

Mechanical Union Collective Agreement 2023 - 2026

Base Hourly Rates

Date From	Relativity (%)	31/10/2022	31/10/2023	31/10/2024	31/10/2025	31/10/2026
Percentage Increase (%)				5.0%	5.0%	5.0%
Plumbing and Mechanical Services Sheet Metal Worker	55%	\$ 28.75	\$ 30.45	\$ 31.97	\$ 33.57	\$ 35.25
Plumbing and Mechanical Services Sheet Metal Worker	75%	\$ 39.21	\$ 41.54	\$ 43.61	\$ 45.80	\$ 48.09
Plumbing and Mechanical Services Worker Level 2	100%	\$ 52.28	\$ 55.38	\$ 58.15	\$ 61.05	\$ 64.11
Plumbing and Mechanical Services Tradesperson Level 1	100%	\$ 52.28	\$ 55.38	\$ 58.15	\$ 61.05	\$ 64.11
Plumbing and Mechanical Services Tradesperson Level 2	105%	\$ 55.00	\$ 58.20	\$ 61.11	\$ 64.17	\$ 67.38
Plumbing and Mechanical Services – Special Class Level 1	110%	\$ 57.50	\$ 60.90	\$ 63.95	\$ 67.14	\$ 70.50
Plumbing and Mechanical Services – Special Class Level 2	115%	\$ 60.11	\$ 63.64	\$ 66.82	\$ 70.16	\$ 73.67
Advanced Plumbing and Mechanical Services Tradesperson	120%	\$ 62.73	\$ 66.43	\$ 69.76	\$ 73.24	\$ 76.91
Advanced Plumbing and Mechanical Services Tradesperson	125%	\$ 65.35	\$ 69.17	\$ 72.63	\$ 76.26	\$ 80.08
Apprentices						
1st Year	N/A	\$ 16.50	\$ 17.82	\$ 18.71	\$ 19.64	\$ 20.63
2nd Year	N/A	\$ 22.70	\$ 23.84	\$ 25.03	\$ 26.28	\$ 27.59
3rd Year	N/A	\$ 30.96	\$ 32.51	\$ 34.13	\$ 35.84	\$ 37.63
4th Year	N/A	\$ 37.14	\$ 39.00	\$ 40.95	\$ 42.99	\$ 45.14
Transitional Arrangements						
Plumbing and Mechanical Services Worker Level 2(a)	85%	\$ 44.43	\$ 47.06	\$ 49.41	\$ 51.88	\$ 54.48
Plumbing and Mechanical Services Worker Level 2(b)	88%	\$ 46.00	\$ 48.73	\$ 51.17	\$ 53.73	\$ 56.41
Plumbing and Mechanical Services Worker Level 2(c)	90%	\$ 47.05	\$ 49.84	\$ 52.34	\$ 54.95	\$ 57.70
Plumbing and Mechanical Services Worker Level 2(d)	92%	\$ 48.08	\$ 51.16	\$ 53.71	\$ 56.40	\$ 59.22

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	\$ 6.20	\$ 6.45	\$ 6.70
2nd Year Apprentice	\$ 6.20	\$ 6.45	\$ 6.70	\$ 6.95
3rd Year Apprentice	\$ 6.45	\$ 6.70	\$ 6.95	\$ 7.20
4th Year Apprentice	\$ 6.70	\$ 6.95	\$ 7.20	\$ 7.45

PPTIDF Contributions (includes Apprentices):

From 30/10/2025
\$ 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	\$ 57.00*

*or \$60.00 to be informed by insurer.

BUSSQ Contributions (Over \$50 Million)

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):

Agreement Commencement

		Fares Component	Travel Component	Total
75km Radius	Employee (Not an Apprentice)	\$ 13.75	\$ 41.25	\$ 55.00
	1st Year Apprentice	\$ 10.31	\$ 30.94	\$ 41.25
	2nd Year Apprentice	\$ 11.69	\$ 35.06	\$ 46.75
	3rd Year Apprentice	\$ 12.38	\$ 37.13	\$ 49.50
	4th Year Apprentice	\$ 13.06	\$ 39.19	\$ 52.25

From 31/10/2023

		Fares Component	Travel Component	Total
50km Radius	Employee (Not an Apprentice)	\$ 15.00	\$ 45.00	\$ 60.00
	1st Year Apprentice	\$ 11.25	\$ 33.75	\$ 45.00
	2nd Year Apprentice	\$ 12.75	\$ 38.25	\$ 51.00
	3rd Year Apprentice	\$ 13.50	\$ 40.50	\$ 54.00
	4th Year Apprentice	\$ 14.25	\$ 42.75	\$ 57.00

Fares and travel will also be paid on RDOs.

Site Allowance Per Hour:

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

ALLOWANCE	AMOUNT	FREQUENCY				
Acid Plants and Chemical Works	\$ 3.06	Per hour				
Asbestos Materials	\$ 1.05	Per hour				
Camping Allowance (Weekly)	\$ 244.06	Per week				
Camping Allowance (Daily)	\$ 34.98	Per day				
Compensation for Tools and Clothing	\$ 2,500.00	Max per instance				
Confined Space	\$ 1.06	Per hour				
Employee Accepting Responsibility to Statutory Authorities	\$ 49.08	Per week				
Employee Acting on Welding Certificate	\$ 0.79	Per hour				
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				
Fumes	\$ 0.89	Per hour				
Health and Safety Representative (HSR)	\$ 15.11	Per day				
Hospitals	\$ 0.58	Per day				
Insulation	\$ 1.05	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				
Return Journey	\$ 29.17	Per trip				
Toxic Substances	\$ 1.18	Per hour				
Weekend Return Journey	\$ 49.19	Per trip				
Workshop Allowance	\$ 2.50	Per hour				
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				
Multistorey						
	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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