



PAY SCALE SUMMARY

derived from the

Building and Construction Industry (State) Award [AN120089 – NSW]

Published 21May08

This pay scale summary was developed by the Workplace Authority and is derived from the above award as it was on 26 March 2006 as adjusted by the Australian Fair Pay Commission. This summary incorporates increases determined by the Australian Fair Pay Commission with effect commencing from the employee's first pay period on or after 1 October 2007.

Inquiries about the application of the Australian Fair Pay Commission's decision should be referred to the Workplace Infoline on 1300 363 264.

Coverage

This pay scale summary applies in the State of New South Wales to the employment of:

- (a) persons engaged on construction work;
- (b) painters and signwriters employed in a painting or signwriting shop by an employer whose principal business is in the building and construction industry who in addition to carrying out on-site construction work also operates a painting and/or signwriting shop; and
- (c) builders' labourers.

Provided that this pay scale summary shall not apply to any builder's labourer employed solely assisting any plumber, or employed by a plumbing contractor on plumbing work.

This pay scale summary shall not apply to employment by an employer in any industry where work performed by the employee is subsidiary or auxiliary to the chief and principal purposes and business of such industry.

Exceptions

Provided that this pay scale summary shall not apply to the following:

- (a) The making of implements of agriculture.
- (b) The work of ship carpenters or ship joiners or of seagoing carpenters on articles or ship painters or ship signwriters or ship grainers or ship gilders.
- (c) Employees classified in this pay scale summary who are employed by a mixed enterprise in a maintenance and/or ancillary capacity.

- (d) Employees working in the County of Yancowinna.
- (e) Employees whose rates of pay and conditions of employment are regulated by any pay scale derived from the Crown Employees (Skilled Tradesmen) Award
- (f) Employees of an employer who is respondent to the pay scale derived from the National Building and Construction Industry Award, 2000;
- (g) Employees of Public Hospitals in New South Wales.

For detail of the coverage provisions see the 26 March 2006 version of the award.

Wages

The basic periodic rates of pay in this pay scale summary have been adjusted in line with the Supplementary Decision issued on 30 May 2007 by the Full Bench of the Australian Industrial Relations Commission (AIRC) in the Wages and Allowances Review 2006 – [2007] AIRCFB 439.

Classification	Basic hourly rate
Construction Worker Level 1 (a)	\$15.73
Construction Worker Level 1 (b)	\$16.07
Construction Worker Level 1 (c)	\$16.30
Labourer (4) – Builders Labourer other than as specified herein	\$16.61
Construction Worker Level 1 (d)	\$16.61
Labourer (3) – Trades labourer, Jack Hammerman, Mixer Driver (concrete), Gantry Hand or Crane Hand, Crane Chaser, Cement Gun Operator, Concrete Cutting or Drilling Machine Operator, Concrete Gang including Concrete Floater (as define), Roof Layer (malthoid or similar material), Dump Cart Operator, Concrete Formwork stripper, Mobile Concrete Pump Hoseman or Line Hand	\$16.61
Plasterers Assistant	\$16.61
Terrazzo Assistant	\$16.61
Construction Worker Level 2	\$16.98
Labourer (2) – Scaffolder (as defined), Powder Monkey, Hoist or Winch Driver, Foundation Shaftworker (as defined), Steel Fixer including Tack Welder, Concrete Finisher (as defined)	\$16.98
Construction Worker Level 3	\$17.48
Artificial Stoneworker	\$18.12
Bridge and Wharf Carpenter	\$18.12
Bricklayer	\$17.93
Carpenter and/or Joiner	\$18.12
Caster	\$18.00
Fixer	\$18.00
Floorlayer Specialist	\$18.00
Labourer (1) – Rigger, Dogger	\$17.48
Marble and Slate Worker	\$18.12
Machinist	\$17.48
Painter	\$17.64
Plasterer	\$18.00
Quarryworker	\$17.48
Roof Fixer	\$17.81
Roof Tiler	\$17.81

Classification	Basic hourly rate
Construction Worker Level 3 (cont.)	
Shophand	\$17.48
Slate Ridger	\$17.81
Stonemason	\$18.12
Tilelayer	\$17.93
Construction Worker Level 4	\$18.05
Letter Cutter	\$18.68
Marker or Setter out (Artificial Stoneworker, Stonemason, Bridge and Wharf Carpenter, Carpenter and/or Joiner, Marble and Slateworker)	\$18.68
Marker or Setter Out (Bricklayer, Tilelayer, Hard Floor Coverer)	\$18.50
Marker or Setter Out (Caster, Fixer, Floorlayer Specialist, Plasterer)	\$18.57
Marker or Setter Out (Roof Tiler, Slate Ridger or Roof Fixer)	\$18.38
Marker or Setter Out (Painter)	\$18.20
Signwriter	\$18.20
Construction Worker Level 5	\$18.62
Carver	\$19.12
Special Class Tradesperson (Bricklayer)	\$18.93
Special Class Tradesperson (Carpenter and/or Joiner, Stonemason)	\$19.12
Special Class Tradesperson (Plasterer)	\$19.01
Construction Worker Level 6	\$19.00
Construction Worker Level 7	\$19.42
Sub Foreperson#	\$21.56
Construction Worker Level 8	\$20.05
Carpenter Diver	\$25.87
Foreperson#	\$22.77

The hourly rates in the table above have been calculated in accordance with clause 18.3 of the 26 March 2006 version of the award and include the amounts specified for both the industry, special and tool allowances (where applicable).

The appropriate amount for the Foreperson / Sub-Foreperson allowance has been included in the hourly rate of pay (please refer to clause 18.7 of the 26 March 2006 version of the award).

Other Information – wages

1. Old classification structure

*The 26 March 2006 version of the award also includes wage rates for translated classifications from an old wage structure. The wage structure set out above is the new wage structure derived from the 26 March 2006 version of the award.

No existing employee's rate of pay shall be reduced as a result of the introduction of the new classification structure.

Additional amounts

In addition to the hourly rate of pay specified in the tables above, an employee may also be entitled to any of the following additional payments (as appropriate) in the tables below.

Underground allowance

	Hourly payment
Employee required to work underground	\$0.2978
Employee required to work underground no more than four days or shifts in one week	\$0.2969

Leading hand payment

A person specifically appointed to be a leading hand (as defined) should be paid at the hourly rate for the highest classification supervised — or his/her own rate — whichever is the highest. A leading hand should also be paid an additional amount in accordance with the number of persons in his/her charge as outlined in the table below:

	Hourly payment	
	Others	Carpenter/Diver
In charge of not more than one person	\$0.38	\$0.46
In charge of two and not more than five persons	\$0.83	\$1.02
In charge of six and not more than ten persons	\$1.06	\$1.30
In charge of more than ten persons	\$1.41	\$1.73

Piecework

Appendix A

PIECEWORK RATES - GYPSUM PLASTERBOARD

Nature of Work	Scope	Availability	Rates for fixing and finishing of gypsum plasterboard (based on loaded hourly rate inclusive of fares and 17.5% loading on public holidays additional)	Transport and supply of scaffolding by fixers
<p>Class 1. "Cottage Work". Timber ceiling/timber walls. Cover fixing and stopping of 13 mm and 10mm plasterboard to walls and ceilings of cottages having:</p> <p>Not more than 1m of wall angle (internal or external angle) to each 3 sq metres of combined wall and ceiling area.</p> <p>(a) More than 1m of wall angle (internal or external angle) to each 3 sq metres of combined wall and ceiling area – 135.7 cents per metre for excess measurement Not more than two</p> <p>(2) vent faces to every 20 sq metres of combined wall and ceiling area.</p>	<p>Not less than 62.70 sq metres</p> <p>Less than 62.70 sq metres plus 50 per cent minimum loading</p>	<p>Material stacked ready to work in the immediate proximity on the same floor on which the work is to be done</p>	<p>Per sq metre</p> <p>Walls* -</p> <p>Fixing</p> <p>Stopping \$1.1854</p> <p>Total</p> <p>Ceiling –</p> <p>Fixing \$0.8599</p> <p>Stopping \$1.3255</p> <p>Total \$2.0453</p> <p>*Where walls are fully lined in bathrooms, toilets and laundries the fixing rate in these areas shall be \$0.9804 per sq metre.</p> <p>\$2.1854</p> <p>Where walls are nailed instead of glued to studs \$0.0561 extra for stopping.</p> <p>Where ceilings are screwed-up by mechanical means, fixing rate is \$1.3955 per sq metre.</p> <p>Where battens are to be fixed:</p> <p>38.1mm x 25.4mm) \$0.0699 per</p> <p>50.8mm x 25.4mm) sq metre</p> <p>50.8mm x 38.1mm) \$1.1789 per</p> <p>50.8mm x 50.8mm) sq metre</p>	<p>(a) Where the employer and the pieceworker team agree the rate paid for transport and supply of scaffolding shall be \$0.180 per sq metre of wall and ceiling area fixed and stopped: Provided that where fixing and stopping are carried out separately \$0.102 per sq metre shall be paid for each operation.</p>

Nature of Work	Scope	Availability	Rates for fixing and finishing of gypsum plasterboard (based on loaded hourly rate inclusive of fares and 17.5% loading on public holidays additional)	Transport and supply of scaffolding by fixers
<p>More than two (2) vents – 163.5 cents per vent extra. All fixed direct to studs or joists. Includes all stopping and fixing complete with nails and joints and wall angles. Allows for ceiling and vertical walls up to and including 2700mm high.</p> <p>All areas to be measured net as fixed except that openings under 1100 sq metres are not deductible. All fixing and stopping to be in accordance with manufacturer's specification. Setting of angles between wall and ceiling is excluded. Where battens are to be fixed, see special rates in fourth column. Setting of internal and external angles on exposed beams and bulkheads excluded (see fourth column)</p>			Where metal furring channels are used with direct fixing clips: \$0.7048 per sq metre.	
<p>(b) Finishing around perimeter of ceiling of Class 1 work.</p> <p>(1) Setting angle between wall and ceiling of Class 1 work.</p> <p>(2) fixing and stopping papercovered plaster cornice to ceiling of Class 1.</p>			<p>(1) 1.9311 cents per metre</p> <p>(2) 1.3363 cents per metre</p>	(b) where finishing around perimeter of ceiling is carried out as a separate operation the rate for transport and supply of scaffolding shall be \$0.095 per metre

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(c) Class 1(A) "Cottage Work". Timber ceiling/timber walls. Cottage work all as above except that ceilings are more than 2700mm high. In a cottage wholly or partly subject to Class 1(A) rates the following formula shall apply for the determination of the appropriate rate: Those ceilings with a maximum height of 2700 mm or less and also those walls with a maximum height of 2700mm or less shall be paid at the Class 1(A) rate, listed in column 4, which corresponds with the mean average height of all ceilings having a maximum height over 2700 mm (e.g. if the maximum height of the highest ceiling is 4500mm and the lowest height of a ceiling is 2400mm the mean average for the Class 1(A) portion of the cottage is the halfway point between 2400mm and 4500mm: i.e. 3450mm; consequently the "over 3300mm up to 3600mm" ceiling rate listed in column 4 shall be paid for all ceiling in the cottage having a maximum height of more than 2700mm). Similarly, the mean average of the lowest height of walls over 2700mm and the highest wall in the cottage determine the wall rate for Class 1(A) portion of the cottage.	Total area not less than 62.70 sq metres Less than 62.70 sq metres plus 50 per cent minimum loading.	Material to be stacked ready to work in the immediate proximity on the same floor on which the work is to be done.	Rate per sq metre in cents. <table> <tr> <th></th><th></th><th>Fix</th><th>Stop</th><th>Total</th></tr> <tr> <th></th><th></th><th>Cents</th><th>Cents</th><th>Cents</th></tr> <tr> <td>Over 2700mm up to 3000mm</td><td>Walls</td><td>.9839</td><td>1.3104</td><td>2.2943</td></tr> <tr> <td></td><td>Ceilings</td><td>.9839</td><td>1.4613</td><td>2.4451</td></tr> <tr> <td>Over 3000mm up to 3300mm</td><td>Walls</td><td>1.2770</td><td>1.5173</td><td>2.7943</td></tr> <tr> <td></td><td>Ceilings</td><td>1.2770</td><td>1.6477</td><td>2.9247</td></tr> <tr> <td>Over 3300mm up to 3600mm</td><td>Walls</td><td>1.5389</td><td>1.7221</td><td>3.2609</td></tr> <tr> <td></td><td>Ceilings</td><td>1.5389</td><td>1.8718</td><td>3.4107</td></tr> <tr> <td>Over 3600mm up to 3900mm</td><td>Walls</td><td>1.8147</td><td>1.9311</td><td>3.7458</td></tr> <tr> <td></td><td>Ceiling</td><td>1.8147</td><td>2.0766</td><td>3.8913</td></tr> <tr> <td>Over 3900mm up to 4200mm</td><td>Walls</td><td>2.0992</td><td>2.1348</td><td>4.2340</td></tr> <tr> <td></td><td>Ceilings</td><td>2.0992</td><td>2.2684</td><td>4.3676</td></tr> <tr> <td>Over 4200mm up to 4500mm</td><td>Walls</td><td>2.3676</td><td>2.3740</td><td>4.7416</td></tr> <tr> <td></td><td>Ceilings</td><td>2.3676</td><td>2.5012</td><td>4.8687</td></tr> </table>			Fix	Stop	Total			Cents	Cents	Cents	Over 2700mm up to 3000mm	Walls	.9839	1.3104	2.2943		Ceilings	.9839	1.4613	2.4451	Over 3000mm up to 3300mm	Walls	1.2770	1.5173	2.7943		Ceilings	1.2770	1.6477	2.9247	Over 3300mm up to 3600mm	Walls	1.5389	1.7221	3.2609		Ceilings	1.5389	1.8718	3.4107	Over 3600mm up to 3900mm	Walls	1.8147	1.9311	3.7458		Ceiling	1.8147	2.0766	3.8913	Over 3900mm up to 4200mm	Walls	2.0992	2.1348	4.2340		Ceilings	2.0992	2.2684	4.3676	Over 4200mm up to 4500mm	Walls	2.3676	2.3740	4.7416		Ceilings	2.3676	2.5012	4.8687	As per paragraph (a) above.
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(d) Finishing around perimeter of ceilings of Class 1(A) work. (1) Setting angle between wall and ceiling of class 1(A) work. (2) Fixing and stopping papercovered plaster cornice.			(1) 2.1035 cents per metre (2) 1.7318 cents per metre	As per paragraph (a) above.
(e) Class 2. "Cottage Work". Ceilings only. Covers fixing and stopping 13mm and 10mm plasterboard fixed direct to joists, ceilings up to and including 3000mm. Setting of angles between walls and ceiling excluded. Fixing of battens excluded. (Where battens are to be fixed, see special rates in fourth column of Class 1). Setting of internal and external angles on exposed beams bulkheads excluded. (See fourth column of Class 1).	Not less than 41.80 sq metres (Less than 41.80 sq metres plus 50 per cent minimum loading).	Material stacked ready to work in the immediate proximity on the same floor on which the work is to be done.	Fixing - 1.1229 cents per sq metre. Stopping - 1.8524 cents per sq metre. Total - 2.9646 cents per sq metre.	As per paragraph (a) above.
(f) Finishing around perimeter of ceilings of Class 2 work. (1) Setting angle between wall and ceiling of Class 2 work. (2) Fixing and stopping papercovered plaster cornice to ceiling of Class 2.			(1) 1.9311 cents per metre (2) 1.3363 cents per metre	As per paragraph (a) above.

Nature of Work	Scope	Availability	Rates for fixing and finishing of gypsum plasterboard (based on loaded hourly rate inclusive of fares and 17.5% loading on public holidays additional)	Transport and supply of scaffolding by fixers																												
(g) Class 2(A) "Cottage Work". Ceilings only. Cottage work, all as above in Class 2 except that ceilings are more than 3000mm high. In a cottage wholly or partly subject to Class 2(A) rates the following formula shall apply for the determination of the appropriate rate: Those ceilings with a maximum height of 3000 mm or less shall be subject to that Class 2(A) rate, listed in column 4 which corresponds with the mean average height of all ceilings having a maximum height of over 3000mm (e.g. if the maximum height of the highest ceiling is 4500mm and the lowest height of a ceiling is 2400mm the mean average for Class 2(A) portion of the cottage is the halfway point between 2400mm and 4500mm; i.e. 3450mm, consequently the over 3300 mm up to 3600mm rate, listed in column 4 shall be paid for all ceilings in the cottage having a maximum height of more than 3000mm).	Not less than 41.80 sq metres (Less than 41.80 sq metres plus 50 per cent minimum loading).	Material stacked ready to work in the immediate proximity on the same floor on which the work is to be done.	Rate per sq metre in cents. <table><tr><td></td><td>Fix</td><td>Stop</td><td>Total</td></tr><tr><td></td><td>Cents</td><td>Cents</td><td>Cents</td></tr><tr><td>Over 3000mm up to 3300mm</td><td>1.3901</td><td>2.0335</td><td>3.4236</td></tr><tr><td>Over 3300mm up to 3600mm</td><td>1.6434</td><td>2.2522</td><td>3.8956</td></tr><tr><td>Over 3600mm up to 3900mm</td><td>1.9322</td><td>2.4516</td><td>4.3838</td></tr><tr><td>Over 3900mm up to 4200mm</td><td>2.2188</td><td>2.6531</td><td>4.8720</td></tr><tr><td>Over 4200mm up to 4500mm</td><td>2.4947</td><td>2.8665</td><td>5.3612</td></tr></table>		Fix	Stop	Total		Cents	Cents	Cents	Over 3000mm up to 3300mm	1.3901	2.0335	3.4236	Over 3300mm up to 3600mm	1.6434	2.2522	3.8956	Over 3600mm up to 3900mm	1.9322	2.4516	4.3838	Over 3900mm up to 4200mm	2.2188	2.6531	4.8720	Over 4200mm up to 4500mm	2.4947	2.8665	5.3612	
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(h) Finishing around perimeter of ceilings of Class 2(A) work. (1) Setting angle between wall and ceiling of Class 2(A) work. (2) Fixing and stopping papercovered plaster cornice to ceiling of Class 2(A) work.			(1) 2.0938 cents per metre. (2) 1.7231 cents per metre.	As per paragraph (a) above.																												

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(i) Class 3, "Home Unit Work". Fire rated ceilings (one hour fire rated installed in accordance with manufacturer's specifications). Rates include back-blocking.	One or more flats.	Material stacked ready to work in the immediate proximity on the same floor on which the work is to be done.	<p>Rate per sq metre.</p> <table><tr><td></td><td>Fix</td><td>Stop</td><td>Total</td></tr><tr><td></td><td>Cents</td><td>Cents</td><td>Cents</td></tr><tr><td>2 X 15mm P/b</td><td>6.5412</td><td>2.4074</td><td>8.9486</td></tr><tr><td>2 X 13mm P/b</td><td>3.7771</td><td>2.4074</td><td>6.1845</td></tr></table> <p>2 X 15mm Plasterboard screwed-up to furring channels:</p> <table><tr><td>Fixing</td><td>Furring fixing channels P/board</td><td>Stop</td><td>Total</td></tr><tr><td>cents</td><td>cents</td><td>cents</td><td>cents</td></tr><tr><td>.6994</td><td>7.6329</td><td>2.4074</td><td>10.7397</td></tr></table> <p>One layer of plasterboard and wire made ready for spraying:</p> <table><tr><td></td><td>Fixing</td><td>Fixing Back P/Board</td><td>Wire blocking</td><td>Total</td></tr><tr><td></td><td>cents</td><td>cents</td><td>cents</td><td>cents</td></tr><tr><td>16mm</td><td>3.2577</td><td>4.7707</td><td>.3405</td><td>8.3689</td></tr><tr><td>13mm</td><td>1.8740</td><td>4.7707</td><td>.3405</td><td>5.0455</td></tr></table>		Fix	Stop	Total		Cents	Cents	Cents	2 X 15mm P/b	6.5412	2.4074	8.9486	2 X 13mm P/b	3.7771	2.4074	6.1845	Fixing	Furring fixing channels P/board	Stop	Total	cents	cents	cents	cents	.6994	7.6329	2.4074	10.7397		Fixing	Fixing Back P/Board	Wire blocking	Total		cents	cents	cents	cents	16mm	3.2577	4.7707	.3405	8.3689	13mm	1.8740	4.7707	.3405	5.0455	
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(h) Perimeter finishing around fire-rated ceilings. (1) Stopping in 31.75mm vermiculite mixture of manufacturer's specifications. (2) Fixing paper covered plaster cornice			<p>(1) .5798 cents per metre. 18 X 31.75 mm in plaster.</p> <p>(2) 1.5550 cents per metre.</p>	Scaffolding allowed in metre price.																																																

Description	Rate
1. Where bathrooms, toilets and laundries are fully lined	Fixing rate cents per square metre – 98.0428 cents.
2. Scaffolding allowance will be called "transport and supply of scaffolding" up to 914.4 mm high	17.9964 cents per square metre
3. Where ceilings are screwed up by mechanical means fixing rate per square metre	139.5531 cents
4. Where battens are used: - fixing rate 38.6 mm x 25.4 mm and 50.8 mm x 25.4 mm - fixing rate 50.8 mm x 38.6 mm and 50.8 mm x 50.8 mm	69.9382 cents per square metre \$1.1789 cents per square metre
5. Where metal channels are used with direct fixing clips fixing rate per square metre	70.4770 cents
6. Where fixing and stopping of walls and ceilings are carried out by separate fixers the supply of scaffold rate	10.0220 cents per square metre each set
7. Where finishing around perimeter of ceiling is carried out as a separate operation the supply and transport of scaffold rate	per metre run is 10.2375 cents
8. Where internal or external wall angles exceed .36 metres to each square metre of combined wall and ceiling area, rate for fixing and finishing	\$1.5604 per metre for excess measurement
9. Where vent faces exceed 2 vent faces for each 16.7 square metres of combined wall and ceiling area	For each extra vent 18.6430 cents.
10. Where walls are nailed instead of glued to studs	5.6145 cents extra for stopping.
11. Beams and bulkheads internal and external setting	186.1067 cents per metre.

The lowest piecework rates payable for Tilelayers, derived from Appendix B of the 26 March 2006 version of the award, shall be as follows:

(i) Floor Tiling

Tiles – Mosaic – Ceramic, etc., 38.10mm x 38.10mm (1 ½ in. x 1 ½ in.) To 152.40mm x 152.40mm (6in. x 6in.) and larger including round, square, hexagon and other shapes	
(a) 12 square metres in area and under	\$21.7358 per square metre
(b) Large single areas such as swimming pools, patios and the like over 12 square metres in area shall be paid for at the rate of ten per cent less than the above rate	\$19.5622 per square metre

(ii) Steptread, Step risers and Step Infills

Steptreads on step work	\$9.4831 per lineal metre
Steptreads on straight work	\$8.0714 per lineal metre
Step Risers – (i) 101.60mm x 101.60mm (4 in. x 4 in.) tiles: 152.40mm x 152.40mm (6 in. x 6 in.) tiles: 203.20mm x 101.60mm (8 in. x 4 in.) tiles	\$7.2201 per lineal metre
(ii) 101.60mm x 50.80mm (4 in. x 2 in.) tiles	\$14.8713 per lineal metre
Step infilling, behind treads	\$7.2309 per lineal metre

(iii) Wall Tiling

101.60 mm x 101.60 mm (4 in. x 4 in.) tiles: 127mm x 127mm (5 in. x 5 in.) tiles: 152.40 mm x 76.20mm (6 in. x 3 in.) tiles	\$27.4365 per square metre
152.40mm x 152.40mm (6 in. x 6 in.) tiles	\$21.7358 per square metre
203.20 mm x 101.60mm (8 in. x 4 in.) tiles fixed vertically or horizontally	\$24.3868 per square metre
Single wall areas above 12.5 square metres in area or where the total wall area to be fixed in any one room exceeds 42 square metres shall be paid for at a rate of 10 per cent less than the above rates. Mosaic tiles fixed on vertical surfaces where no rendering is required: - Bathrooms, shop fronts, office fronts - Fixed to circular columns where no rendering is required	\$26.6929 per square metre \$37.0597 per square metre
General to the above: If tiling be fixed with diagonal joints	\$4.4937 per square metre additional to above rates.
Recessed soap holders and toilet paper holders	\$4.1381 each
All other fittings except vents	\$2.2307 each
If two or more lines of strips up to 38.10mm wide (1 ½ in.) are inserted they shall be paid the following amount, in addition to full overall measurement	\$1.1207 per metre
Window sills where they do not form part of wall tiling - up to 152.40mm (6 in.) deep - over 152.40 mm to 304.80mm (12 in.)	\$6.8968 per lineal metre \$10.3452 per lineal metre
Cove tiles and internal cove tiles - 152.40mm x 25.40mm (6 in. x 1 in.) and 152.40mm x 50.80mm (6 in. x 2 in.) - 152.40mm x 152.40mm (6 in. x 6 in.) and 152.40 mm x 101.60mm (6 in. x 4 in.)	\$4.0411 per lineal metre \$6.8968 per lineal metre
Skirting Tiles - 152.40mm x 152.40mm (6 in. x 6 in.) and 152.40mm x 101.60mm (6 in. x 4 in.)	\$7.5434 per lineal metre

(iv) Staircase Work

Staircase work which shall include the landings in all stairways shall be paid: - for 152.40mm x 152.40 mm (6 in. x 6 in.) tiles - for 101.60mm x 101.60mm (4 in. x 4 in.) tiles	\$30.0012 per square metre \$36.7472 per square metre
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(v) Shop and Hotel Fronts

Shop fronts and hotel fronts inclusive of stall boards and piers shall be paid: - for 152.40mm x 152.40mm (6 in. x 6 in.) tiles - for 101.60mm x 101.60mm (4 in. x 4 in.) tiles	\$30.0012 per square metre \$36.7472 per square metre
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The lowest piecework rates payable for Roof Slaters and Tilers, derived from Appendix D of the 26 March 2006 version of the award, shall be as follows:

Fixing tiles, every second tile wired or nailed, including cutting	\$3.5023 per square metre
Fixing concrete tiles with a lap of less than 89mm (3 ½ in.) every second tile wired or nailed including cutting	\$3.3191 per square metre
Fixing concrete tiles with a lap of 89mm (3 ½ in.) or more but not more than 114mm (4 ½ in.) every second tile wired or nailed including cutting	\$3.5023 per square metre
Fixing concrete tiles with lap of more than 114mm (4 ½ in.) every second tile wired or nailed including cutting	\$3.6855 per square metre
Fixing tiles, every tile wired, including cutting <ul style="list-style-type: none"> - Two storey - Three storey work - Lacing tiles - Fixing felt - Fixing wiring battens (a) Every course (b) Every second course (c) Every third course 	\$0.4418 per square metre \$0.3879 per square metre \$0.4742 per square metre \$0.9052 per square metre \$0.4634 per square metre \$0.2586 per square metre \$0.0970 per square metre \$0.0431 per square metre
Ridging	\$3.6639 per metre
Screwing and pointing to gables	\$3.0066 per metre
Bedding and pointing to gables	\$4.6554 per metre
Gables <ul style="list-style-type: none"> - Single ridging - Double ridging 	\$6.0563 per metre \$12.0371 per metre
Wire netting	\$0.3879 per square metre
Roofs of 35 degrees or steeper	15 per cent extra
Roofs of 40 degrees or steeper	40 per cent extra
When tiles are worked to a pattern	\$0.3879 per square metre extra
When hardwood battens are used	\$0.3879 per square metre extra
When cement and/or concrete tiles are fastened to hardwood battens by nails	\$0.1078 per square metre extra

Casual Rates

Loading based on	Loading
Relevant basic hourly rate	25%

Classifications

For detail of classification descriptions see the 26 March 2006 version of the award.

Apprentices

Rates for Apprentices: Indentured Apprentices

Carpenter, Joiner, Stonemason

Year	Basic hourly rate
1 st year	35.4955% (\$6.43)
2 nd year	50.3544% (\$9.12)
3 rd year	65.4745% (\$11.86)
4 th year	76.2307% (\$13.81)

Bricklayer, Tilelayer

Year	Basic hourly rate
1 st year	35.8881% (\$6.43)
2 nd year	50.9113% (\$9.13)
3 rd year	66.1987% (\$11.87)
4 th year	77.0739% (\$13.82)

Painter

Year	Basic hourly rate
1 st year	36.5203% (\$6.44)
2 nd year	51.8082% (\$9.14)
3 rd year	67.3649% (\$11.88)
4 th year	78.4316% (\$13.83)

Plasterer, Fibrous Plasterer, Plasterboard Fixer, Floorlayer

Year	Basic hourly rate
1 st year	35.7277% (\$6.43)
2 nd year	50.6838% (\$9.13)
3 rd year	65.9029% (\$11.87)
4 th year	76.7295% (\$13.81)

Roof Tiler

Year	Basic hourly rate
1 st year	36.1371% (\$6.44)
2 nd year	51.2647% (\$9.13)
3 rd year	66.6581% (\$11.87)
4 th year	77.6088% (\$13.82)

Signwriter

Year	Basic hourly rate
1 st year	35.3163% (\$6.43)
2 nd year	50.1002% (\$9.12)
3 rd year	65.1441% (\$11.86)
4 th year	75.8460% (\$13.81)

The hourly rates of pay in the tables above have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Rates for Apprentices: Trainee Apprentices

Carpenter, Joiner, Stonemason

Year	Basic hourly rate
1 st year	39.3216% (\$7.12)
2 nd year	56.0705% (\$10.16)
3 rd year	71.6209% (\$12.97)
4 th year	80.1030% (\$14.51)

Bricklayer, Tilelayer

Year	Basic hourly rate
1 st year	39.7565% (\$7.13)
2 nd year	56.6907% (\$10.16)
3 rd year	72.4131% (\$12.98)
4 th year	80.9889% (\$14.52)

Painter

Year	Basic hourly rate
1 st year	40.4569% (\$7.13)
2 nd year	57.6894% (\$10.17)
3 rd year	73.6887% (\$13.00)
4 th year	82.4157% (\$14.53)

Plasterer, Fibrous Plasterer, Plasterboard Fixer, Floorlayer

Year	Basic hourly rate
1 st year	39.5789% (\$7.13)
2 nd year	56.4374% (\$10.16)
3 rd year	72.0895% (\$12.98)
4 th year	80.6271% (\$14.52)

Roof Tiler

Year	Basic hourly rate
1 st year	40.0324% (\$7.13)
2 nd year	57.0841% (\$10.17)
3 rd year	72.9157% (\$12.99)
4 th year	81.5510% (\$14.53)

Signwriter

Year	Basic hourly rate
1 st year	39.1231% (\$7.12)
2 nd year	55.7875% (\$10.15)
3 rd year	71.2594% (\$12.97)
4 th year	79.6986% (\$14.51)

The hourly rates of pay in the tables above have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Rates for Apprentices: Civil Engineering Construction Carpenters Apprentices

Year	Basic hourly rate
1 st year	43.3794% (\$7.68)
2 nd year	58.9440% (\$10.68)
3 rd year	72.3585% (\$13.11)
4 th year	85.0047% (\$15.40)

The hourly rates of pay in the table appearing on the previous page have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Rates for Apprentices: Bricklayers - Undertaking the HIA Pilot Three Year Course

The rates of pay in the table below apply to apprentices who are engaged through the Master Builders Association of New South Wales and the Housing Industry Group Apprenticeship Schemes and who are enrolled or to be enrolled in the pilot three year Technical and Further Education course.

These rates shall also apply while the apprentice is attending college in the following fashion:

Year I - First 8 weeks - full time at 35 hours per week 28 weeks - 1 day per week

Year II - 36 weeks - 1 day per week

Indentured

Year	Basic hourly rate
1st 6 months	35.1889% (\$6.31)
2nd 6 months	49.7306% (\$8.92)
2nd Year	64.6606% (\$11.59)
3rd Year	75.3338% (\$13.51)

Trainee

Year	Basic hourly rate
1 st 6 months	38.0009% (\$6.81)
2 nd 6 months	54.0185% (\$9.68)
2nd year	68.9796% (\$12.37)
3rd year	77.1049% (\$13.82)

The hourly rates of pay in the tables above have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No, 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Apprentices: Under 21 & completed pre-apprenticeship course

Any person under 21 years of age, who enters the following trades, after successfully completing the relevant pre-apprenticeship course conducted by the NSW Department of Technical and Further Education, will be paid as follows:

Trade	Duration etc. – pre-apprenticeship course	Rate
Bricklaying	18 weeks	Commence at second year rate Progress to third year rate after 12 months
Bricklaying, or carpentry and joinery	36 weeks	Commence at second year rate. Progress to third year rate after 9 months
Carpentry and joiner	54 weeks	Commence at second year rate Progress to third year rate after 6 months
Painting and Decorating; Painting, Decorating and Signwriting or Signwriting	Pre-employment course Stage 1	Commence at second year rate
Painting and Decorating; Painting, Decorating and Signwriting or Signwriting	Pre-employment course Stages 1 & 2	Commence at second year rate Progress to third year rate after 6 months
Tile laying	18 weeks	Commence at the second year rate
Tile laying	36 weeks	Commence at the second year rate Progress to third year rate after 6 months

(Additional provisions in the NAPSA derived from the award, deal with terms of apprenticeship).

Adult Apprentices*

Rates for Adult Apprentices: Indentured Apprentices

Carpenter, Joiner, Stonemason

Year	Basic hourly rate
1 st year	54.9181% (\$9.95)
2 nd year	56.1781% (\$10.18)
3 rd year	66.1967% (\$11.99)
4 th year	76.6764% (\$13.89)

Bricklayer, Tilelayer

Year	Basic hourly rate
1 st year	55.5255% (\$9.95)
2 nd year	56.7994% (\$10.18)
3 rd year	66.9289% (\$12.00)
4 th year	77.5244% (\$13.90)

Painter

Year	Basic hourly rate
1 st year	56.5037% (\$9.96)
2 nd year	57.8001% (\$10.19)
3 rd year	68.1079% (\$12.01)
4 th year	78.8901% (\$13.91)

Plasterer, Fibrous Plasterer, Plasterboard Fixer, Floorlayer

Year	Basic hourly rate
1 st year	55.2774% (\$9.95)
2 nd year	56.5457% (\$10.18)
3 rd year	66.6298% (\$12.00)
4 th year	77.1780% (\$13.90)

Roof Tiler

Year	Basic hourly rate
1 st year	55.9109% (\$9.96)
2 nd year	57.1937% (\$10.19)
3 rd year	67.3934% (\$12.00)
4 th year	78.0625% (\$13.90)

Signwriter

Year	Basic hourly rate
1 st year	54.6409% (\$9.95)
2 nd year	55.8945% (\$10.17)
3 rd year	65.8626% (\$11.99)
4 th year	76.2893% (\$13.89)

The hourly rates of pay in the tables above have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Rates for Adult Apprentices: Trainee Apprentices***Carpenter, Joiner, Stonemason***

Year	Basic hourly rate
1 st year	55.1179% (\$9.99)
2 nd year	56.9771% (\$10.32)
3 rd year	72.2509% (\$13.09)
4 th year	80.4718% (\$14.58)

Bricklayer, Tilelayer

Year	Basic hourly rate
1 st year	55.7275% (\$9.99)
2 nd year	57.6073% (\$10.33)
3 rd year	73.0501% (\$13.23)
4 th year	81.3618% (\$14.74)

Painter

Year	Basic hourly rate
1 st year	56.7092% (\$10.00)
2 nd year	58.6222% (\$10.34)
3 rd year	74.3369% (\$13.11)
4 th year	82.7951% (\$14.60)

Plasterer, Fibrous Plasterer, Plasterboard Fixer, Floorlayer

Year	Basic hourly rate
1 st year	55.4785% (\$9.99)
2 nd year	57.3499% (\$10.33)
3 rd year	72.7237% (\$13.09)
4 th year	80.9983% (\$14.58)

Roof Tiler

Year	Basic hourly rate
1 st year	56.1142% (\$10.00)
2 nd year	58.0071% (\$10.33)
3 rd year	73.5570% (\$13.10)
4 th year	81.9265% (\$14.59)

Signwriter

Year	Basic hourly rate
1 st year	54.8396% (\$9.98)
2 nd year	56.6895% (\$10.32)
3 rd year	71.8863% (\$13.09)
4 th year	80.0656% (\$14.57)

The hourly rates of pay in the tables appearing on the previous page have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

Rates for Adult Apprentices: Adult Civil Engineering Construction Carpenters

Year	Basic hourly rate
1 st year	55.3637% (\$10.03)
2 nd year	59.5586% (\$10.79)
3 rd year	72.9732% (\$13.22)
4 th year	85.2199% (\$15.44)

The hourly rates of pay in the table above have been calculated in accordance with Section D.4 of the Australian Fair Pay Commission's Wage-Setting Decision No. 1/2006 and include the amounts specified for the industry and special allowances (please refer to clause 18.1.2 in the 26 March 2006 version of the award).

* An adult apprentice means an employee engaged as an apprentice who at the time of apprenticeship is of or above the age of 21 years.

Other information – Apprentices**Tool Allowance**

The basic periodic rates of pay for apprentices contained in the tables above have been calculated to include a proportion of the tool allowance payable to an apprentice, relative to the specified percentage of the relevant tradesperson's rate of pay.

In addition to this proportion, an apprentice may also be entitled to payment of the residual amount of the tool allowance as specified in clause 24.3 (a) of the 26 March 2006 version of the award.

Frequency of payment

Payments shall be paid and available to the employee not later than the cessation of ordinary hours of work on Thursday of each working week. Provided that in any week in which a holiday falls on a Friday wages accrued shall be paid on the previous Wednesday and provided further that when a holiday occurs on any Thursday wages accrued may be paid on the following Friday. Nothing shall prevent any alternative mutual arrangement between an employer and an employee.

Note that the frequency of payment provisions in this pay scale summary do not apply to employees who are covered by a workplace agreement or contract of employment containing frequency of payment provisions that provide for payments in respect of periods of one month or less. Such employees are guaranteed payment in accordance with the frequency of payment provisions in the workplace agreement or contract of employment.

Pay Scale Summary – Background

This summary sets out basic classification wages, and associated provisions, derived from the 26 March 2006 version of the award. Other conditions of employment (including allowances, penalties and loadings) may be contained in an award, workplace agreement, contract of employment, or Notional Agreement Preserving State Awards.

Demonstrated compliance with the details published in this pay scale summary by an employer bound to observe the provisions of the equivalent preserved Australian Pay and Classification Scale (pay scale) will be deemed by the Workplace Ombudsman as satisfying the employer's obligations under the pay scale, provided that the employee is correctly classified and paid for each hour worked in accordance with the pay scale. The keeping of time and wages records and the issuing of payslips is required by law and will be needed to demonstrate to the Workplace Ombudsman compliance with this pay scale.

This pay scale summary provides information about the effect of Australian Fair Pay Commission decisions. Any questions concerning the summary, or the entitlements of employees under this pay scale or the related award should be directed to the Workplace Infoline on 1300 363 264.

Transitional Arrangements

Despite the coverage provisions of this pay scale summary, an employee or employer may not be covered by this pay scale summary while the employee or employer is covered by one of the following:

- a pre-reform federal certified agreement
- a pre-reform federal Australian Workplace Agreement
- an individual or collective preserved State agreement
- a transitional award (for employers in the federal system not covered by the 26 March 2006 workplace reforms, these will apply for up to 5 years from 27 March 2006).

If you require assistance with any provisions of this pay scale summary please call the Workplace Infoline on 1300 363 264.

Disclaimer

By agreeing to use this summary of information, the user agrees:

- that the Commonwealth of Australia does not give any guarantee, undertaking or warranty whatsoever in relation to the summary, including in relation to the accuracy, completeness or currency of the summary; and
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