



Roofing Union Collective Agreement 2023 - 2026

Base Hourly Rates (Permanent)

Date From	Relativity (%)	Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Percentage Increase (%)			5.0%	5.0%	5.0%	5.0%
Roof Plumber (1st 12 months of employment only)	75%	\$ 35.57	\$ 37.35	\$ 39.22	\$ 41.18	\$ 43.24
Roof Plumber (80% competent to trade level)	80%	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.10
Roof Plumber (fully competent to trade level)	100%	\$ 47.42	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64
Roof Plumber (possessing relevant Certificate III trade qual)	105%	\$ 49.80	\$ 52.29	\$ 54.90	\$ 57.65	\$ 60.53
Apprentices						
1st Year	40%	\$ 18.97	\$ 19.92	\$ 20.91	\$ 21.96	\$ 23.06
2nd Year	60%	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
3rd Year	80%	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.10
Mature Age Apprentices						
1st Year & 2nd Year	N/A	\$ 28.46	\$ 29.88	\$ 31.38	\$ 32.95	\$ 34.59
3rd Year	N/A	\$ 37.93	\$ 39.83	\$ 41.82	\$ 43.91	\$ 46.10

Base Hourly Rates (Casual)

Date From	Relativity (%)	Commencement of Agreement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Increase (%)			5.0%	5.0%	5.0%	5.0%
Roof Plumber (1st 12 months of employment only)	75%	\$ 44.47	\$ 46.69	\$ 49.03	\$ 51.48	\$ 54.05
Roof Plumber (80% competent to trade level)	80%	\$ 47.42	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64
Roof Plumber (fully competent to trade level)	100%	\$ 59.28	\$ 62.24	\$ 65.36	\$ 68.62	\$ 72.06
Roof Plumber (possessing relevant Certificate III trade qual and 12 months exp.)	105%	\$ 62.24	\$ 65.35	\$ 68.62	\$ 72.05	\$ 75.65

BERT Contributions (Over 50 Million)

	Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Employee (Excluding Apprentice)	\$ 115.00	\$ 120.00	\$ 126.00	\$ 138.00	\$ 151.00
1st Year Apprentices	\$ 35.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 50.00
2nd Year Apprentices	\$ 35.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 50.00
3rd Year Apprentices	\$ 35.00	\$ 40.00	\$ 40.00	\$ 40.00	\$ 60.00

STQ Contributions (excludes Apprentices):

Agreement Commencement
\$ 30.00

BEWT Contributions (Over 50 Million)

	Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Employee (Not an Apprentice)	\$ 17.00	\$ 17.50	\$ 20.00	\$ 23.00	\$ 25.00
1st Year Apprentice	\$	\$	\$	\$	5.96
2nd Year Apprentice	\$	\$	\$	\$	8.20
3rd Year Apprentice	\$	\$	\$	\$	11.18

PPTIDF Contributions (includes Apprentices):

From 31/10/2025
\$ 10.00

CIPQ Contributions (all employees):

	Agreement Commencement	1/03/2023	1/03/2024	1/03/2025	1/03/2026
Employee	\$ 41.30	\$ 47.00	\$ 51.00	\$ 54.00	\$ 57.00*

*or \$60.00 to be informed by insurer.

BUSSQ Contributions

	Employer Contribution	Employee Co-Contribution Salary Sacrifice (Compulsory)	Total
Agreement Commencement	\$ 255.00	\$ 64.00	\$ 319.00
31/10/2023	\$ 285.00	\$ 72.00	\$ 357.00
31/10/2024	\$ 297.00	\$ 75.00	\$ 372.00
31/10/2025	\$ 310.00	\$ 78.00	\$ 388.00
31/10/2026	\$ 323.00	\$ 81.00	\$ 404.00

Contributions for apprentices shall be calculated at the relevant legislated SGC % of ordinary time earnings and have the option to co-contribute by the way of salary sacrifice 3% of ordinary time earnings.

Fares and Travel Allowance Per Day (Over 50 Million)

100km Radius	Agreement Commencement		
	Fares Component	Travel Component	Total
Employee (Not an Apprentice)	\$ 15.00	\$ 45.00	\$ 60.00
1st Year Apprentice (75%)	\$ 11.25	\$ 33.75	\$ 45.00
2nd Year Apprentice (85%)	\$ 12.75	\$ 38.25	\$ 51.00
3rd Year Apprentice (90%)	\$ 13.50	\$ 40.50	\$ 54.00

Fares and travel will also be paid on RDOs.

Site Allowance Per Hour:

Project Value	Site Allowance (per hour)
\$0M - \$50M	\$ 0.00
\$50M - \$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-\$800M	\$ 8.00
\$800M-\$900M	\$ 9.00
\$900M-\$1B	\$ 10.00
>\$1B	\$ 11.00

ALLOWANCE	AMOUNT	FREQUENCY			
Asbestos Eradication	\$ 2.83	Per hour			
Asbestos Materials	\$ 1.08	Per hour			
Camping (Weekly)	\$ 258.66	Per week			
Camping (Daily)	\$ 37.12	Per day			
Compensation for Tools and Clothing	\$ 2,429.77	Per instance			
Fares and Travel (100kms)	\$ 60.00	Per day			
Fares and Travel (Own Transport During Work Hours)	\$ 1.45	Per km			
Fares and Travel (Own Transport Beyond Radius)	\$ 0.77	Per km			
First Aid	\$ 3.97	Per day			
Health and Safety Representative (HSR)	\$ 18.37	Per day			
Hot Work (46° - 54° C)	\$ 0.91	Per hour			
Hot Work (Exceeding 54° C)	\$ 0.91	Per hour			
Living Away from Home (Weekly)	\$ 642.24	Per week			
Living Away from Home (Daily)	\$ 92.05	Per day			
Meals	\$ 20.00	Per meal			
Return Journey	\$ 29.52	Per trip			
Towers (Each 15 Metres)	\$ 0.91	Per hour			
Weekend Return Journey	\$ 53.58	Per trip			
Leading Hand					
1 Other Person	\$ 24.54	Per week			
2 – 5 Other Persons	\$ 54.45	Per week			
6 – 10 Other Persons	\$ 69.55	Per week			
Over 10 Other Persons	\$ 92.80	Per week			
Multistorey					
	EA Start	From 31 Oct 24	From 31 Oct 25	From 31 Oct 26	
From the commencement to the 15th floor level	\$ 1.37	\$ 1.52	\$ 1.60	\$ 1.68	Per hour
From the 16th floor level to the 30th floor level	\$ 1.64	\$ 1.81	\$ 1.90	\$ 1.99	Per hour
From the 31st floor level to the 45th floor level	\$ 2.55	\$ 2.81	\$ 2.95	\$ 3.10	Per hour
From the 46th floor level to the 60th floor level	\$ 3.29	\$ 3.64	\$ 3.82	\$ 4.01	Per hour
From the 61st floor level onwards	\$ 4.04	\$ 4.44	\$ 4.67	\$ 4.90	Per hour

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