

Plumbing and Fire Sprinklers Award 2020

WAGES SHEET

Effective from 1 July 2024

All **weekly calculations** on this sheet are based on **38 ordinary hours per week** as per the Award. The calculations are rounded to the nearest cent, following the guidelines by the Fair Work Commission.

Schedule 1	Types of Employment
Schedule 2	Licensed Tradesperson Level 1 - Required to Act on their license
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Schedule 6	Worker Level 2
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Notes:

An employee who **travels more than 50kms** from their **place of work**, may receive additional **traveling time allowances**. For detailed information, please refer to the ***Plumbing and Fire Sprinklers Award 2020*** summary sheet.

The hourly **casual award wage** does **not** include **lost time loading allowance**.

SCHEDULE 1 – TYPES OF EMPLOYMENT

Weekly Hire

- Weekly Hire employees, full-time or part-time, are permanent employees with notice of termination is outlined in the National Employment Standards (NES) as per table below.
- These employees receive all other permanent employment benefits including annual leave, personal leave and redundancy pay.

Period of Continuous Service	Period of Notice
Not more than 1 year	1 week
1 to 3 years	2 weeks
3 to 5 years	3 weeks
More than 5 years	4 weeks
If employee is over 45 years of age and service at least 2 years, the period increases by 1 week.	

Daily Hire

- Daily-hire employees working in plumbing and mechanical services can be either full-time or part-time permanent employees.
- A notice period of 1 day is required from either party to terminate the employment. The notice is to be given at or before usual start time of any ordinary working day which would expire at the completion of that day's work.
- These employees are entitled to all other permanent employment benefits including annual leave, personal leave and redundancy pay etc.

Casual

- Casual employees work irregular hours of less than an average of 38 ordinary hours or 5 days per week over any 2 successive weeks. This is subject to a minimum daily engagement of 3 hours.
- They receive an additional loading (called casual loading) on the hourly rate to compensate for annual leave, personal leave, redundancy, notice of termination and permanent benefits.
- Casual employees may be eligible for conversion to permanent employment under the conditions of the National Employment Standards.

SCHEDULE 2 – TRADEPERSON LEVEL 1

PLUMBING & MECHANICAL SERVICES TRADESPERSON LEVEL 1

ARE required to act on their license

This schedule applies if the plumbing tradesperson is required to act on their license. An employee who is required by their employer to act on their plumber's license or equivalent must be paid an additional amount for each hour of their employment whether or not the employee has in any hour acted on such license or certificate.

Acting on their plumber's license will mean signing notices (Such as Gas License holders' and signing relevant forms submitted to Government or legislated agencies/authorities) and assuming responsibility to relevant authorities.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$1,032.30	\$1,032.30	\$27.17
Industry Allowance	\$38.20	\$38.20	\$1.01
Plumbing trade allowance	\$30.97	\$30.97	\$0.81
Registration trade allowance	\$41.29	\$41.29	\$1.09
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$36.95	N/A
Accepting responsibility allowance	\$53.58	\$53.58	\$1.41
25% Casual Loading	N/A	N/A	\$7.57
Total Minimum Award Rate	\$1,204.04	\$1,240.99	\$39.27

Hourly Rate	\$31.70	\$32.67	\$39.27
Time & half award wage (150%)	\$46.82	\$48.28	\$54.41
Double time award wage (200%)	\$61.96	\$63.91	\$69.55

<i>Allowances applicable to business operational requirements of the role:</i>			
Tool allowance (if applicable)	\$22.96	\$22.96	\$0.60
Daily travelling time allowance	\$6.79	\$6.79	\$6.79
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 3 – TRADEPERSON LEVEL 1

PLUMBING & MECHANICAL SERVICES TRADESPERSON LEVEL 1

NOT required to act on their license

This schedule applies if the plumbing tradesperson is not required to act on their license. For example, if permitted through a relevant Government Agency, the employer completes all relevant forms.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$1,032.30	\$1,032.30	\$27.17
Industry Allowance	\$38.20	\$38.20	\$1.01
Plumbing trade allowance	\$30.97	\$30.97	\$0.82
Registration trade allowance	\$41.29	\$41.29	\$1.09
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$36.95	N/A
25% Casual Loading	N/A	N/A	\$7.57
Total Minimum Award Rate	\$1,150.46	\$1,187.41	\$37.85

Hourly Rate	\$30.27	\$31.26	\$37.85
Time & half award wage (150%)	\$45.42	\$46.89	\$52.99
Double time award wage (200%)	\$60.56	\$62.52	\$68.13

<i>Allowances applicable to business operational requirements of the role:</i>			
Tool allowance (if applicable)	\$22.96	\$22.96	\$0.60
Daily travelling time allowance	\$6.79	\$6.79	\$6.79
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 4 – TRADEPERSON LEVEL 2

PLUMBING & MECHANICAL SERVICES TRADESPERSON LEVEL 2

ARE required to act on their license

This schedule applies if the plumbing tradesperson is required to act on their license. An employee who is required by their employer to act on their plumber's license or equivalent must be paid an additional amount for each hour of their employment whether or not the employee has in any hour acted on such license or certificate.

Acting on their plumber's license will mean signing notices (Such as Gas License holders' and signing relevant forms submitted to Government or legislated agencies/authorities) and assuming responsibility to relevant authorities.

Employment Type	Full Time		Casual
Wages Rates on Ordinary Hours of Work:	Weekly Hire	Daily Hire	Per hour
Base rate	\$1,064.70	\$1,064.70	\$28.02
Industry Allowance	\$38.20	\$38.20	\$1.01
Plumbing trade allowance	\$30.97	\$30.97	\$0.82
Registration trade allowance	\$41.29	\$41.29	\$1.09
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$37.98	N/A
Accepting Responsibility Allowance	\$53.58	\$53.58	\$1.41
25% Casual Loading	N/A	N/A	\$7.78
Total Minimum Award Rate	\$1,236.44	\$1,274.42	\$40.33

Hourly Rate	\$32.55	\$33.55	\$40.33
Time & half award wage (150%)	\$48.10	\$49.60	\$55.90
Double time award wage (200%)	\$63.67	\$65.66	\$71.47

<i>Allowances applicable to business operational requirements of the role:</i>			
Tool allowance (if applicable)	\$22.96	\$22.96	\$0.60
Daily travelling time allowance	\$7.00	\$7.00	\$7.00
Daily fares allowances	\$15.81	\$15.81	\$15.81

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SCHEDULE 5 – TRADEPERSON LEVEL 2

PLUMBING & MECHANICAL SERVICES TRADESPERSON LEVEL 2

NOT required to act on license

This schedule applies if the plumbing tradesperson is not required to act on their license. For example, if permitted through a relevant Government Agency, the employer completes all relevant forms.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$1,064.70	\$1,064.70	\$28.02
Industry Allowance	\$38.20	\$38.20	\$1.01
Plumbing trade allowance	\$30.97	\$30.97	\$0.82
Registration trade allowance	\$41.29	\$41.29	\$1.09
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$37.98	N/A
25% Casual Loading	N/A	N/A	\$7.78
Total Minimum Award Rate	\$1,182.86	\$1,220.84	\$38.91

Hourly Rate	\$31.13	\$32.14	\$38.91
Time & half award wage (150%)	\$46.70	\$48.21	\$54.48
Double time award wage (200%)	\$62.26	\$64.27	\$70.04

<i>Allowances applicable to business operational requirements of the role:</i>			
Tool allowance (if applicable)	\$22.96	\$22.96	\$0.60
Daily travelling time allowance	\$7.00	\$7.00	\$7.00
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 6 – WORKER LEVEL 2

PLUMBING & MECHANICAL SERVICES WORKER LEVEL 2

A Worker Level 2 is an employee who has:

- successfully completed a Services Stream Certificate (Plumbing and mechanical services/Sprinkler fitting) Level 2 consisting of 24 appropriate modules of formal structured training; and/or
- obtained equivalent skills gained through work experience subject to competency testing to the prescribed standards covering the content of the above agreed modules of training.
 - Job titles may include:
 - Drainer;
 - Plumbing Apprentice signed off but hasn't received relevant provisional plumbing license.

Employment Type	Full Time		Casual
Wages Rates on Ordinary Hours of Work:	Weekly Hire	Daily Hire	Per hour
Base rate	\$1,032.30	\$1,032.30	\$27.17
Industry Allowance	\$38.20	\$38.20	\$1.01
Plumbing trade allowance	\$30.97	\$30.97	\$0.82
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$35.64	N/A
25% Casual Loading	N/A	N/A	\$7.30
Total Minimum Award Rate	\$1,109.17	\$1,144.81	\$36.50

Hourly Rate	\$29.19	\$30.13	\$36.50
Time & half award wage (150%)	\$43.79	\$45.19	\$51.08
Double time award wage (200%)	\$58.38	\$60.25	\$65.68

<u>Allowances applicable to business operational requirements of the role:</u>			
Tool allowance (if applicable)	\$22.96	\$22.96	\$0.60
Daily travelling time allowance	\$6.79	\$6.79	\$6.79
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 7 – WORKER LEVEL 1(A)

PLUMBING AND MECHANICAL SERVICES WORKER LEVEL 1(A)

A worker level 1(a) is a new entrant to the building and construction industry.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$934.90	\$934.90	\$24.60
Industry Allowance	\$38.20	\$38.20	\$1.01
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$30.85	N/A
25% Casual Loading	N/A	N/A	\$6.45
Total Minimum Award Rate	\$980.80	\$1,011.65	\$32.26

Hourly Rate	\$25.81	\$26.62	\$32.26
Time & half award wage (150%)	\$38.71	\$39.93	\$45.17
Double time award wage (200%)	\$51.62	\$53.24	\$58.07

<i>Allowances applicable to business operational requirements of the role:</i>			
Daily travelling time allowance	\$6.15	\$6.15	\$6.15
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 8 – WORKER LEVEL 1(B)

PLUMBING AND MECHANICAL SERVICES WORKER LEVEL 1(B)

A worker level 1(b) is payable if the person has been in the building and construction industry for more than 3 months.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$953.30	\$953.30	\$25.09
Industry Allowance	\$38.20	\$38.20	\$1.01
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$31.43	N/A
25% Casual Loading	N/A	N/A	\$6.57
Total Minimum Award Rate	\$999.20	\$1,030.63	\$32.86

Hourly Rate	\$26.29	\$27.12	\$32.86
Time & half award wage (150%)	\$39.44	\$40.68	\$46.01
Double time award wage (200%)	\$52.58	\$54.24	\$59.15

<i>Allowances applicable to business operational requirements of the role:</i>			
Daily travelling time allowance	\$6.27	\$6.27	\$6.27
Daily fares allowances	\$15.81	\$15.81	\$15.81

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SCHEDULE 9 – WORKER LEVEL 1(C)

PLUMBING AND MECHANICAL SERVICES WORKER LEVEL 1(C)

A worker level 1(c) is a person who has been in the building and construction industry for 12 months or more.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$966.00	\$966.00	\$25.42
Industry Allowance	\$38.20	\$38.20	\$1.01
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$31.83	N/A
25% Casual Loading	N/A	N/A	\$6.66
Total Minimum Award Rate	\$1,011.90	\$1,043.73	\$33.29

Hourly Rate	\$26.63	\$27.47	\$33.29
Time & half award wage (150%)	\$39.95	\$41.20	\$46.60
Double time award wage (200%)	\$53.26	\$54.93	\$59.92

<i>Allowances applicable to business operational requirements of the role:</i>			
Daily travelling time allowance	\$6.36	\$6.36	\$6.36
Daily fares allowances	\$15.81	\$15.81	\$15.81

SCHEDULE 10 – WORKER LEVEL 1(D)

PLUMBING AND MECHANICAL SERVICES WORKER LEVEL 1(D)

A worker who has fulfilled the substantive requirements and will have successfully completed a Services Stream Certificate as appropriate, Certificate Level 1 consisting of 16 appropriate modules of structured training or obtained skills gained through work experience.

Employment Type	Full Time		Casual
	Weekly Hire	Daily Hire	Per hour
Wages Rates on Ordinary Hours of Work:			
Base rate	\$980.40	\$980.40	\$25.80
Industry Allowance	\$38.20	\$38.20	\$1.01
Special fixed allowance	\$7.70	\$7.70	\$0.20
Lost time loading allowance	N/A	\$32.29	N/A
25% Casual Loading	N/A	N/A	\$6.75
Total Minimum Award Rate	\$1,026.30	\$1,058.59	\$33.76

Hourly Rate	\$27.01	\$27.86	\$33.76
Time & half award wage (150%)	\$40.52	\$41.79	\$47.27
Double time award wage (200%)	\$54.02	\$55.72	\$60.77

<i>Allowances applicable to business operational requirements of the role:</i>			
Daily travelling time allowance	\$6.45	\$6.45	\$6.45
Daily fares allowances	\$15.81	\$15.81	\$15.81

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SCHEDULE 11 – APPRENTICE NOT COMPLETED YEAR 12 & SCHOOL-BASED

PLUMBING AND MECHANICAL SERVICES APPRENTICES

Apprentices who **have NOT** completed year 12 (and School-based apprentices) who commenced apprenticeship on or after 1 January 2014.

NOTE: Apprentices that complete Year 12 during their apprenticeship move to Schedule 12.

Apprentice Type	Apprentice - NOT Completed Year 12 & School-Based			
Year	1	2	3	4

Weekly Rates				
Base rate	\$516.15	\$619.38	\$722.61	\$929.07
Industry Allowance	\$38.20	\$38.20	\$38.20	\$38.20
Plumbing trade allowance	\$15.48	\$18.58	\$21.68	\$27.87
Tool allowance	\$11.48	\$13.78	\$16.07	\$20.66
Total Minimum Weekly Rate (38 hours)	\$581.31	\$689.94	\$798.56	\$1,015.81

Hourly Rates				
Base rate	\$13.58	\$16.30	\$19.02	\$24.45
Industry Allowance	\$1.01	\$1.01	\$1.01	\$1.01
Plumbing trade allowance	\$0.41	\$0.49	\$0.57	\$0.73
Tool allowance	\$0.30	\$0.36	\$0.42	\$0.54
Total Minimum Rate	\$15.30	\$18.16	\$21.01	\$26.73

Overtime Rates:				
Time & half award wage (150%)	\$22.95	\$27.23	\$31.52	\$40.10
Double time award wage (200%)	\$30.60	\$36.31	\$42.03	\$53.46

<i>Allowances applicable to business operational requirements of the role:</i>				
Daily travelling time allowance	\$3.82	\$4.54	\$5.25	\$6.68
Daily fares allowances	\$15.81	\$15.81	\$15.81	\$15.81

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SCHEDULE 12 – APPRENTICE COMPLETED YEAR 12

PLUMBING AND MECHANICAL SERVICES APPRENTICES

Apprentices who **HAVE** completed year 12 commenced apprenticeship on or after 1 January 2014.

Apprentice Type	Apprentice - Completed Year 12			
Year	1	2	3	4

Weekly Rates				
Base rate	\$567.77	\$671.00	\$722.61	\$929.07
Industry Allowance	\$38.20	\$38.20	\$38.20	\$38.20
Plumbing trade allowance	\$17.03	\$20.13	\$21.68	\$27.87
Tool allowance	\$12.63	\$14.92	\$16.07	\$20.66
Total Minimum Weekly Rate (38 hours)	\$635.63	\$744.25	\$798.56	\$1,015.81

Hourly Rates				
Base rate	\$14.94	\$17.66	\$19.02	\$24.45
Industry Allowance	\$1.01	\$1.01	\$1.01	\$1.01
Plumbing trade allowance	\$0.45	\$0.53	\$0.57	\$0.73
Tool allowance	\$0.33	\$0.39	\$0.42	\$0.54
Total Minimum Hourly Rate	\$16.73	\$19.59	\$21.01	\$26.73

Overtime Rates:				
Time & half award wage (150%)	\$25.09	\$29.38	\$31.52	\$40.10
Double time award wage (200%)	\$33.45	\$39.17	\$42.03	\$53.46

<u>Allowances applicable to business operational requirements of the role:</u>				
Daily travelling time allowance	\$4.18	\$4.90	\$5.25	\$6.68
Daily fares allowances	\$15.81	\$15.81	\$15.81	\$15.81

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SCHEDULE 13 – ADULT APPRENTICE

PLUMBING AND MECHANICAL SERVICES ADULT APPRENTICES

Adult apprentice means a person of 21 years of age or over at the time of entering into a training agreement or apprenticeship contract to a trade within the scope of this award.

Apprentice Type	Adult Apprentice			
Year	1	2	3	4

Weekly Rates				
Base Rate	\$915.91	\$915.91	\$915.91	\$929.07
Industry Allowance	\$38.20	\$38.20	\$38.20	\$38.20
Plumbing trade allowance	N/A	N/A	N/A	\$27.87
Tool allowance	N/A	N/A	N/A	\$20.66
Total Minimum Weekly Rate (38 hours)	\$954.11	\$954.11	\$954.11	\$1,015.81

Hourly Rates				
Base rate	\$24.10	\$24.10	\$24.10	\$24.45
Industry Allowance	\$1.01	\$1.01	\$1.01	\$1.01
Plumbing trade allowance	N/A	N/A	N/A	\$0.73
Tool allowance	N/A	N/A	N/A	\$0.54
Total Minimum Rate	\$25.11	\$25.11	\$25.11	\$26.73

Overtime Rates:				
Time & half award wage (150%)	\$37.66	\$37.66	\$37.66	\$40.10
Double time award wage (200%)	\$50.22	\$50.22	\$50.22	\$53.46

<u>Allowances applicable to business operational requirements of the role:</u>				
Daily travelling time allowance	\$6.28	\$6.28	\$6.28	\$6.68
Daily fares allowances	\$15.81	\$15.81	\$15.81	\$15.81
Weekly Tool allowances (if applicable)	\$22.96	\$22.96	\$22.96	*

*For 4th Year Adult Apprentices the tool allowance is included as an all purpose minimum rate

SCHEDULE 14 – Classification

For details of the different classifications level, [click here](#) for the full details in the Award.