* The Apprentice tool allowances are not included in the above rates and are provided in the form of tools (see below).

## ADULT APPRENTICE\* WAGE RATES

**OPERATIVE DATE: 1 SEPTEMBER 2009** \*Apprentice is 21 years of age or over at the time of commencing the apprenticeship

		Southern Division Eastern District	Southern Division Western District	Mackay Division	Northern Division Eastern District	Northern Division Western District	Fares & Travelling Time
<b>1st Year</b>							
Carpenter, Bricklayer,	} Hourly	\$14.95	\$14.95	\$14.95	\$14.95	\$14.95	Daily \$11.55
Plasterer, Painter	} Weekly	\$568.20	\$568.20	\$568.20	\$568.20	\$568.20	Weekly \$57.75
<b>2nd Year</b>							
Carpenter, Bricklayer,	} Hourly	\$14.95	\$14.95	\$14.95	\$14.95	\$14.95	Daily \$13.10
Plasterer, Painter	} Weekly	\$568.20	\$568.20	\$568.20	\$568.20	\$568.20	Weekly \$65.50
<b>3rd Year</b>							
Carpenter, Bricklayer,	} Hourly	\$14.95	\$14.95	\$14.95	\$14.95	\$14.95	Daily \$13.85
Plasterer, Painter	} Weekly	\$568.20	\$568.20	\$568.20	\$568.20	\$568.20	Weekly \$69.25
<b>4th Year: 90%</b>							
Carpenter, Bricklayer,	} Hourly	\$17.02	\$17.05	\$17.04	\$17.05	\$17.08	Daily \$14.65
Plasterer, Painter	} Weekly	\$646.80	\$647.90	\$647.50	\$647.90	\$649.00	Weekly \$73.25

## NOTES:

- \* Disability allowances are to be paid to apprentices, where applicable.
- \* The Apprentice tool allowances are not included in the above rates and are provided in the form of tools (see below).

## TOOL ALLOWANCE

Apprentices receive tools to the retail value of the allowance (varying amounts depending on the trade). This allowance is received annually.

It is a requirement to provide the first installment of tools within six months of commencement and then within the first three months of the second, third and fourth years. It is advisable to keep accurate records of which tools are presented to the apprentice (e.g. description, value and date). It is also wise to keep receipts and have the apprentice sign for the tools.

	per year
Glass & glazing, leadlight workers, floor finishing & covering, joinery machinists	\$50
Carpentry, joinery, plumbing, cabinetmaking, shopfitting, carpentry (formwork)	\$600
Bricklaying, stone masonry	\$220
Floor finishing & covering	\$60
Painting & Decorating	\$50
Tiling (Roof and wall & floor), plastering (fibrous & solid)	\$260
Signwriting	\$100

# WAGE RATES

## BUILDING CONSTRUCTION INDUSTRY AWARD – STATE 2003

**OPERATIVE DATE: 1 SEPTEMBER 2009**

OLD WAGE GROUP	NEW WAGE GROUP	Southern Eastern Per hr	Division District Per wk	Casual Hourly rate 25% loading	Southern Western Per hr	Division District Per wk	Mackay Division	Northern Eastern	Division District	Northern Western	Division District	Meal Allowance	Fares & Travel	Living Away Allowance	Leading Hands Per hour
<b>TRADESMEN:</b>															
Carpenter	CW3	\$19.53	\$742.14	<b>\$24.41</b>	\$19.56	\$743.28	\$19.55 \$742.90	\$19.56	\$743.28	\$19.59	\$744.42	\$11.30	\$15.40	\$390.20	0-1 43c
Bricklayer	CW3	\$19.33	\$734.54	<b>\$24.17</b>	\$19.36	\$735.68	\$19.36 \$735.68	\$19.36	\$735.68	\$19.40	\$737.20	"	"	"	2-5 95c
Roof Tiler	CW3	\$19.21	\$729.98	<b>\$24.01</b>	\$19.24	\$731.12	\$19.23 \$730.74	\$19.24	\$731.12	\$19.27	\$732.26	"	"	"	6-10 \$1.22
Painter, Glazier	CW3	\$19.02	\$722.76	<b>\$23.78</b>	\$19.05	\$723.90	\$19.04 \$723.52	\$19.05	\$723.90	\$19.08	\$725.04	"	"	"	>10 \$1.62
Plasterer, Tiler	CW3	\$19.41	\$737.58	<b>\$24.27</b>	\$19.44	\$738.72	\$19.44 \$738.72	\$19.44	\$738.72	\$19.47	\$739.86	"	"	"	
Waterproofer	CW3	\$19.12	\$726.56	<b>\$23.90</b>	\$19.15	\$727.70	\$19.14 \$727.32	\$19.15	\$727.70	\$19.18	\$728.84	"	"	"	
Signwriter	CW4	\$19.59	\$744.42	<b>\$24.49</b>	\$19.62	\$745.56	\$19.61 \$745.18	\$19.62	\$745.56	\$19.65	\$746.70	"	"	"	
<b>LABOURERS:</b>															
BL Group 1	CW3	\$18.86	\$716.68	<b>\$23.58</b>	\$18.89	\$717.82	\$18.88 \$717.44	\$18.89	\$717.82	\$18.92	\$718.96	\$11.30	\$15.40	\$390.20	"
BL Group 2	CW2	\$18.35	\$697.30	<b>\$22.94</b>	\$18.38	\$698.44	\$18.37 \$698.06	\$18.38	\$698.44	\$18.41	\$699.58	"	"	"	"
BL: Group 3	CW1(d)	\$17.99	\$683.62	<b>\$22.49</b>	\$18.02	\$684.76	\$18.01 \$684.38	\$18.02	\$684.76	\$18.05	\$685.90	"	"	"	"
BL: Group 4	CW1(c)	\$17.67	\$671.46	<b>\$22.09</b>	\$17.70	\$672.60	\$17.70 \$672.60	\$17.70	\$672.60	\$17.73	\$673.74	"	"	"	"
TOWER CRANE DRIVERS	CW7	\$20.87	\$793.06	<b>\$26.08</b>	\$20.90	\$794.20	\$20.89 \$ 793.82	\$20.90	\$794.20	\$20.93	\$795.34	"	"	"	"

**Notes:**

- (1) Casual employees receive an additional loading of 25% (as shown in bold above).
- (2) Meal allowance: payable where employees are required to work at least 1 and a half hours after working ordinary hours
- (3) BL Group 1 (Rigger, Dogger, Drainer, Concrete Pump Operator).  
 BL Group 2 (Scaffolder, Hoist or Winch Operator).  
 BL Group 3 (Trade's Labourer)  
 BL Group 4 (Other Labourer)

**FOR FURTHER INFORMATION PLEASE CALL (07) 3225 6407 OR EMAIL [WORKPLACERELATIONS@MASTERBUILDERS.ASN.AU](mailto:WORKPLACERELATIONS@MASTERBUILDERS.ASN.AU)  
OR SEE [WWW.MASTERBUILDERS.ASN.AU](http://WWW.MASTERBUILDERS.ASN.AU)**



# LOADED HOURLY LABOUR RATES

## BUILDING CONSTRUCTION INDUSTRY AWARD – STATE 2003

**OPERATIVE DATE: 1 SEPTEMBER 2009**

**EXAMPLE FOR SOUTHERN DIVISION EASTERN DIVISION**

<b>EFFECTIVE WORKING WEEKS</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>I</b>	<b>J</b>	<b>K</b>	<b>L</b>
Total Weeks Per Year 52	<b>Weekly Wage</b>	<b>Weekly Fares and Travel Allow.</b>	<b>Weekly Award Super at 9%</b>	<b>Award Redundancy 1.75 hours per week</b>	<b>Weekly Total</b>	<b>Annual Leave Loading</b>	<b>Annual Leave Stat. Holidays Sick Leave Wet Weather Lost Time Long Service</b>	<b>Sundry Loadings</b>	<b>Workers Compen.</b>	<b>Payroll Tax</b>	<b>Total C to J</b>	<b>Hourly Rate</b>
Less:- Annual Leave 4 Stat. Hols 2 Sick Leave 2 Wet Weather 2 Lost Time 2 Long Serv. Leave 0 11(X)												
Effect. Work Wks. 40(Y)												
Note:- The Number of Effective Working Weeks is Used in Cols. F & G			9% of A & B	A x 1.75 ----- 38	A + B	Ex4x17½% ----- 40(Y)	A+C+Dx11(x) ----- 40(Y)	2.5% of A	4.091% of A+F+G	4.75% of E+F+G (note 6)		K --- 38
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Carpenter	\$742.14	\$77.00	\$73.72	\$34.18	\$819.14	\$14.33	\$233.76	\$18.55	\$40.51		\$1,234.20	\$32.48
Bricklayer	\$734.54	\$77.00	\$73.04	\$33.83	\$811.54	\$14.20	\$231.39	\$18.36	\$40.10		\$1,222.46	\$32.17
Plasterer, Tiler	\$737.58	\$77.00	\$73.31	\$33.97	\$814.58	\$14.26	\$232.34	\$18.44	\$40.26		\$1,227.15	\$32.29
Painter	\$722.76	\$77.00	\$71.98	\$33.29	\$799.76	\$14.00	\$227.71	\$18.07	\$39.46		\$1,204.25	\$31.69
Labourer (Group 3)	\$683.62	\$77.00	\$68.46	\$31.48	\$760.62	\$13.31	\$215.48	\$17.09	\$37.33		\$1,143.76	\$30.10
Signwriter	\$744.42	\$77.00	\$73.93	\$34.28	\$821.42	\$14.37	\$234.47	\$18.61	\$40.63		\$1,237.72	\$32.57

NOTE: Individual Builders may wish to allow amounts other than the amounts shown for:

- (1) Sick Leave - The maximum of 10 days (2 weeks) has been allowed.
- (2) Wet Weather - The amount shown may vary considerably depending on location and period of year.
- (3) Lost Time - The amount shown (i.e. 2 weeks) is the equivalent of only 22 minutes per day, some builders may wish to increase this, so that it covers not only smokos but also all non-productive time (e.g. tool maintenance, toilet visits, etc.)
- (4) Long Service Leave - is covered by Portable Long Service Leave Scheme which is based on a 0.035% levy on project cost and does not form part of direct labour costs.
- (5) Sundry Loadings - The 2.5% allowance in column H is intended to cover loadings such as leading hand allowances and special rates such as insulation, explosive powered tools, etc.