



Plumbing Union Collective Agreement 2022 - 2026

Base Hourly Rates

Date From	Relativity (%)	EA Start	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Percentage Increase (%)			5.0%	5.0%	5.0%	5.0%
Plumbing and Mechanical Services Sheet Metal Worker	55%	\$ 29.00	\$ 30.45	\$ 31.97	\$ 33.57	\$ 35.25
Plumbing and Mechanical Services Sheet Metal Worker	75%	\$ 39.56	\$ 41.54	\$ 43.61	\$ 45.80	\$ 48.09
Plumbing and Mechanical Services Worker Level 2(a)	85%	\$ 44.82	\$ 47.06	\$ 49.41	\$ 51.88	\$ 54.48
Plumbing and Mechanical Services Worker Level 2(b)	88%	\$ 46.41	\$ 48.73	\$ 51.17	\$ 53.73	\$ 56.41
Plumbing and Mechanical Services Worker Level 2(c)	90%	\$ 47.47	\$ 49.84	\$ 52.34	\$ 54.95	\$ 57.70
Plumbing and Mechanical Services Worker Level 2(d)	92%	\$ 48.72	\$ 51.16	\$ 53.71	\$ 56.40	\$ 59.22
Plumbing and Mechanical Services Worker Level 2	100%	\$ 52.74	\$ 55.38	\$ 58.15	\$ 61.05	\$ 64.11
Plumbing and Mechanical Services Tradesperson Level 1	100%	\$ 52.74	\$ 55.38	\$ 58.15	\$ 61.05	\$ 64.11
Plumbing and Mechanical Services Tradesperson Level 2	105%	\$ 55.43	\$ 58.20	\$ 61.11	\$ 64.17	\$ 67.38
Plumbing and Mechanical Services – Special Class Level 1	110%	\$ 58.00	\$ 60.90	\$ 63.95	\$ 67.14	\$ 70.50
Plumbing and Mechanical Services – Special Class Level 2	115%	\$ 60.61	\$ 63.64	\$ 66.82	\$ 70.16	\$ 73.67
Advanced Plumbing and Mechanical Services Tradesperson Level 1	120%	\$ 63.27	\$ 66.43	\$ 69.76	\$ 73.24	\$ 76.91
Advanced Plumbing and Mechanical Services Tradesperson Level 2	125%	\$ 65.88	\$ 69.17	\$ 72.63	\$ 76.26	\$ 80.08
Apprentices						
1st Year	N/A	\$ 16.97	\$ 17.82	\$ 18.71	\$ 19.64	\$ 20.63
2nd Year	N/A	\$ 22.14	\$ 23.25	\$ 24.41	\$ 25.63	\$ 26.91
3rd Year	N/A	\$ 29.38	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71
4th Year	N/A	\$ 34.77	\$ 36.51	\$ 38.33	\$ 40.25	\$ 42.26
Mature Age 1st Year	N/A	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76
Mature Age 2nd Year	N/A	\$ 25.57	\$ 26.85	\$ 28.19	\$ 29.60	\$ 31.08
Mature Age 3rd Year	N/A	\$ 29.38	\$ 30.85	\$ 32.39	\$ 34.01	\$ 35.71
Mature Age 4th Year	N/A	\$ 34.77	\$ 36.51	\$ 38.33	\$ 40.25	\$ 42.26
Category - Trade Qualified						
1st Year (incl. Mature Age)	N/A	\$ 31.42	\$ 32.99	\$ 34.64	\$ 36.37	\$ 38.19
2nd Year (incl. Mature Age)	N/A	\$ 33.13	\$ 34.79	\$ 36.53	\$ 38.35	\$ 40.27
3rd Year (incl. Mature Age)	N/A	\$ 34.85	\$ 36.59	\$ 38.42	\$ 40.34	\$ 42.36
4th Year (incl. Mature Age)	N/A	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.35	\$ 44.46

BERT Contributions (OVER \$50 Million)

Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Employee (Not an Apprentice)	\$ 115.00	\$ 120.00	\$ 126.00	\$ 138.00
1st Year Apprentice	\$ 35.00	\$ 40.00	\$ 45.00	\$ 50.00
2nd Year Apprentice	\$ 35.00	\$ 40.00	\$ 45.00	\$ 55.00
3rd Year Apprentice	\$ 35.00	\$ 40.00	\$ 45.00	\$ 60.00
4th Year Apprentice	\$ 35.00	\$ 40.00	\$ 45.00	\$ 65.00

STQ Contributions (excludes Apprentices):

Agreement Commencement
\$ 35.00

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	\$ 25.00
1st Year Apprentice	\$	\$	\$	5.96
2nd Year Apprentice	\$	\$	\$	8.20
3rd Year Apprentice	\$	\$	\$	11.18
4th Year Apprentice	\$	\$	\$	13.41

PPTIDF Contributions (includes Apprentices):

From 31/10/2025
\$ 10.00

CIPQ Contributions (all employees):

	1/03/2022	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.

Fares and Travel Allowance (OVER \$50 Million) Per Day:

50km Radius	Agreement Commencement			31/10/2023		
	Fares Component	Travel Component	Total	Fares Component	Travel Component	Total
Employee (Not an Apprentice)	\$ 12.50	\$ 37.50	\$ 50.00	\$ 15.00	\$ 45.00	\$ 60.00
1st Year Apprentice (75%)	\$ 9.38	\$ 28.12	\$ 37.50	\$ 11.25	\$ 33.75	\$ 45.00
2nd Year Apprentice (85%)	\$ 10.62	\$ 31.88	\$ 42.50	\$ 12.75	\$ 38.25	\$ 51.00
3rd Year Apprentice (90%)	\$ 11.25	\$ 33.75	\$ 45.00	\$ 13.50	\$ 40.50	\$ 54.00
4th Year Apprentice (95%)	\$ 11.87	\$ 35.63	\$ 47.50	\$ 14.25	\$ 42.75	\$ 57.00

Fares and travel will also be paid on RDOs.

BUSSQ Contributions (Excluding Apprentice) (Over 50 Million):

	Agreement Commencement	31/10/2023	31/10/2024	31/10/2025	31/10/2026
SUPER (Employer)	\$ 255.00	\$ 285.00	\$ 297.00	\$ 310.00	\$ 323.00
SUPER (Employee)	\$ 64.00	\$ 72.00	\$ 75.00	\$ 78.00	\$ 81.00
Total Employer Payment	\$ 319.00	\$ 357.00	\$ 372.00	\$ 388.00	\$ 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.

Site Allowance Per Hour:

Project Value	Site Allowance (per hour)	Project Value	Site Allowance (per hour)
\$0 - \$50M	\$ 0.00	\$500M - \$600M	\$ 6.00
\$50 - \$100M	\$ 2.50	\$600M - \$700M	\$ 7.00
\$100M - \$200M	\$ 3.50	\$700M - \$800M	\$ 8.00
\$200M - \$300M	\$ 4.50	\$800M - \$900M	\$ 9.00
\$300M - \$400M	\$ 5.00	\$900M - \$1B	\$ 10.00
\$400M - \$500M	\$ 5.50	\$1B +	\$ 11.00

ALLOWANCE	AMOUNT	FREQUENCY				
Acid Plants and Chemical Works	\$ 3.06	Per hour				
Aluminium Foil Insulation	\$ 0.61	Per hour				
Asbestos Eradication	\$ 2.83	Per hour				
Asbestos Materials	\$ 1.08	Per hour				
Bitumen Work	\$ 1.05	Per hour				
Camping (Weekly)	\$ 244.06	Per week				
Camping (Daily)	\$ 34.98	Per day				
Cold Work	\$ 0.84	Per hour				
Compensation for Tools and Clothing	\$ 2,250.00	Per instance				
Computing Quantities	\$ 5.97	Per day				
Confined Space	\$ 1.06	Per hour				
Cutting Tiles	\$ 1.05	Per hour				
Employee Accepting Responsibility to Statutory Authorities	\$ 49.08	Per week				
Employee Acting on Welding Certificate	\$ 0.79	Per hour				
Explosive Power Tools	\$ 1.99	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	\$ 3.59	Per day				
Health and Safety Representative (HSR)	\$ 15.11	Per day				
Hospitals – Contagious Diseases	\$ 0.51	Per hour				
Hot Work (46° - 54° C)	\$ 0.84	Per hour				
Hot Work (Exceeding 54° C)	\$ 1.05	Per hour				
Insulation	\$ 1.05	Per hour				
Ladder Work	\$ 0.89	Per hour				
Laser Safety Officer	\$ 3.48	Per day				
Lead Burning	\$ 2.25	Per hour				
Living Away from Home (Weekly)	\$ 612.43	Per week				
Living Away from Home (Daily)	\$ 87.55	Per day				
Meals	\$ 20.00	Per meal				
Mt Isa Area	\$ 82.42	Per week				
Return Journey	\$ 29.17	Per trip				
Ship's Plumbing	\$ 1.58	Per hour				
Towers (Each 15 Metres)	\$ 0.84	Per hour				
Toxic Substances	\$ 1.18	Per hour				
Weekend Return Journey	\$ 49.19	Per trip				
Leading Hand						
1 Other Person	\$ 23.88	Per week				
2 – 5 Other Persons	\$ 52.74	Per week				
6 – 10 Other Persons	\$ 67.66	Per week				
Over 10 Other Persons	\$ 89.55	Per week				
1 Other Person	\$ 0.63	Per hour				
2 – 5 Other Persons	\$ 1.39	Per hour				
6 – 10 Other Persons	\$ 1.78	Per hour				
Over 10 Other Persons	\$ 2.36	Per hour				
Multistorey Allowance						
	EA Start	From 31 Oct 23	From 31 Oct 24	From 31 Oct 25	From 31 Oct 26	
From the commencement to the 15th floor level	\$ 0.78	\$ 1.07	\$ 1.52	\$ 1.60	\$ 1.68	Per hour
From the 16th floor level to the 30th floor level	\$ 0.94	\$ 1.29	\$ 1.81	\$ 1.90	\$ 1.99	Per hour
From the 31st floor level to the 45th floor level	\$ 1.40	\$ 1.63	\$ 2.81	\$ 2.95	\$ 3.10	Per hour
From the 46th floor level to the 60th floor level	\$ 1.82	\$ 2.55	\$ 3.64	\$ 3.82	\$ 4.01	Per hour
From the 61st floor level onwards	\$ 2.29	\$ 3.03	\$ 4.44	\$ 4.67	\$ 4.90	Per hour

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