



## Plumbing Union Collective Agreement 2019 - 2022

### Base Hourly Rates

Date From	Relativity (%)	1/09/2019	31/01/2021	31/01/2022	31/10/2022
Percentage Increase (%)			3%	3%	3%
Plumbing and Mechanical Services Sheet Metal Worker Level 1(a)	55%	\$ 26.54	\$ 27.34	\$ 28.16	\$ 29.00
Plumbing and Mechanical Services Sheet Metal Worker Level 1(b)	75%	\$ 36.20	\$ 37.29	\$ 38.40	\$ 39.56
Plumbing and Mechanical Services Worker Level 2(a)	85%	\$ 41.02	\$ 42.25	\$ 43.52	\$ 44.82
Plumbing and Mechanical Services Worker Level 2(b)	88%	\$ 42.47	\$ 43.74	\$ 45.06	\$ 46.41
Plumbing and Mechanical Services Worker Level 2(c)	90%	\$ 43.44	\$ 44.74	\$ 46.09	\$ 47.47
Plumbing and Mechanical Services Worker Level 2(d)	92.4%	\$ 44.59	\$ 45.93	\$ 47.31	\$ 48.72
Plumbing and Mechanical Services Worker Level 2	100%	\$ 48.26	\$ 49.71	\$ 51.20	\$ 52.74
Plumbing and Mechanical Services Tradesperson Level 1	100%	\$ 48.26	\$ 49.71	\$ 51.20	\$ 52.74
Plumbing and Mechanical Services Tradesperson Level 2	105.2%	\$ 50.73	\$ 52.25	\$ 53.82	\$ 55.43
Plumbing and Mechanical Services – Special Class Level 1	110%	\$ 53.08	\$ 54.67	\$ 56.31	\$ 58.00
Plumbing and Mechanical Services – Special Class Level 2	115%	\$ 55.47	\$ 57.13	\$ 58.85	\$ 60.61
Advanced Plumbing and Mechanical Services Tradesperson Level 1	120%	\$ 57.90	\$ 59.64	\$ 61.43	\$ 63.27
Advanced Plumbing and Mechanical Services Tradesperson Level 2	125%	\$ 60.29	\$ 62.10	\$ 63.96	\$ 65.88

### Apprentices (see clause 25)

#### Category A: Apprentices who commenced their apprenticeship on or after 1 July 2016

1st Year	N/A	\$ 15.53	\$ 16.00	\$ 16.48	\$ 16.97
2nd Year	N/A	\$ 20.26	\$ 20.87	\$ 21.49	\$ 22.14
3rd Year	N/A	\$ 26.89	\$ 27.70	\$ 28.53	\$ 29.38
4th Year	N/A	\$ 31.82	\$ 32.77	\$ 33.76	\$ 34.77
Mature Age 1st Year	N/A	\$ 23.16	\$ 23.85	\$ 24.57	\$ 25.31
Mature Age 2nd Year	N/A	\$ 23.40	\$ 24.10	\$ 24.83	\$ 25.57
Mature Age 3rd Year	N/A	\$ 26.89	\$ 27.70	\$ 28.53	\$ 29.38
Mature Age 4th Year	N/A	\$ 31.82	\$ 32.77	\$ 33.76	\$ 34.77

#### Category A: Trade Qualified

1st Year (incl. Mature Age)	N/A	\$ 28.75	\$ 29.61	\$ 30.50	\$ 31.42
2nd Year (incl. Mature Age)	N/A	\$ 30.32	\$ 31.23	\$ 32.17	\$ 33.13
3rd Year (incl. Mature Age)	N/A	\$ 31.89	\$ 32.85	\$ 33.83	\$ 34.85
4th Year (incl. Mature Age)	N/A	\$ 33.48	\$ 34.48	\$ 35.52	\$ 36.58

#### Category B: Apprentices who commenced their apprenticeship before 1 July 2016 (regardless of whether the apprenticeship commenced with the Employer or any other employer)

1st Year	40%	\$ 19.31	\$ 19.89	\$ 20.49	\$ 21.10
2nd Year	55%	\$ 26.54	\$ 27.34	\$ 28.16	\$ 29.00
3rd Year	75%	\$ 36.20	\$ 37.29	\$ 38.40	\$ 39.56
4th Year	90%	\$ 43.44	\$ 44.74	\$ 46.09	\$ 47.47

### CIPQ Contributions (all employees):

From Commencement	From 01/03/2022
\$ 39.30	\$ 40.30

### BERT Contributions (OVER \$20 Million)

Employee (Not an Apprentice)	Apprentice
\$ 115.50	\$ 35.00

### STQ Contributions (excludes Apprentices):

Agreement Commencement	From 01/02/2021	From 30/10/2022
\$ 25.00	\$ 30.00	\$ 35.00

### BUSSQ Contributions

Employer Contribution	Employee Co-Contribution Salary Sacrifice (Compulsory)	Total
\$ 255.00	\$ 65.00	\$ 320.00

Contributions for apprentices shall be calculated at 12% of ordinary time earnings and co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

### Site Allowance Per Hour:

Project Value	Site Allowance (Ph)
\$0 - \$100M	\$ 2.50
\$100M - \$200M	\$ 3.50
\$200M - \$300M	\$ 4.50
\$300M - \$400M	\$ 5.00
\$400M - \$500M	\$ 5.50
\$500M - \$600M	\$ 6.00
\$600M - \$700M	\$ 7.00
>\$700M	\$ 8.00

**BEWT Contributions**

Employee (Not an Apprentice)	1st Year Apprentice	2nd Year Apprentice	3rd Year Apprentice	4th Year Apprentice
\$ 14.90	\$ 5.96	\$ 8.20	\$ 11.18	\$ 13.41

**Fares and Travel Allowance Per Day:**

	Fares Component	Travel Component	Total
Employee (Not an Apprentice)	\$ 12.50	\$ 37.50	\$ 50.00
1st Year Apprentice	\$ 9.38	\$ 28.12	\$ 37.50
2nd Year Apprentice	\$ 10.62	\$ 31.88	\$ 42.50
3rd Year Apprentice	\$ 11.25	\$ 33.75	\$ 45.00
4th Year Apprentice	\$ 11.87	\$ 35.63	\$ 47.50

Fares and travel will also be paid on RDOs.

Apprentice rates shown in this sheet are for apprentices who commenced their apprenticeship (regardless of whether their apprenticeship commenced with the Employer or any other employer) on or after 1 July 2016. For rates for apprentices who commenced before July 2016, please review the EBA.

ALLOWANCE	AMOUNT	FREQUENCY
Acid Plants and Chemical Works	\$ 2.60	Per hour
Aluminium Foil Insulation	\$ 0.61	Per hour
Asbestos Eradication	\$ 2.43	Per hour
Asbestos Materials	\$ 0.89	Per hour
Bitumen Work	\$ 0.89	Per hour
Camping (Weekly)	\$ 211.98	Per week
Camping (Daily)	\$ 30.54	Per day
Cold Work	\$ 0.75	Per hour
Compensation for Tools and Clothing	\$ 2,250.00	Per instance
Computing Quantities	\$ 5.24	Per day
Confined Space	\$ 1.06	Per hour
Cutting Tiles	\$ 0.89	Per hour
Employee Accepting Responsibility to Statutory Authorities	\$ 49.08	Per week
Employee Acting on Welding Certificate	\$ 0.67	Per hour
Explosive Power Tools	\$ 1.72	Per day
Fares and Travel (Own Transport During Work Hours)	\$ 1.19	Per km
Fares and Travel (Own Transport Beyond Radius)	\$ 0.63	Per km
First Aid	\$ 3.27	Per day
Health and Safety Representative (HSR)	\$ 15.11	Per day
Hospitals – Contagious Diseases	\$ 0.51	Per hour
Hot Work (46° - 54° C)	\$ 0.75	Per hour
Hot Work (Exceeding 54° C)	\$ 0.89	Per hour
Insulation	\$ 0.89	Per hour
Ladder Work	\$ 0.89	Per hour
Laser Safety Officer	\$ 3.00	Per day
Lead Burning	\$ 2.25	Per hour
Living Away from Home (Weekly)	\$ 528.37	Per week
Living Away from Home (Daily)	\$ 75.53	Per day
Meals	\$ 14.93	Per meal
Mt Isa Area	\$ 82.42	Per week
Return Journey	\$ 24.29	Per trip
Ship's Plumbing	\$ 1.58	Per hour
Towers (Each 15 Metres)	\$ 0.75	Per hour
Toxic Substances	\$ 0.89	Per hour
Weekend Return Journey	\$ 44.08	Per trip
<b>Leading Hand</b>		
1 Other Person	\$ 20.19	Per week
2 – 5 Other Persons	\$ 44.80	Per week
6 – 10 Other Persons	\$ 57.22	Per week
Over 10 Other Persons	\$ 76.35	Per week
1 Other Person	\$ 0.56	Per hour
2 – 5 Other Persons	\$ 1.24	Per hour
6 – 10 Other Persons	\$ 1.59	Per hour
Over 10 Other Persons	\$ 2.12	Per hour
<b>Multistorey</b>		
From the commencement to the 15th floor level	\$ 0.78	Per hour
From the 16th floor level to the 30th floor level	\$ 0.94	Per hour
From the 31st floor level to the 45th floor level	\$ 1.40	Per hour
From the 46th floor level to the 60th floor level	\$ 1.82	Per hour
From the 61st floor level onwards	\$ 2.29	Per hour