



# Civil wage rates

## ON-SITE RATES 36 HOUR WEEK

Operative from the first pay period on or after **1 March 2009**. These are CFMEU/Industry certified agreement rates of pay based on the following National Building Construction Awards classifications that now incorporate the FEDFA classifications.

The following rates of pay represent a **6% wage and allowances increase** negotiated by your Union. It is the first instalment of a 15% wage and allowances increase over the three-year agreement (2008-2011).

	RATE PER HOUR (36 HOUR WEEK)	RATE PER WEEK*	WEEKLY PRO- RATA HOLIDAY PAY (INCLUDING 17.5% LOADING)	SATURDAY OVERTIME (INCLUDING 20 MINUTES CRIB)
<b>Tradespersons</b>				
Carpenter, Shopfitter, Joiner Tile-layer Onsite Stonemason Artificial Stoneworker Marble & Slate Worker Plasterer Solid Plasterer Sign Industry Worker Bricklayer	29.62	1066.32	106.57	454.17
Painter – new work	28.96	1042.56	104.24	444.05
Painter – re-paint	28.91	1040.76	104.06	443.19
Marker/Setter-out	30.82	1109.52	110.80	472.57
Signwriter Roof-tiler	30.18	1086.48	108.54	462.75
Special Class Tradesperson Carver	32.00	1152.00	114.95	490.66
Carpenter Diver	40.00	1440.00	143.16	613.32
*Weekly rates includes tool allowance at 100% rate				

<b>Labourers</b>				
<b>GROUP ONE</b>				
Rigger Dogman DLI Certified Operator (Boom or Tower pump) Stationary Pump Operator	28.79	1036.44	103.64	441.44
<b>GROUP TWO</b>				
Hoist Driver Line Pump Operator (Truck or Trailer mounted) Scaffolder Steel Fixer Concrete Finisher etc.	27.83	1001.88	100.26	426.72

Continued over

<b>Labourers continued</b>				
GROUP THREE				
Pile Driver	26.99	971.64	97.29	413.84
Aluminium Alloy				
Structural Erector				
Gantry Hand				
Drilling Machine Operator				
Dump Cart Operator				
Hoseman & Trainee Operator				
Skilled Labourer and all others				

<b>Crane crews</b>				
<b>Tower crane crew</b>				
Operator and Dogman/Crane hands	33.53	1207.08	120.35	514.12
Trainee Dogman/Crane hand (fixed cranes)	31.19	1122.84	112.10	478.24
<b>Plant operators building and construction (weekly hire)</b>				
OPERATOR GRADES ONE AND TWO				
Mechanical plant operator Groups 1 & 2	27.89	1004.04	100.47	427.64
Winch driver				
Mobile hydraulic platform operator				
OPERATOR GRADE THREE				
Mechanical plant operator Groups 3 & 4	29.07	1046.52	104.63	445.73
Mobile crane drivers up to 15 tonnes				
OPERATOR GRADE FOUR				
Mechanical plant operators Groups 5 & 6	30.22	1087.92	108.68	463.37
Mobile crane drivers 15 – 100 tonnes				
<b>Note:</b> If unsure if agreement applies to you, check with the Union for your company sector-specific EBA e.g. Civil.				

<b>Benefits</b>
<p>The Union negotiated EBA also provides for:</p> <ul style="list-style-type: none"> <li>• <b>Travel allowance:</b> \$29.60 per day</li> <li>• <b>Superannuation:</b> currently \$124.90 per week or 9% of ordinary wages whichever is greater, payable monthly. As of 1/7/09, the superannuation rate will increase to \$132.40 per week.</li> <li>• <b>Incolink payments</b> (redundancy pay): \$63.50 per week. Income protection, trauma insurance and portable sick leave are also available (paid into Incolink).</li> <li>• <b>Long service leave:</b> 13 weeks after ten years, pro rata after seven years (paid into ColInvest).</li> <li>• <b>Overtime meal allowance:</b> \$11.90, when required to work overtime for one and a half hours or more on an ordinary working day.</li> <li>• <b>Transfer during working hours:</b> Where an employer requests a worker to transfer from one site to another site during working hours, with his or her own vehicle, an extra 0.89 cents per kilometre must be paid. Where a worker uses his/her car to travel to a job outside the required work boundaries, an extra 0.47 cents per kilometre must be paid.</li> <li>• <b>Site allowance:</b> Check the CFMEU Allowances Schedule for more information.</li> </ul>

The Construction, Forestry, Mining and Energy Union brought you a 36-hour week, a safer workplace and more family time. Let's keep it that way – make sure you are paid-up and proud.
Authorised by Bill Oliver, Secretary CFMEU Construction and General Division, Victoria Branch
<b>CFMEU Victoria, 500 Swanston St, Carlton South 3053. T: (03) 9341 3444. F: (03) 93413427. www.cfmeuvic.com.au</b>



# Allowances

## ON-SITE RATES 36 HOUR WEEK

### Multi-storey allowance (from 1 October 2008)

From start of job to 15th floor	43 cents per hr	Floors 46 – 60	\$1.04 per hr
Floors 16 – 30	52 cents per hr	Floors 61 upwards	\$1.28 per hr
Floors 31 – 45	80 cents per hr		

### Leading Hands allowance

In charge of one person	42 cents per hr	6 – 10 people	\$1.17 per hr
2 – 5 persons	91 cents per hr	11 or more people	\$1.55 per hr

### Special rates

In addition to the applicable wage rates, there are provisions for payment of special rates for disabilities as outlined below.

#### HOT WORK

46 – 54 degrees C	54 cents per hr	COLD WORK	Less than 0 degrees C	54 cents per hr
Exceeding 54 degrees C	67 cents per hr			

### TOWERS ALLOWANCE

Over 15 metres	54 cents per hr	Each additional 15 metres: an extra 54 cents per hr
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### SWING SCAFFOLD – BUILDINGS

0 – 15 storeys	\$3.91 for first four hours or part thereof	and 80 cents per hr thereafter
16 – 30 storeys	\$5.05 for first four hours or part thereof	and \$1.05 per hr thereafter
31 – 45 storeys	\$5.96 for first four hours or part thereof	and \$1.21 per hr thereafter
46 – 60 storeys	\$9.78 for first four hours or part thereof	and \$2.02 per hr thereafter
Over 60 storeys	\$12.46 for first four hours or part thereof	and \$2.58 per hr thereafter

Acid work	\$1.43 per hr	Greaser carrying oils	\$9.06 per hr
Asbestos eradication	\$1.81 per hr	Hydraulic hammer	90 cents per hr
Bagging	49 cents per hr	Hot bitumen work	67 cents per hr
Certificate allowance	54 cents per hr	Insulation	67 cents per hr
Cleaning down brickwork	49 cents per hr	Laser Safety Officer allowance	\$2.25 per day
Computing quantities	\$3.91 per day	Lost Tools allowance (from 1 Oct 07)	\$14.95 max
Confined space	67 cents per hr	Pile driving (in excess of 15 tonnes)	\$12.48 per day
Cutting bricks	67 cents per hr or part thereof	Plaster or composition spray	54 cents per hr
Cutting tiles	67 cents per hr	Pneumatic tool operation	\$2.95 per day
Dirty work	54 cents per hr	Roof repairs	67 cents per hr
Dry polishing tiles	67 cents per hr	Second-hand timber	\$2.12 per day
Dual Lift allowance	\$2.71 per day	Slushing	54 cents per hr
Explosive powered tools	\$1.27 per day	Spray application (painters)	54 cents per hr
First Aid Officer allowance	\$2.31 per day	Suspended perimeter work platform	83 cents per hr
Higher qualification	\$3.62 per day		
Furnace work	\$1.43 per hour	Wet work	56 cents per hr
Grindstone or wheel not available	\$5.75 per week	Wet work (cemetery)	56 cents per hr
		Underground allowance	\$2.34 per day \$11.72 per week

Continued over

HEAVY BLOCKS		HEIGHT WORK – PAINTING TRADES	
Over 5.5kg but under 9kg	54 cents per hr	More than 9 metres up, unless adequate fixed support at least 75 centimetres wide is provided	49 cents per hr
Over 9kg but under 18kg	98 cents per hr		
Over 18kg	\$1.38 per hr		
TOXIC SUBSTANCES			
67 cents per hr		When working in close proximity	54 cents per hr
New projects Victoria			
Melbourne inner suburbs and shopping centres projects between <b>\$2.4m and \$192.3m: \$3.45 per hour.</b> For projects over <b>\$192.3 million</b> , see chart below. Renovations and refurbishment, Melbourne and inner suburbs: <b>\$3.00 per hour.</b>			
Project value \$million	Site allowance \$ per hour		
\$2.4 – 6.5 million	\$1.95		
\$6.5 – 16.0 million	\$2.15		
\$16.0 – 32.1 million	\$2.40		
\$32.1 – 64.1 million	\$2.80		
\$64.1 – 128.3 million	\$3.35		
\$128.3 – 192.3 million	\$3.45		
\$192.3 – 256.4 million	\$3.55		
\$256.4 – 384.7 million	\$3.65		
For projects above <b>\$384.7 million</b> , there shall be an increment of <b>10 cents per additional \$100m</b> or part thereof.			
Other provisions (from 1 October 2008)			
Living Away from Home Distant Work allowance	\$57.00 per day	Return journey	\$19.70
	\$398.40 per week	Weekend return home	\$33.40
Transportation or tools	\$19.70	Camping allowance (includes Saturday and Sunday)	\$23.50 per day
Overtime Meal allowance	\$11.90 when required to work overtime for one and a half hours or more on an ordinary working day.		
Own Vehicle allowance	Where an employer requests a worker to transfer from one site to another site during working hours with his or her own vehicle.		89 cents per kilometre
	Where a worker uses his or her own car to travel to a job outside the required work boundaries.		47 cents per kilometre

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# Apprenticeship rates

## ON-SITE RATES 36 HOUR WEEK

Operative from the first pay period on or after 1 March 2009.  
These are CFMEU/Industry certified agreement rates of pay.

	HOURLY RATE (36 HOUR WEEK)	WEEKLY RATE*	DAILY FARES ALLOWANCE (TRAVEL ALLOWANCE)	PRO-RATA HOLIDAY PAY (INCLUDING 17.5% LOADING)
<b>CARPENTER, STONEMASON, TILER, FIBROUS PLASTERER</b>				
First three months	11.26	405.50	22.20	41.32
Next nine months	14.09	507.20	22.20	51.28
Second year	16.91	608.80	25.15	61.45
Third year	22.56	812.20	26.65	81.47
Fourth year	26.80	964.70	28.10	96.51
<b>BRICKLAYER</b>				
First three months	9.63	346.80	22.20	35.58
Next nine months	12.46	448.40	22.20	45.52
Second year	18.10	651.50	22.15	65.63
Third year	23.74	854.60	26.65	85.62
<b>PAINTER WHO HAS COMPLETED A PRE-APPRENTICESHIP COURSE</b>				
First year	14.90	536.30	22.20	54.13
Second year	21.93	789.40	25.15	79.13
Third year	26.15	941.30	26.65	94.11
<b>PAINTER WHO HAS NOT COMPLETED A PRE-APPRENTICESHIP COURSE</b>				
First three months	10.68	384.50	22.20	39.27
Next nine months	13.49	485.70	22.20	49.18
Second year	16.31	587.00	25.15	59.31
Third year	21.93	789.40	26.65	79.24
Fourth year	26.15	941.30	28.10	94.22
<b>UNION FEES FOR APPRENTICES</b>				
First year: Free	Second year: \$20 per ticket	Third year: \$30 per ticket	Fourth year: \$40 per ticket	No joining fee applies.
*Weekly rates includes tool allowance at 100% rate. For further information, contact the CFMEU Apprentice Officer on (03) 9341 3444.				

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