

Plumbing and Fire Sprinklers Award 2020 **ALLOWANCE SUMMARY SHEET** **Effective from 1 July 2023**

Under the [Plumbing and Fire Sprinklers Award 2020](#), there are a large number of allowances that may be applicable to an employee depending on the specific circumstances.

Schedule 1	All – Purpose Allowances Summary of all purpose allowances to be included in calculations for all purposes of the Award
Schedule 2	Expense Related Allowances Expenses incurred in course of employment
Schedule 3	Wage – Related Allowances Allowances for responsibilities or skills not incurred in rate of pay

SCHEDULE 1 – ALL-PURPOSE ALLOWANCES

All Purpose Allowances are:

- a) payable for all purposes of the award;
- b) are part of the employee's regular weekly wage; and
- c) must be included as appropriate when calculating all payments including, but not limited to:
 - payments for overtime;
 - annual leave and annual leave loading;
 - personal leave;
 - compassionate leave;
 - community service leave;
 - penalty rates; and
 - payments on termination.

Clause	Allowance	Description / payable to	Amount	Frequency
21.3(a)	Industry Allowance	The industry allowance must be paid to all employees. It compensates employees for various disabilities or conditions associated with construction work including climate, climbing stairs or ladders, dust, drippings from new concrete, slop and mud, working on scaffolds or ladders and the lack of amenities usually associated with factory work like meal rooms and change rooms.	\$36.82	Weekly
21.3(b)	Plumbing Trade Allowance	The plumbing trade allowance must be paid to employees at or above plumbing and mechanical services tradesperson Level 1 and plumbing and mechanical services worker Level 2 . It compensates employees for various types of work including handling insulation, using explosive power tools, using or working close to toxic substances, working near fumes, asbestos work, working in confined spaces, swing scaffold work, wet work, dirty or offensive work, ladder work and chokage work.	\$29.85	Weekly
21.3(c)	Registration Allowance	The registration allowance must be paid to all licensed plumbers and compensates employees for the responsibilities involved with holding and maintaining their registration as a plumber.	\$39.80	Weekly
21.3(d)	Special Fixed Allowance	The special fixed allowance is paid to all employees in plumbing and mechanical services classifications <i>except for apprentices</i> . It compensates employees for the removal of loadings that used to be in various building industry awards, including the excess travel time incurred by employees in the building and construction industry.	\$7.70	Weekly
21.3(h)(i)	Leading hand allowance	An employee that is specifically appointed to direct or supervise the work of other employees:		Weekly
		<ul style="list-style-type: none"> • In charge of 1 employee 	\$23.88	Weekly

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		<ul style="list-style-type: none"> In charge of 2 – 5 employees 	\$52.74	Weekly
		<ul style="list-style-type: none"> In charge of 6-10 employees 	\$67.66	Weekly
		<ul style="list-style-type: none"> In charge of more than 10 employees 	\$89.55	Weekly
21.3(i)	Lost Time Loading Allowance (DAILY HIRE ONLY)	<p>A daily hire employee is provided with only one days' notice on termination, resignation, and redundancy. This allowance compensates employees for loss of wages for 8 working days of unemployment in a yearly cycle given the reduced notice of termination required for this type of employee.</p> <p>For an employee registered under the relevant Commonwealth or Territory legislation, the % rate is the sum of:</p> <ul style="list-style-type: none"> the weekly minimum rate the industry allowance the plumbing trade allowance the tool allowance 	3.17%	Weekly

SCHEDULE 2 – EXPENSE RELATED ALLOWANCE

Expenses incurred in the course of employment.

Clause	Allowance	Description / payable to	Amount	Frequency
21.8(a)	Tool allowance	Where an employer requires an employee to provide tools, other than basic consumables, the employer will reimburse the employee the cost of providing the tools or pay the employee a weekly allowance to compensate for the purchase and maintenance in efficient working order of tools required for the performance of work.	\$22.96	Weekly
21.8(b)	Meals	All employees required to work overtime for at least 1.5 hours after working ordinary hours (and every four hours thereafter).	\$15.54	Per occasion
21.8(c)	Work uniforms, protective clothing and equipment	<p>Where employers require employees to wear uniforms, the employers must provide the uniform. Any replacement uniform will be provided as necessary by the employer. Employee to return uniform upon termination of employment.</p> <p>Where an employee is required to wear protective clothing and/or use protective equipment as stipulated by the relevant law operating in a State or Territory covered by this award, the employer must supply the clothing and/or equipment or reimburse the employee for the cost of such protective clothing and/or equipment.</p>	Employer to provide	Employer to provide
21.8(d)	Compensation for tools and clothes	An employee whose clothes, spectacles, hearing aid, or tools have been accidentally spoilt by acid, sulphur or other substances must be paid such amount to cover the loss suffered by the employee in relation to any such items not supplied by the employer as may be agreed upon between the employee and the employer.	Maximum of \$1,335.00	Per occasion

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SCHEDULE 3 – WAGE – RELATED ALLOWANCES

Wage related allowances are allowances for responsibilities or skills not taken into account in rates of pay and are not considered all-purpose allowances.

Clause	Allowance	Description / payable to	Amount	Frequency
21.4(a)	Employee accepting responsibility to statutory authorities	An employee who is required by their employer to act on their plumber's licence or equivalent for every hour of their employment whether or not the employee has in any hour acted on such license or certificate. Acting on their plumber's licence will mean signing of notices and assuming responsibility to relevant authorities.	\$1.36	Hourly for every hour of employment
21.4(b)(i)	Acting on welding certificate	Any employee who is requested by their employer to hold the relevant qualifications for pressure oxy-acetylene or electric welding and is required to act on such qualifications. If required to hold relevant qualifications, this allowance is payable for every hour of their employment whether or not the employee has in any hour acted on such license or certificate.	\$0.79	Hourly for every hour of employment
21.4(c)	Lead burning	Plumbing and mechanical services employees engaged in lead burning or lead work	\$2.62	Hourly
21.4(d)	Ship work	An employee engaged on work in connection with ships	\$1.83	Hourly
21.4(e)	First aid	An employee who is qualified in first aid and is appointed by their employer to carry out first aid duties in addition to their usual duties	\$3.59	Daily
21.4(g)	Computing quantities	Employees who are regularly required to compute or estimate quantities of materials in respect of work performed by other employees. Please note this allowance will not apply to an employee classified as a leading hand and receiving the leading hand allowance.	\$5.97	Daily
21.4(h)	Laser safety officer	Laser safety officer means an employee who, in addition to the employee's ordinary work, is qualified to perform duties associated with laser safety and is appointed as such. Laser means any device, except a class 1 device, which can be made to produce or amplify electromagnetic radiation in the wavelength range from 100 nanometers to one millimeter primarily by the process of controlled stimulation emission.	\$3.48	Daily
21.5(d)	Multistorey work	Employees on-site engaged in construction or renovation of a multistorey building (a building that will, when complete, have 5 or more storey levels)		
		<ul style="list-style-type: none"> From commencement of building to 15th floor level 	\$0.68	Hourly
		<ul style="list-style-type: none"> From 16th floor level to 30th floor level 	\$0.81	Hourly
		<ul style="list-style-type: none"> From 31st floor level to 45th floor level 	\$1.26	Hourly
		<ul style="list-style-type: none"> From 46th floor level to 60th floor level 	\$1.62	Hourly

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Clause	Allowance	Description / payable to	Amount	Frequency
		<ul style="list-style-type: none"> From 61st floor level onwards 	\$2.02	Hourly
21.6(a)	Acid plants and chemicals work	Employees engaged in work carried out on a production plant in chemical works or acid plants or acid furnaces, stills or towers that have been commissioned – except employees who receive the lead burning allowance	\$3.06	Hourly
21.6(b)	Aluminium foil insulation	Employees required to work on the fixing of aluminum foil insulation roofs or walls prior to the sheeting thereof – anti-glare foil is exempted from this payment	\$0.68	Hourly
21.6(c)	Asbestos eradication	Employees engaged in work involving the removal or any other method of neutralisation of any material which consists of or contains asbestos – this allowance is paid instead of the special rates prescribed in clause 21.6 of the Award, except clauses 21.6(f) cold work and 21.6(k) hot work	\$2.83	Hourly
21.6(d)	Asbestos materials	Employees required to wear protective equipment as part of the necessary safeguards required by the appropriate OHS authority for the use of materials containing asbestos or to work in close proximity to employees using such materials – this allowance is paid per hour whilst the employee is wearing, or near someone wearing, the equipment	\$1.05	Hourly
21.6(e)	Bitumen work	Employees handling hot bitumen, asphalt, or dipping materials in creosote	\$1.05	Hourly
21.6(f)(i)	Cold work	Employees who work in a place where the temperature is lowered by artificial means to less than 0° Celsius – employees receive a 20 minute paid break after every 2 hours of work, not including the special rate provided by this clause	\$0.84	Hourly
21.6(g)	Cutting tiles	Employees engaged in cutting tiles by electric saw	\$1.05	Hourly
21.6(h)	Explosive Powered Tools	Employees who are operators of explosive powered tools and who are required to operate such tools	\$1.99	Hourly
21.6(i)	Fumes	Employees required to work in a place where fumes or sulphur, other acid or offensive fumes are present must be paid at a rate agreed to by the employer and employee as and when the fume condition occurs	As agreed	As agreed
21.6(j)(ii)	Hospitals and morgues	Employees engaged in repairs, demolition and/or maintenance in any block or portion of a hospital used for the care or treatment of patients suffering from infectious or contagious diseases OR an employee working inside a morgue in which one or more dead bodies are not in refrigeration	\$0.58	Daily
21.6(k)	Hot work	Employees who work in a place where the temperature has been raised by artificial means to:		
		<ul style="list-style-type: none"> between 46° and 54° Celsius – employees receive a 20 minute paid break after every 2 hours of work, not including the special rate provided by this clause above 54° Celsius – employees receive a 20 minute paid break after every 2 hours of work, not including the special rate provided by this clause 	\$0.84	Hourly
21.6(l)(i)	Insulation	Employees handling charcoal, pumice, granulated cork, silicate of cotton, insulwood, slag wool, limpet fibre, vermiculite or other recognised insulating materials of a like nature (or those working in the immediate vicinity who is affected by the use of such materials)	\$1.05	Hourly
21.6(m)	Service Shafts	Employees required to work in service shafts on installation work		

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Clause	Allowance	Description / payable to	Amount	Frequency
		<ul style="list-style-type: none"> Any day where the time spent in the shaft is \leq 4 hours 	\$2.59	Daily
		<ul style="list-style-type: none"> Any day where the time spent in the shaft is 4 – 8 hours 	\$5.13	Daily
		<ul style="list-style-type: none"> Any day where the time spent in the shaft > 8 hours – this is additional to the above payments for service shaft work 	\$0.81	Hourly
21.6(n)	Towers	Employee working on a chimney stack, spire, tower, radio or television mast or tower, air shaft (other than above ground in a multistorey building), cooling tower, water tower or silo, where the construction exceeds 15 meters in height. Employees must be paid an extra 3.2% per hour for work above each further 15 meters	\$0.84	Hourly
21.6(o)	Toxic Substances	Employees using toxic substances or materials of a like nature, including epoxy-based materials and all materials which include or require the addition of a catalyst hardener, reactive additives and a two pack catalyst system – these employees will be entitled to take washing time of 10 minutes prior to their meal breaks and prior to the end of the day, which will be counted as time worked		
		<ul style="list-style-type: none"> Employees using toxic substances of materials of a like nature 	\$1.18	Hourly
		<ul style="list-style-type: none"> Employees working in close proximity to the above employees 	\$0.84	Hourly