

Wage Summary: Plumbing and Fire Sprinklers Award 2010 Effective from 1 November 2020

This wage sheet sets out base rates and all-purpose rates of pay for employees covered by the Plumbing and Fire Sprinklers Award 2010.

This wage summary is not inclusive of all Award entitlements nor is it intended to replace the Award contents.

To view a copy of the Award in its entirety or to print a copy, click the following link:

https://www.fwc.gov.au/documents/documents/modern_awards/award/ma000036/default.htm

Explanation of the terms used in this Wage Summary:

Base rates are hourly rates, exclusive of any allowances or loadings.

All-purpose rates are the minimum rates that must be paid to employees for all hours of work and that are generally used for 'all-purposes' of the Award, e.g. the calculation of overtime loadings. All-purpose rates include base rates, plus 'all-purpose' allowances.

The all-purpose allowances included in the all-purpose *plumbing and mechanical services* industry rates below are the industry allowance, special allowance and (for tradespersons) the plumbing trade allowance and the registration allowance. Note that additional all-purpose allowances may apply, which are not included in the all-purpose rates below, such as the leading hand allowance and the tool allowance. For further information please see the allowance section and the end of this wage sheet.

The all-purpose allowances included in the all-purpose *fire sprinkler fitting* industry rates below are the industry allowance, space, height and dirt money allowance, sprinkler fitters adjustment allowance and (for tradespersons) the fire sprinkler fitting trade allowance. Note that additional all-purpose allowances may apply, which are not included in the all-purpose rates below such as the leading hand allowance and tool allowance. For further information please see the allowance section and the end of this wage sheet.

Common additional (non-all purpose) allowances may also apply, such as the travel allowance (\$11.59 per day) plus payment for travelling time and the overtime meal allowance (\$13.87 per day). For further details and other allowances see further below or refer to clause 21 of the Award generally.

To discuss specific queries about your employee's entitlements, please call Master Builders on 02 6175 5900.

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1. LOADINGS AND PENALTY RATES

These loadings/penalty rates below are applied to all-purpose hourly rates (cl 20.1, 21.1, 33). Note that the rates for overtime worked on a Saturday vary for employees in the plumbing or fire sprinkler sectors (cl 33.2(a)). However, all overtime worked by both sectors after 12 noon Saturday must be paid for at a rate of 100%.

Loadings/penalty rates		loading
Casual loading*		25%
Overtime	1st 2 hours	50%
	thereafter	100%
Saturday	1st 2 hours	50%
	thereafter	100%
Sunday		100%
Public holiday		150%

*Note - Casual loading: the casual loading of 25% applies to all hours and is payable in addition to other loadings, e.g. a 100% overtime loading for permanent employees is 125% for a casual (cl 14). The casual loading should be multiplied by base (not all-purpose) rates.

2. PLUMBING AND MECHANICAL SERVICES INDUSTRY HOURLY RATES

The plumbing and mechanical services industry all-purpose hourly rates below include base rates of pay, plus the industry and special allowances. The tradespersons hourly rates below additionally include the plumbing trade allowance and registration allowance. Note that a (non-all purpose) tool allowance may also be payable to tradespersons, which is not included in the hourly rates below (see the allowance section below for more information).

Classification (cl 20.1)	base weekly rate	base hourly rate	all-purpose weekly rate*	all-purpose hourly rate*	casual rate
Level 2 Trades (advanced)	\$988.80	\$26.02	\$1,107.70	\$29.15	\$36.44
Level 1 Trades (advanced)	\$968.20	\$25.48	\$1,086.70	\$28.60	\$35.75
Level 2 Trades (special class)	\$941.10	\$24.77	\$1,059.20	\$27.87	\$34.84
Level 1 Trades (special class)	\$916.60	\$24.12	\$1,034.20	\$27.22	\$34.02
Level 2 Trades*	\$889.50	\$23.41	\$1,006.70	\$26.49	\$33.12
Level 1 Trades*	\$862.50	\$22.70	\$979.20	\$25.77	\$32.21
Level 2 Worker	\$862.50	\$22.70	\$944.10	\$24.84	\$31.06
Level 1(d) Worker	\$818.50	\$21.54	\$872.97	\$22.97	\$28.72
Level 1(c) Worker	\$805.90	\$21.21	\$860.17	\$22.64	\$28.30
Level 1(b) Worker	\$794.70	\$20.91	\$848.77	\$22.34	\$27.93
Level 1(a) Worker	\$778.70	\$20.49	\$832.47	\$21.91	\$27.39

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3. FIRE SPRINKLER FITTING INDUSTRY HOURLY RATES

The fire sprinkler fitting industry hourly rates below include base rates of pay, plus the industry allowance, space, height and dirt money allowance and the fire sprinkler fitters adjustment allowance. The tradespersons hourly rates below additionally include the fire sprinkler fitting trade allowance. Note that a (non-all purpose) tool allowance may also be payable to tradespersons, which is not included in the hourly rates below (see the allowance section below for more information).

Classification (cl 20.1)	base weekly rate	base hourly rate	all-purpose weekly rate*	all-purpose hourly rate*	casual rate
Level 2 Trades (advanced)	\$988.80	\$26.02	\$1,105.71	\$29.10	\$36.38
Level 1 Trades (advanced)	\$968.20	\$25.48	\$1,084.71	\$28.55	\$35.69
Level 2 Trades (special class)	\$941.10	\$24.77	\$1,057.21	\$27.82	\$34.78
Level 1 Trades (special class)	\$916.60	\$24.12	\$1,032.21	\$27.16	\$33.95
Level 2 Trades	\$889.50	\$23.41	\$1,004.71	\$26.44	\$33.05
Level 1 Trades	\$862.50	\$22.70	\$977.21	\$25.72	\$32.15
Level 2 Worker	\$862.50	\$22.70	\$970.63	\$25.54	\$31.93
Level 1(d) Worker	\$818.50	\$21.54	\$921.44	\$24.25	\$30.31
Level 1(c) Worker	\$805.90	\$21.21	\$908.64	\$23.91	\$29.89
Level 1(b) Worker	\$794.70	\$20.91	\$897.24	\$23.61	\$29.51
Level 1(a) Worker	\$778.70	\$20.49	\$880.94	\$23.18	\$28.98

4. UNAPPRENTICED JUNIORS

Unapprenticed junior rates are **not** able to be paid under this Award. Therefore junior workers would be entitled to the relevant adult worker rates in the previous pages. However, note that the fire sprinkler fitting industry rates may not be appropriate for unapprenticed juniors, as they include the industry disability and space, height and dirt money allowances, which the Award indicates are only payable to adult employees (cl 21.1(g)). However, as 'juniors' are not defined in the Award this may have been mistakenly carried over from pre-modern awards, and it would be prudent to pay the relevant rates on the previous page (inclusive of the disability allowances) to unapprenticed juniors.

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5. APPRENTICE PLUMBING AND MECHANICAL SERVICES INDUSTRY ALL-PURPOSE HOURLY RATES

Apprentices receive a proportion of the Level 1 tradesperson's rate. The apprentice plumbing all-purpose hourly rates include base rates of pay, plus the tool, industry and plumbing trade allowances.

Junior Apprentices who commenced prior to 1 January 2014

Classification (cl 20.2(b)(iii))	1st stage	2nd stage	3rd stage	4th stage
	37.5%	55%	70%	90%
Plumbing apprentices	\$10.00	\$14.26	\$17.92	\$22.80

Junior Apprentices who commenced on or after 1 January 2014 and have NOT completed Yr 12

Classification (cl 20.2(d)(iii))	1st stage	2nd stage	3rd stage	4th stage
	50%	60%	70%	90%
Plumbing apprentices	\$13.04	\$15.48	\$17.92	\$22.80

Junior Apprentices who commenced on or after 1 January 2014 and have completed Yr 12

Classification (cl 20.2(d)(iii))	1st stage	2nd stage	3rd stage	4th stage
	55%	65%	70%	90%
Plumbing apprentices	\$14.26	\$16.70	\$17.92	\$22.80

6. APPRENTICE FIRE SPRINKLER FITTING INDUSTRY ALL-PURPOSE HOURLY RATES

Apprentices receive a proportion of the Level 1 tradesperson's rate. The apprentice sprinkler pipe-fitting all-purpose hourly rates include base rates of pay, plus the tool allowance, industry allowance, fire sprinkler fitting trade allowance, space, height and dirt money allowance and the sprinklers fitters adjustment allowance.

Junior Apprentices who commenced prior to 1 January 2014

Classification (cl 20.2(b)(iii))	1st stage	2nd stage	3rd stage	4th stage
	50%	55%	75%	90%
Sprinkler pipe-fitting apprentices	\$13.07	\$14.37	\$19.60	\$23.52

Junior Apprentices who commenced on or after 1 January 2014 and have NOT completed Yr 12

Classification (cl 20.2(d)(iii))	1st stage	2nd stage	3rd stage	4th stage
	50%	60%	75%	90%
Sprinkler pipe-fitting apprentices	\$13.07	\$15.68	\$19.60	\$23.52

Junior Apprentices who commenced on or after 1 January 2014 and have completed Yr 12

Classification (cl 20.2(d)(iii))	1st stage	2nd stage	3rd stage	4th stage
	55%	65%	70%	90%
Sprinkler pipe-fitting apprentices	\$14.26	\$16.70	\$19.60	\$23.52

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7. ADULT APPRENTICE ALL-PURPOSE HOURLY RATES (FOUR STAGE)

Adult apprentice rates apply to apprentices that are 21 years or older when they commence their apprenticeship. Note that existing employees who convert to an adult apprenticeship must not suffer a reduction in minimum wages (cl 20.3(a)(i), 20.3(b)(i)). Adult apprentices either receive the federal minimum wage (\$719.20 per week), plus relevant allowances or the junior apprentice all-purpose hourly rate for the relevant year of their apprenticeship, whichever the greater. The appropriate all-purpose rates are set out below. Note that a (non-all purpose) tool allowance may also be payable to 1st - 3rd stage adult apprentices, which is not included in the all-purpose hourly rates below (see the allowance section below for more information).

Classification (cl 20.3(b)(iii))	1st stage	2nd stage	3rd stage	4th stage
	NMW	NMW	75%	90%
Plumbing apprentices	\$20.69	\$20.69	\$20.69	\$22.80
Sprinkler pipe-fitting apprentices	\$20.71	\$20.71	\$20.71	\$23.52

8. TRAINEES

Trainees are covered by the National Training Wage Schedule at [Schedule D](#) to the Award.

9. ALLOWANCES

Most of the allowances in this Award are expressed as a percentage of the 'standard rate', i.e. the base rate for a Level 1 plumbing and mechanical tradesperson/fire sprinklers industry tradesperson Level 1 (cl 3.1). Other (expense-related) allowances are expressed as whole amounts and are increased each year with CPI (cl 21.11(b)).

Standard Rate:

Level 1 Plumbing and Mechanical Tradesperson/Fire Sprinklers Industry Tradesperson Level 1
\$877.60 per week
\$23.09 per hour

10. ALL-PURPOSE ALLOWANCES: PLUMBING AND MECHANICAL SERVICES INDUSTRY

Industry allowance (cl 21.1(b))	% of weekly standard rate	allowance per week
An all-purpose disability allowance which is payable to all employees in the plumbing and mechanical services industry. Included in the above all-purpose rates.	3.7%	\$32.47
Plumbing trade allowance (cl 21.1(c))		
An all-purpose disability allowance which is payable to all employees at Level 2 Worker or above in the plumbing and mechanical services industry. Included in the above tradesperson all-purpose rates.	3.0%	\$26.33

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Registration allowance (cl 21.1(d))		
	% of weekly standard rate	allowance per week
An all-purpose disability allowance which is payable to plumbing and mechanical service tradespersons as they are required to be registered/licensed in the ACT. Included in the above tradesperson all-purpose rates.	4.0%	\$35.10

Special allowance (cl 21.1(e))		
		allowance per week
An all-purpose disability allowance which is payable to all employees in the plumbing and mechanical services industry other than apprentices. Included in above all-purpose rates.		\$7.70

11. ALL-PURPOSE ALLOWANCES: FIRE SPRINKLER FITTING INDUSTRY

Fire sprinkler fitting trade allowance (cl 21.1(f))		
	% of weekly standard rate	allowance per week
An all-purpose disability allowance which is payable to employees at Level 1 Trades or above in the fire sprinkler fitting industry. Employees in classifications below Level 1 Trades appear to receive this allowance, but only where they perform the work described in cl 21.1(c)(iv). Included in the above all-purpose tradesperson rates.	0.75%	\$6.58

Industry allowance (cl 21.1(g))		
	% of weekly standard rate	allowance per week
An all-purpose disability allowance which is payable to all <u>adult</u> employees in the fire sprinkler fitter industry. Included in the above all-purpose rates.	3.8%	\$33.35

Space, height and dirt money allowance (21.1(g))		
	% of weekly standard rate	allowance per week
An all-purpose disability allowance which is payable to all <u>adult</u> employees in the fire sprinkler fitter industry. Included in the above all-purpose rates.	3.5%	\$30.72

Sprinkler fitters adjustment allowance (cl 21.1(h))		
	% of weekly standard rate	allowance per week
An all-purpose allowance for all employees which is included in the above all-purpose rates.	<i>Worker Level 1</i> 2.8%	\$24.57
	<i>Worker Level 2 or above</i> 3.3%	\$28.96

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12. COMMON ALLOWANCES

<p>Tool allowance (cl 21.2(a))</p> <p>An expense allowance payable to employees required to provide their own tools. All-purposes only for <u>junior</u> apprentices, only included in above junior apprentice all-purpose rates.</p>	<p>allowance per week</p> <p>\$22.50</p>
<p>Leading hand allowance (cl 21.5)</p> <p>An all-purpose allowance payable to supervisory employees. Not included in the above all-purpose rates.</p>	<p>allowance per week</p> <p>variable</p>
<p>Overtime meal allowance (cl 21.2(b))</p> <p>A CPI-indexed allowance which is payable where employees work 1.5 hours of overtime on a weekday.</p>	<p>allowance per day</p> <p>\$13.87</p>

13. FARES AND TRAVELLING TIME ALLOWANCE

<p>Fares/travel allowance (cl 21.8(b))</p> <p>A CPI indexed allowance which must be paid for each day (including RDOs) that an employee (including apprentices) starts or finish at a site other than the employer's workshop and use their own vehicle/public transport. Not included in the above all-purpose rates.</p>	<p>allowance per day</p> <p>\$11.59</p>
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<p>Payment for travelling time (cl 21.8(c)-(f))</p> <p>Employees are entitled to be paid an <u>additional travelling time allowance</u> when they travel within a 50 km radius of the workshop (cl 21.8(c)). Plumbing sector employees receive an allowance which is the equivalent of <u>25% of their hourly minimum wage</u>, while employees in the fire sprinkler sector are entitled to an allowance which is the equivalent of <u>75% of their hourly minimum wage</u>. Employees are also entitled to a <u>further travel time and mileage allowance</u> where they travel beyond 50 km (cl 21.8(d), 21.8(f)). Travel between sites during working hours must be paid at ordinary rates, with an allowance of <u>\$0.78 per km</u> where the employee uses their own vehicle (cl 21.8(e)).</p>
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14. ALL ALLOWANCES

To view the current monetary amounts of work-related allowances please refer to the Fair Work Commission's Allowances Sheet, [click here](#).

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15. CLASSIFICATIONS

Note - classifying employees: The references to actual occupations set out below are taken from Schedule B to this award but are indicative only. Some of the occupations refer to roles as specified under pre-modern awards. Employees should always be classified by considering the primary purpose and nature of the job, along with the skill, qualifications and experience of the employee, with reference to the competency standards and indicative tasks set out at Schedule B to this award. Copies of the award are available at the Fair Work Commission website:

https://www.fwc.gov.au/documents/documents/modern_awards/pdf/MA000036.pdf

Classification structure (Sch B)

Level 1(a) Worker	New entrant.
Level 1(b) Worker	After three months in the industry.
Level 1(c) Worker	After 12 months in the industry.
Level 1 (d) Worker	Has successfully completed a Services Stream Certificate (Plumbing and mechanical services/Sprinkler fitting) Level 1, whether competency or course-based; e.g. <u>plumber's labourer</u> , <u>sprinkler fitter's assistant</u> : see Schedule B for more details.
Level 2 Worker	Has successfully completed a Services Stream Certificate (Plumbing and mechanical services/Sprinkler fitting) Level 2, whether competency or course-based: see Schedule B for more details.
Level 1 Trades	Holds a trade certificate or its equivalent in the Services Stream (Plumbing and mechanical services/Sprinkler fitting) and who is able to exercise the skill and knowledge of that trade; e.g. <u>plumber and gasfitter</u> ; <u>irrigation installer</u> : see Schedule B.
Level 2 Trades	Has successfully completed three appropriate modules in addition to the training requirements of Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1, whether competency or course-based: see Schedule B for more details.
Level 1 Trades (special class)	Has successfully completed six appropriate modules in addition to the training requirements of Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1, whether competency or course-based: see Schedule B for more details.
Level 2 Trades (special class)	Has successfully completed nine appropriate modules in addition to the training requirements of Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1, whether competency or course-based: see Schedule B for more details.
Level 1 Trades (advanced)	Has successfully completed 10.5 appropriate modules in addition to the training requirements of Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1, whether competency or course-based: see Schedule B for more details.
Level 2 Trades (advanced)	Has successfully completed 12 appropriate modules in addition to the training requirements of Plumbing and mechanical services tradesperson/Sprinkler fitter tradesperson Level 1, whether competency or course-based: see Schedule B for more details.

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