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THIS APPLIES TO NON “CONSTITUTIONAL CORPORATION” MEMBERS ONLY

This wage rate bulletin applies to employers who are sole traders and partnerships.

This wage rate bulletin does not apply to employers who are constitutional corporations (ie Pty Ltd) and are covered by the *Fair Work Act*.

If you are unsure whether this wage rate bulletin applies to you, please contact ECA Legal Pty Ltd on 08 6241 6129 or ecalegal@ecawa.org.au to discuss this issue.

WESTERN AUSTRALIAN MEMBERS ONLY

WAGE RATE BULLETIN NO. 21

THE ELECTRICAL CONTRACTING INDUSTRY AWARD (WA)

Issued: June 2024

Wages are effective from the first full pay period
starting on or after 1 July 2024

This wage rate bulletin is a general guide only and contains a summary of the major provisions of the award as provided by WA Industrial Relations Commission and the National Employment Standards. Whilst every care has been exercised in the preparation of the information contained herein, ECA members should not rely upon the information and should seek recourse to the award.

ECA Legal Pty Ltd hereby expressly excludes any liability to a user for damages incurred as a result of reliance upon the information contained herein.

Employers are required make available a full copy of the award and the National Employment Standards at their place of business

THE ELECTRICAL CONTRACTING INDUSTRY AWARD (WA)

QUICK REFERENCE

A quick reference to key points of the award: such as rates for allowances, disabilities and penalties currently payable.

Refer to the Electrical Contracting Industry Award for full details – a copy may be found on the Western Australian Industrial Relations Commission website www.wairc.wa.gov.au/.

APPRENTICES

Apprentices' conditions of apprenticeship and employment are governed by the *Vocational Education and Training Act 1996* and the *Electrical Contracting Industry Award*.

Table 1 – Additional Allowances			
Item No	Clause No	Brief Description	Amount
1	6(1)	Boot Allowance (Construction work only)	\$0.15 per hour
2	12(2)(e)(i)	Meal Allowance	\$17.10 per meal
3	18(1)	Height Money (Above 15.5 metres)	\$3.45 per day
4	18(2)	Dirt Money	\$0.71 per hour
5	18(3)	Grain Dust	\$1.19 per hour
6	18(4)	Confined Spaces	\$0.84 per hour
7	18(5)	Diesel Engine Ships	\$1.19 per hour
8	18(6)	Boiler Work	Time and a half
9	18(7)	Hot Work (greater than 46C)	\$0.71 per hour
10	18(9)	Percussion Tools	\$0.46 per hour
11	18(10)	Chemical, Artificial Manure & Cement Works	\$17.60 per week
12	18(11)	Abattoirs	\$23.80 per week
13	18(12)	Phosphate Ships	\$1.05 per hour
14	18(19)	First Aid Allowance	\$14.00 per week
15	18(21)	Nominee	\$87.60 per week
16	19	Car Allowance	\$1.03 per km
17	20	Travel Allowance (Construction Work) Up to 50 km radius from Perth GPO Over 50 km but less than 60 km radius from Perth GPO Over 60 km but less than 75 km radius from Perth GPO Over 75 km but less than 90 km radius from Perth GPO Over 90 km radius from Perth GPO	\$22.25 per day \$28.20 per day \$43.40 per day \$61.35 per day \$79.70 per day
18	21(6)	Weekend return from Distant Work	\$43.55 per week
19	21(9)	Travel on Distant Work	\$19.25 per day
20	22(1)	Location Allowances Various (see clause 22)	Ranges from \$6.00 to \$54.90
22	Sch 1(3)	Leading Hands Person in charge of 3 to 10 persons Person in charge of 11 to 20 persons Person in charge of more than 20 persons.	\$36.60 per week \$56.20 per week \$72.70 per week
22	Sch 1(6)	Construction Allowance Large Industrial / Civil Engineering Project Multi-Storeyed Buildings (at least five storeys) Other construction	\$65.30 per week \$58.80 per week \$34.70 per week
24	Sch 1(10)	Commissioning Allowance	\$47.50 per week

ADDITIONAL INFORMATION

Hours: An employee cannot be required to work more than either 38 hours per week and reasonable additional hours or 38 hours per week averaged over a 12 month period (this averaging must be agreed to in writing by the employee).

Casual Work: The casual rate is the hourly rate plus 20% casual loading.

Annual Leave: Employees are entitled to 4 weeks annual leave with pay for every 12 months of service plus 17.5% leave loading. Shift workers are entitled to an extra week's annual leave calculated on a pro rata basis (i.e. based upon the amount of shift work they perform).

Annual leave accrues on a pro rata basis each 4 week period based upon an employee's nominal hours (ie specified hours) worked, less any unpaid leave (eg unpaid sick leave or protected or unprotected industrial action). Annual leave must be credited to an employee's accruals each month. A full time employee would **accrue 11.7 hours annual leave for each 4 week period** they worked and did not take any unpaid leave.

Annual leave paid on termination of employment: Payment will be made for annual leave which has fallen due and for pro rata annual leave for service of less than 12 months at the rate of 1/13th of ordinary pay for that period.

Annual leave loading on termination: The loading is not payable if the employee is dismissed for misconduct.

Personal/ Carer's Leave: Personal/carer's leave is a combination of paid sick leave (taken for personal illness or injury) and paid or unpaid carer's leave (taken to care for an employee's immediate family member or member of the employee's household).

An employee has a combined total of 10 days per annum personal/carer's leave which they can use for sick or caring purposes. Employees are also entitled to an additional 2 days unpaid carer's leave (but only where they have already used up all of their paid carer's leave) on each occasion where they need to care for their immediate family member or member of their household.

Personal/carer's leave accrues on a pro rata basis for each 4 week period based upon an employee's nominal hours (ie specified hours) worked, less any unpaid leave (eg unpaid sick leave or protected or unprotected industrial action). Personal/carer's leave must be credited to an employee's accruals each month. A full time employee would **accrue 5.846 hours personal/carer's leave for each 4 week period** they worked and did not take any unpaid leave.

Compassionate Leave: Compassionate leave (previously known as bereavement leave) is paid leave taken for the purposes of spending time with a person who is a member of the employee's immediate family or a member of the employee's household who has an illness or injury that poses a threat to his/her life or after the death of such a person.

An employee is entitled to 2 days of paid compassionate leave for each "occasion" they are entitled to compassionate leave.

Overtime: For all work done outside ordinary hours, including work on a leisure day (except where such leisure day is substituted for another day), the rates of pay shall be time and one-half for the first 2 hours and double time thereafter, such double time to continue until the completion of the overtime work.

Saturday Work: Day workers shall be paid for a minimum of three (3) hours work. If work commences before 12 noon, the rate of pay shall be time and one-half for the first 2 hours and double time thereafter. If work commences after 12 noon the rate of pay shall be double time. (Clause 12(1)(b))

Sunday Work: Employee shall be paid for a minimum of three (3) hours' work at double time. (Clause 12(1)(b))

Work on a Public Holiday: Employees shall be paid for a minimum of three (3) hours' work at double time and one-half. Clause 12(1)(b))

Termination of Employment:

Employers must give an employee a minimum period of notice consistent with the table below:

Period of continuous service	Period of Notice
Up to the completion of 1 year	1 week
1 year and up to the completion of 3 years	2 weeks
3 years and up to the completion of 5 years	3 weeks
5 years and over	4 weeks

In addition to this notice, if an employee is aged over 45 years at the time of termination and has completed at least 2 years continuous service, he/she shall be entitled to an additional week's notice.

If an employee is guilty of gross misconduct, they may be summarily dismissed without notice.

If you pay an employee in lieu of notice, the Act requires that such payments must include not only the base hourly rate of pay, but also any allowances, loadings and penalties to which the employee would have been entitled had they worked out the notice period (eg rostered overtime, productivity allowance etc).

If an employee resigns and does not give one week's notice, then the employer is entitled to withhold up to one week's pay in lieu of notice.

Redundancy:

'Redundancy' occurs when the employee ceases to be employed, except by reason of misconduct.

Where a redundancy occurs, employers must pay the following in addition to the notice period (where applicable):

Period of continuous service	Severance Pay
Less than 1 year	1.75 hours for each week of service (where redundancy occasioned by employer)
1 year and up to 2 years	2.4 weeks (plus 1.75 hours pay for each completed week of service in excess of 1 year)
2 years and up to 3 years	4.8 weeks (plus 1.75 hours pay for each completed week of service in excess of 2 year)
3 years and up to 4 years	7 weeks (plus 1.75 hours pay for each completed week of service in excess of 3 year)
4 years and over	8 weeks

Superannuation:

From 1 July 2024, employers must contribute **11.5% of the employee's ordinary time earnings** to a complying superannuation fund.

Long Service Leave Act 1958:

2 months after 10 years' service and one month for every five years thereafter (month means 4 1/3 weeks). Seven or more years, but less than 10 years' service entitles the employee to pro rata payment, if his/her employment is terminated. Public holidays occurring during long service leave are added to the leave.

Construction Industry Portable Long Service Leave Act 1985:

From 1 January 2024 through to 31 December 2024, the contribution rate is 0.5 % of the ordinary rate of pay paid to the employee. For more information please refer to the Construction Industry Portable Long Service Leave Board – phone (08) 9476 5400, email hi@myleave.wa.gov.au or visit www.myleave.wa.gov.au.

THE *ELECTRICAL CONTRACTING INDUSTRY AWARD* (WA)

MINIMUM WAGE RATES

Effective from the first full pay period starting on or after 1 July 2024

Classification	Base Hourly Rate \$	Base Weekly Rate \$	Tool Allowance \$	Licence Allowance \$	Special Allowance \$	Total Weekly Wage (All Purpose Rate) \$	Hourly Rate (All Purpose Rate) \$
Electronics Tradesperson	31.33	1190.50	21.20	31.10	43.50	1286.30	33.85
Electrician Special Class	29.29	1113.10	21.20	31.10	43.50	1208.90	31.81
Instrument Fitter – Grade 2	29.56	1123.40	21.20	-	43.50	1188.10	31.27
Electrical Installer / Fitter / Mechanic	28.45	1081.00	21.20	31.10	43.50	1176.80	30.97
Instrument Fitter – Grade 1	29.06	1104.20	21.20	-	43.50	1168.90	30.76
Cable Jointer / Linesperson – Grade 1	28.45	1081.00	-	-	43.50	1124.50	29.59
Linesperson – Grade 2	27.89	1059.70	-	-	43.50	1103.20	29.03
Electrical Assistant	25.89	983.70	-	-	43.50	1027.20	27.03

Tool Allowance: The Tool Allowance is not applicable if the employer supplies the tools.

Nominee: A licensed electrical installer or fitter who acts as a nominee for an electrical contractor shall be paid an allowance of **\$87.60** per week.

Leading Hands: A leading hand allowance of **\$36.60** per week is payable for all purposes of the award where the employee is in charge of 3-10 persons. The rate is **\$56.20** per week for 11 to 20 persons; and **\$72.70** per week for more than 20 persons.

THE *ELECTRICAL CONTRACTING INDUSTRY AWARD* (WA)

JUNIOR APPRENTICE WAGE RATES

Effective from the first full pay period starting on or after 1 July 2024

MINIMUM AWARD WAGE RATES	INDENTURED APPRENTICES			
	1 st year \$	2 nd year \$	3 rd year \$	4 th year \$
Relativity to Electrical Installer	39%	51%	67%	79%
Base Hourly Rate	11.09	14.51	19.06	22.47
Base Weekly Rate	421.60	551.30	724.30	854.00
Tool Allowance [1 st Sch (5)]	8.27	10.81	14.20	16.75
Special Allowance [cl 27]	16.97	22.19	29.15	34.37
TOTAL WEEKLY WAGE RATE (All Purpose Rate)	446.83	584.30	767.65	905.11
Hourly Wage Rate (All Purpose Rate)	11.76	15.38	20.20	23.82

NOTE: The Tool Allowance is not applicable if the employer supplies the tools to the apprentice.

THE *ELECTRICAL CONTRACTING INDUSTRY AWARD* (WA)

MATURE APPRENTICE WAGE RATES

Effective from the first full pay period starting on or after 1 July 2024

MINIMUM AWARD WAGE RATES	INDENTURED APPRENTICES			
	1 st year \$	2 nd year \$	3 rd year \$	4 th year \$
Relativity to Electrical Installer	N/A	N/A	N/A	79%
Base Hourly Rate	20.07	20.07	20.07	22.47
Base Weekly Rate	762.80	762.80	762.80	854.00
Tool Allowance [1 st Sch (5)]	14.20	14.20	14.20	16.75
Special Allowance [cl 27]	29.15	29.15	29.15	34.37
TOTAL WEEKLY WAGE RATE (All Purpose Rate)	806.15	806.15	806.15	905.11
Hourly Wage Rate (All Purpose Rate)	21.21	21.21	21.21	23.82

NOTE: The Tool Allowance is not applicable if the employer supplies the tools to the apprentice.

A Mature Apprentice is one who is 21 years of age or older.