

BEFORE THE FAIR WORK COMMISSION

s.156 - FAIR WORK ACT 2009

4 YEARLY REVIEW OF MODERN AWARDS

AM 2016/23 – CONSTRUCTION AWARDS

REPLY SUBMISSION

MASTER BUILDERS AUSTRALIA

A. INTRODUCTION

1. This submission-in-reply is filed by Master Builders Australia ('**Master Builders**') pursuant to the Decision of 26 September 2018 [FWCFB 6019] ('**the Decision**') and the Directions of 8 November 2018 (AM2016/23).

B. GENERAL SUBMISSION-IN-REPLY

Allowances

2. The submissions as filed by interested union parties are consistently critical of the 4 per cent and 5 per cent quantum as proposed in the Decision. In some cases, they also remain critical of the concept that underpins an approach based on industry sub-sectors.
3. Master Builders' submission of 14 November 2018¹ expressed a similar view with respect to the sectoral based approach as a concept. However, we confirmed that the quantum amounts proposed for each sector would not be opposed and that position remains.
4. The criticism of quantum advanced by union parties takes three distinct forms. These are (a) an alleged failure of the Commission to justify the basis for the quantum amounts determined; (b) that the quantum amounts would cause alleged detriment to persons covered by the On-Site Award; and (c) that these factors combined cause the proposed arrangement to be one that fails to meet the Modern Awards Objective.
5. Master Builders submits that the above criticisms have no merit and respectfully urge the Commission to reject them. The grounds for this position are dealt with immediately below and should be read as a reply to all interested union parties, except where specifically identified.

(a) Alleged failure to justify the 4 per cent and 5 per cent amounts

6. Master Builders submits that all interested parties have been given several opportunities to inform the Commission as to any individual proposals about the quantum of an industry allowance if it was based on industry sub-sectors. On those occasions, the majority of interested parties chose not to take up that invitation and instead re-iterated opposition to the sectoral based approach as a concept.
7. Master Builders is one interested party that chose to make no submission on quantum and took the course adopted by the majority of interested parties. In doing so, it was our broad submission that the nature of workplaces covered by the On-Site award, combined with the work performed in the building and construction industry, was extremely diverse and varied. Put simply, any accurate determination of a quantum would represent an impossible exercise as each workplace is different,

¹ Paragraph [25]

the work undertaken varies, and many employers operate within all the various industry sub-sectors.

8. None of the interested parties can now submit that the sectoral based concept is one about which they were unaware nor is it one about which the Commission had not clearly indicated was under active consideration. To the contrary, interested parties were invited to propose a quantum and it was the subject of both written and verbal submissions. The Commission even went as far as foreshadowing that it would proceed to determine a quantum in the absence of proposals from interested parties and has done so.
9. Having regard to the above circumstances, we submit it is not open for the interested union parties to belatedly demand the Commission justify the outcome it reached in proposing the 4 per cent and 5 per cent industry allowance amounts. All interested parties were put on notice about the sector based industry allowance concept and, after inviting quantum proposals, proceeded to make a determination itself as was flagged. There has been no denial of fairness at either a procedural or substantive level.
10. The interested union parties appear to have forgotten that the 4 Yearly Review is not a proceeding initiated by way of application, or one involving a conventional applicant/respondent approach. It is a process required by legislation and that the conduct of such review of modern awards is not optional. It is a process initiated by the Commission and occurs in a manner determined by the Commission consistent with the parameters of s.156 of the *Fair Work Act 2009* ('**FW Act**'). While the Commission is given power to make directions regarding the Review, the obligation to review Modern Awards rests solely with the Commission itself². There are no legislative requirements obliging it to either involve, or have regard to, the views of interested parties (although, it has done so) and the power to make determinations varying modern Awards also rests solely with the Commission itself.
11. When regard is had to the above circumstances, Master Builders submits that the Commission is entitled to make the determination on quantum as it has done. Master Builders submits that the position of interested union parties asserting that the Commission has not provided justification for the quantum amounts must be rejected.
12. In addition, were interested union parties to maintain this view it is open to them to seek judicial review of the Decision. They have not done so and have instead chosen to variously remind the Commission of the basic principles under which it operates with (in one case) reference to a tribunal manual published some sixteen years ago.

(b) Alleged detriment from proposed industry allowance amounts

13. The interested union parties all variously allege that the sub-sector based allowance approach will cause persons covered by the award to experience a detriment when compared to the existing award provisions.
14. While these specific allegations and substantiating grounds are dealt with later herein on an individual basis, there are a number of observations we submit are relevant generally to this part of the interested union party submissions.
15. First, Master Builders submits that the nature of the award modernisation (and subsequent review) processes are ones that, by default, will cause disruption to the historically conventional system of industrial awards and that this disruption manifests itself in different ways for interested employee and employer parties. In some cases, outcomes will cause employee parties to be aggrieved and in other cases it will be employer parties who are aggrieved.
16. The Award Modernisation and associated Review processes necessarily involve the Commission being able to determine and resolve a position with respect to possible 'winners and losers' that will inherently and unavoidably arise. This rightly involves examination of each proceeding on a holistic or overall basis and it is for this very reason that the making of Modern Awards and associated Review processes are guided by the Modern Awards Objective and (initially) the related Modern Awards Directive as issued by the then relevant Minister. These allow the Commission to

² See s.156(2)(a)

appropriately balance objectives that may in some instances appear contradictory or competing in application.

17. Second, and in addition to the above paragraphs, Master Builders submits that for each and every example of alleged detrimental outcome to workers cited by the interested union parties, a similar example of alleged detrimental outcome to employers could be cited by interested employer parties.
18. For example, it is highly likely that employers will now be required to pay an industry allowance with a quantum of 4 or 5 percent representing a 'roll-up' of allowances that were not previously triggered in their particular workplace or circumstance thereby resulting in a detriment to employers (such detriment being increased business costs).
19. There are limitless scenarios in which that detriment could manifest itself to varying degrees and it would be impossible to account for them all. For similar reasons, Master Builders did not provide a 'rolled-up' quantum as invited during substantive proceedings. As ABS statistics and a range of other publications confirm, there is at any one time somewhere between 350,000 and 400,000³ business entities in the building and construction industry. These businesses employ in excess of 1.1 million persons⁴. Generating scenarios to account for all these potential possibilities and associated variables is an impossible exercise and would represent a challenge to even the most enthusiastic spreadsheet user.
20. Third, the 'roll-up' of allowances into an industry allowance brings with it a conceptual change to how such allowance amounts are treated insofar as other relevant costs of employment. That change will likely result in an overall increase to the detriment of employers and the benefit of employees. However, none of the interested union parties have either acknowledged or accounted for this aspect of the changes appropriately in their calculations.
21. For example, the allowances determined to be 'rolled up' involve a mix of allowance types that in their current form would attract various types of different treatment in terms of other employment costs. An industry allowance, on the other hand, is treated as being payable for 'all purposes' under the current On-Site Award and is considered to be Ordinary Time Earnings for purposes such as leave, superannuation, various shift and penalty rates, and a series of associated relevant loadings.
22. Fourth, we note that some of the interested union parties accept that 4 and 5 per cent quantum will in fact deliver a benefit for certain categories of workers. The CFMMEU, for example, submits⁵ that the increased industry allowance quantum amounts proposed represents "*only a 0.4% increase*" over existing allowances and, despite being an increase, that this is "*hardly fair*". The CFMMEU should not need reminding that this is a 4 Yearly Review, not an Annual Wage Review.
23. Lastly, we reiterate that any submission as to alleged detriment should be rejected and must be considered from an overall perspective as clearly stated in the Decision⁶. Further, we note that there are several other areas within the Decision which we submit are likely to result in additional benefit to employees, including likely extensions of:
 - the living away from home allowance entitlement⁷ will change from being a set amount payable irrespective of circumstance, to become either a prescribed amount per day or an amount which fully reimburses the employee for all reasonable expenses, and without requiring the employee to satisfy the employer that the additional amount has been reasonably incurred⁸;
 - the rest and recreation provisions⁹ alter so that at least five full days of the prescribed period of rest and recreation should be exclusive of travel time¹⁰ which is not currently required;

³ <http://www.abs.gov.au/ausstats/abs@.nsf/mf/8165.0>

⁴ https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Library/pubs/rp/rp1718/Quick_Guides/EmployIndustry

⁵ At para [20]

⁶ At para [369]

⁷ clause 24.3(a)(i)

⁸ At para [143]

⁹ clause 24.7(f)

¹⁰ At para [156]

- the tool and employee protection allowance¹¹ appears likely to now have application to *all* employees as opposed to tradespeople only as has been the conventional and current practice;¹²
 - the RDO entitlements when working in emergency circumstances (on a provisional basis)¹³, will change to provide that an employee who works an RDO in emergency circumstances will (in addition to being paid Saturday penalty rates for that time) become entitled to also retain the RDO when we say this is not currently the case; and
 - the likely increased employment costs for employing a casual employee that will flow by limiting the daily ordinary hours to not more than 8 per day (on a provisional basis)¹⁴ creating a limitation which is narrower than the current provisions.
24. Without prejudicing our submission of 14 November 2018 in which some of these are dealt with, Master Builders submits that the Decision will provide a range of other additional benefits to employees if the Commission proceeds to make the Award in the terms it has foreshadowed. None of the interested union parties have had regard to these benefits when asserting alleged detriment in terms of allowances and appear to proceed on a narrow, isolated basis which ignores the Decision and employee benefits arising on an overall perspective.

Alleged failure to meet the Modern Awards Objective

25. Several of the interested union parties assert various failures within the Commission's decision to appropriately meet the Modern Awards Objective, including s.134(1)(a) which deals with needs of the low paid.
26. Master Builders submits that these submissions should be rejected in the context of the building and construction industry and we reiterate the related position we advanced at paragraph [51] in our submission of 14 November 2018.

Alleged negative impact on bargaining

27. Several of the interested union parties assert the Decision, particularly the aspects relevant to allowances, will have adverse consequences for enterprise bargaining. Master Builders submits that the Commission should reject these assertions.
28. As the Commission would regularly see, the bargaining processes and associated outcomes in the building and construction sector are dominated by attempts to impose arrangements on employers which display high levels of consistency, such as the rate of wage increase.
29. Further, as confirmed by recent data¹⁵, the outcomes of recent construction agreements provided an average of 5.9 per cent annually to almost 7000 employees over 2.5 years. This had the effect of boosting the average annualised wage increase (AAWI) across the private sector to 2.8 per cent, up from 2.7 per cent (adjusted) in the March quarter. In some cases (NSW) outcomes provided for 7.1 per cent increase and in other states (VIC) 6.1 per cent.
30. Master Builders submits that the prospect of any impact on bargaining flowing from changes to industry allowance as proposed in the Decision (based on historical approaches conventional in the sector) is extraordinarily remote, if not entirely non-existent. The prospect that there will be any impact on bargaining that causes adverse consequences or outcomes for employees is, realistically, nil.

C. CFMMEU SUBMISSION

31. Master Builders submit that the CFMMEU submission of 14 November 2018 should be broadly rejected save for where otherwise identified herein. There are, however, particular aspects of the CFMMEU submission which require attention, and these are addressed below.

¹¹ clause 20.1(b)

¹² At paras [365] – [366]

¹³ At para [412]

¹⁴ *Ibid*

¹⁵ *Trends in Federal Enterprise Bargaining Report June Quarter 2018, Department of Jobs and Small Business*

Alleged inadequacies in quantum of new industry allowance

32. Aside from the general criticisms of interested union parties noted and dealt with at B above, Master Builders submits that the calculations on which the CFMMEU rely (set out at Appendices 1-7) are deficient, incomplete or based on what we say are inaccurate assumptions.
33. There are grounds for the above position, including the following list of deficiencies that are then dealt with in detail:
- An assumption that existing allowances are always triggered and payable for all hours worked;
 - An assumption that existing allowances remain relevant to certain types of work;
 - A failure to have regard to the proposed 5 per cent industry allowance amount; and
 - A failure to examine the effect of the 5 per cent industry allowance amount in terms of overall industry impact.
34. With respect to the above, we first note that the CFMMEU calculations proceed on the basis that a range of existing allowances are triggered and payable on a constant basis. This is an incorrect assumption and not how the Award is expressed to apply. Master Builders submit that reliance on such an approach would be misguided and respectfully cautions the Commission against doing so.
35. It is simply not the case that allowances included in the list of those proposed to be 'rolled-up' are always triggered and or payable. Of the 52 allowances which the Commission has proposed to 'roll-up' to generate a sectoral based industry allowance, we note that:
- 29 are payable only for each hour worked;
 - 8 are payable for each hour, or part thereof, when worked;
 - 3 are payable only in circumstances with set pre-conditions;
 - 6 are payable for each day in which they are triggered, or part thereof; and
 - only 6 are payable each week, when triggered by set pre-conditions.
36. To assert that these allowances are somehow triggered and conventionally payable for all hours worked (and thereby causing the proposed quantum of industry allowances to be allegedly inadequate) is simply wrong and misleading. Even when 'discounted' by 50 per cent, the assumption continues that they are payable for half of all time worked which remains entirely unrealistic.
37. To the contrary, we submit it is the case that the overwhelming majority of the allowances proposed to be abolished in favour of a new industry allowance arrangement are rarely triggered, if at all. The most common allowance triggered within the commercial sub-sector of the industry is the Multi-story allowance – one which the Commission has not proposed to include in the 'roll-up' of allowances.
38. Further, it is uncommon for work in the residential sub-sector to trigger the vast majority of the 52 allowances proposed to be rolled-up and replaced, and therefore we submit the Commission should disregard the CFMMEU assumptions, or dramatically discount them. It is not appropriate to advance a view that allowances will be triggered and payable by their mere existence if they have no relevance to the type of work performed.
39. The concept of considering the extent to which regard should be had to allowances not applicable to a category of work was canvassed by a Full Bench in [2017] FWCFB 3912, wherein consideration was given to a series of allowances that would have not ordinarily or relevantly apply. The Full Bench observed as follows at paragraph [8]:
- “The CFMEU pointed out that the Agreement did not contain a number of allowances that were contained in the Award, including the underground allowance, the laser operation allowance, the carpenter-diver allowance and the refractory bricklayer allowance. We do not consider that the fact that an enterprise agreement does not contain specialist allowances which may have no relevance to the employer’s operations necessarily demonstrates that the BOOT has not been passed.”*
40. While accepting the Bench made its comments in the context of the requirements at s.186(2)(d) of the FW Act, we submit they nonetheless provide conceptual support for the submission we advance concerning the questionable nature of the CFMMEU assumptions.

41. Relatedly, the CFMMEU ignore the building and construction industry has a low comparative reliance on Awards and a high proportion of collective or other forms of agreement. The ABS collect statistics on the composition and distribution of earnings and hours paid for, of employees, as well as information on how employees' pay is set - by award only, collective agreement or individual arrangement¹⁶. In 2016 the ABS survey showed that approximately 10% of building and construction industry employees were reliant on the Award for pay setting compared with the all industries rate which is far higher.
42. Second, the appendices attached to the CFMMEU submission appear to deal only with an industry allowance of 4 per cent and do not consider, and ignore, the effect of the 5 per cent quantum.
43. Although the above series of reservations questioning assumptions behind by the CFMMEU calculations remain, Master Builders has used the CFMMEU numbers and 'reverse engineered' them to account for a 5 per cent industry allowance. The outcome of this process is that a 5 per cent industry allowance will result in:
 - an increase of \$0.26 per hour;
 - or \$9.75 per week.
44. Third, the CFMMEU calculations do not attempt to demonstrate the overall industry impact in the event the proposed sectoral based approach is adopted using the 4 per cent and 5 per cent industry allowances. Master Builders has determined this impact with reference to a proportional breakdown of the industry by residential and non-residential construction, using several separate source datasets.
45. One approach is to use ABS data¹⁷ which measures labour costs in the residential and non-residential construction sub-sectors. These costs can be totalled and extrapolated into amounts expressed as a percentage proportion of the total industry labour cost; this has been carried out, and is contained in Appendix 1 – Table 1). When using this method, it can be determined that of the total labour costs paid in the industry:
 - 19 per cent is residential; and
 - 81 per cent is non-residential.
46. Application of the above percentage proportions to the CFMMEU figures of 4 per cent (and our calculation of the 5 per cent industry allowance - also based on CFMMEU figures) reveals that on an overall average basis, the proposed industry allowance quantum amounts will result in an increase. These calculations have been carried out and are displayed in Appendix 2, and can be summarised as an increase of:
 - \$0.06 per hour, or;
 - \$2.26 per week – an *average increase* of 0.23% of the base wage.
47. Another approach is to utilise ABS data that defines employment by sub-sector within the Construction sector¹⁸ (rather than the applicable division of wages paid by sub-sector). These calculations have been carried out, and are contained in Appendix 1, Table 2. When this data is instead used, it can be determined that of the total employment of all sectors in the industry:
 - 10 per cent is residential; and
 - 90 per cent is non-residential.
48. Application of the above percentage proportions to the CFMMEU figures of 4 per cent (and our calculation of the 5 per cent industry allowance – also based on CFMMEU figures) reveals that on an overall average basis, the proposed industry allowance quantum amounts will result in an increase. These calculations have been carried out and are displayed in Appendix 3, and can be summarised as an increase of:
 - \$0.08 per hour, or;

¹⁶ ABS Employee Earnings and Hours, Australia May 2016 Cat No 6306.0

¹⁷ 8772.0 - Private Sector Construction Industry, Australia, 2011-12 (Most recent dataset).

¹⁸ 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Aug 2018

- \$3.16 per week – an *average increase* of 0.32% of the base wage.
49. Even were it to be assumed that the building and construction industry is made up of an exactly even proportion between residential and non-residential (e.g. 50/50) the overall impact of the 4 and 5 per cent industry allowance would be negligible (see Appendix 4). This is particularly so when considered in context of an industry in which various ABS and other survey data show construction employees to be earning amounts, on average, of some \$1500.00 to \$1800.00 per week¹⁹.
 50. Again, using the CFMMEU figures (and using their questionable assumptions) we have determined that, assuming a 50/50 split between residential and non-residential, the overall impact of the proposed 4 per cent and 5 percent industry allowances will be less than 1/10th of a per cent (0.08 per cent) resulting in an overall average difference of -0.02c per hour across the board (see Appendix 4). For completeness, we have also carried out these calculations with respect to the CFMMEU's proposition relating to apprentices and arrive at a similar conclusion (see Appendix 5).
 51. We reiterate that the above analysis uses the CFMMEU's own figures and adopts their assumptions which, as noted earlier, are misguided and questionable. Further, the above analysis *does not* account for the Decision in its entirety and the resulting or potential changes to other Award clauses that deliver a range of additional outcomes that are, in our submission, favourable to employees.
 52. The conclusion to be drawn from any of the above analyses is that the overall impact of the 4 and 5 per cent industry allowance quantum amounts, even based on a series of differing scenarios, would provide favourable outcomes for employees.
 53. Concurrently, it follows that the same analyses demonstrate a negative outcome or detriment to employers insofar as an increase in labour costs.

Combined Unions Alternative Allowance Proposal

54. Notwithstanding the above analysis, Master Builders respectfully submits that the Commission should reject the alternative approach to industry allowances supported by the interested union parties proposing an alternative to that proposed in the Decision.
55. This alternative provides for a '*standard*' industry allowance of 6.6 per cent and a separate industry allowance of 14.2 per cent for '*special building and construction work*'.
56. The grounds and reasons as to why the union alternative should be rejected have largely been canvassed earlier in this submission. There are, however, several additional points to be made as detailed immediately below.
57. First, the calculations underpinning the proposal at Appendix 1 are manifestly deficient. For example, the existing special allowance amount of \$7.70 is translated into a percentage figure of 0.9 per cent. This is then included as part of the total 6.6 per cent for the proposed standard industry allowance which will increase yearly, as a dollar amount, given its relationship with the weekly wage. However, the special allowance of \$7.70 is an amount that is fixed (per the On-Site Award clause 21.1(b) which states "*This allowance will not be adjusted*") whereas its proposed treatment as a proportionate percentage results in the special allowance becoming subject to wage increases and therefore adjustable. In its current form, the special allowance would technically decrease as percentage proportion each and every time a wage rate adjustment occurs. A similar approach is taken insofar as treatment of the 'follow the job' loading.
58. In the same vein, the CFMMEU has incorporated a value of 0.3 per cent of the standard weekly rate derived from a '*Loss of fares on RDO and in leave calculation*'. As the Commission observed at paragraph [182] of the Decision:

"We cannot identify any legitimate rationale for the payment of the allowance in circumstances where the employee is ... absent from work for any reason including leave and RDOs".
59. The CFMMEU nonetheless continue to advance proposals that incorporate 0.3 per cent in compensation for this 'loss' within any new industry allowance. Both the existing Award provision and the Decision make it clear that no entitlement has been 'lost' – rather, the alleged entitlement

¹⁹ See ABS Dataset: 6302.0 - Average Weekly Earnings, Australia, May 2018 – Adult OTE \$1536.10 - Total earnings \$1719.70 - All employment types, Adult Person Total earnings \$1502.80

never existed, and by virtue has no bearing on the quantum of any industry allowance (or indeed any other factor).

60. Second, it is again assumed that the allowances mentioned at Appendix 1 are payable at all times, when they are not. For example:
- the refractory bricklaying allowance is expressed at clause 21.8(a) as being calculated on a “Per hour % of the hourly standard rate”; and
 - the Asbestos Eradication allowance is expressed at clause 22.2(l) as being calculated as “an additional 10.8% of the hourly standard rate per hour worked”
61. Third, there is no accounting for Award provisions that operate to remove a requirement to pay a range of allowances in circumstances where a single, specialist allowance is payable. For example, payment of the Air-conditioning allowance at clause 21.11 negates the necessity to pay a lengthy list of other allowances²⁰ including Insulation, Hot work, Cold work, Confined space, Wet work, Dirty work, Asbestos eradication, and Height work. Despite this, the CFMMEU proposed ‘*special building and construction work*’ industry allowance includes an amount to compensate for their alleged loss – notwithstanding that they are not actually and ordinarily payable.
62. Fourth, the allowances set out at Appendix 5 and the total thereof appears to be central to the CFMMEU’s assumptions but again, they remain manifestly deficient. A close examination of these allowances reveals assumptions that are technically impossible. For example, the potential for circumstances to exist whereby an employee is working in temperatures *greater* than 54 degrees c is practically non-existent, particularly for workers also triggering the coffer damn allowance as is asserted. Similarly, there is no likelihood of an employee triggering the allowance for carrying oils while also being eligible for a pile driving allowance.
63. Fifth, the allowances set out at Appendix 7 are similarly deficient, being based either on unrealistic assumptions or allowances that are double counted. There are no circumstances, for example, in which a painter would trigger eligibility for a bagging allowance. The roof tile calculation double-counts the allowances payable based on roof pitch whereas the Award provides for the payment of the higher allowance and not both. This is similarly the case with the treatment of the weight based allowance amounts for bricklayers and heavy blocks.
64. Sixth, the CFMMEU’s alternative proposal would deliver an outcome that we submit would be just as unwieldy and complex, if not more so, than the current Award in terms of end-user interpretation and practical application in workplaces without other agreement types in place.
65. For example, the difficulties previously outlined by Master Builders²¹ arising for workplaces that engage in types of work across both the residential and non-residential sector associated with determining which sectoral based industry allowance will apply, will be exacerbated and magnified. Not only will that difficulty need to be overcome, a further difficulty will arise by way of needing to also determine whether or not work undertaken falls into either ‘standard’ construction work or ‘special building and construction’ work.
66. Other similar difficulties would arise insofar as the need to determine the impact of, and practically apply, any definitional changes to work types (as it would were the definition of residential to be altered as foreshadowed in the Decision). In addition, it is not difficult to envisage the potential for such disputation to occur in the context of negotiations for an enterprise agreement.
67. When regard is had to the industrial history of the building and construction industry, and its predisposition to suffer from high levels of industrial disputation when compared to other sectors, the potential for workplace dispute as to the correct application of the combined alternative from interested union parties becomes significant and real. We submit this would be an unfortunate and regrettable outcome that is both inconsistent with both the Modern Awards Objective and the aims of the FW Act generally.
68. Lastly, as per the position Master Builders has consistently maintained, the concept of introducing industry allowances with differing quantum amounts determined by reference to industry sub-sector

²⁰ Per clause 21.11(b)

²¹ See MBA submission – 4 yearly Review of Modern Awards - Construction Awards – AM2016/23 of 15 September 2017 at paras [3.3] – [3.12]

is one that we have opposed. While our submission of 14 November 2018 noted that we would *not oppose* the quantum amounts of 4 per cent and 5 per cent stated in the Decision, this was expressed to be without prejudice to our general opposition to the sectoral based approach as a concept.

69. Only in the event the Commission remains minded to pursue such a course as foreshadowed, and in an effort to overcome the practical difficulties and associated potential for workplace dispute outlined in both this and earlier Master Builders submissions, the Commission may consider there is merit in exploring an alternative not earlier or previously canvassed - that brings with it the benefit of avoiding any temptation presented by less nuanced approaches, such as to adopt a 4.5 per cent midpoint on an across the board basis.

70. For example, the Commission could:

- retain the 4 per cent industry allowance proposed for the residential sub-sector; and
- remove the restriction of application to the residential sub-sector only, so as to see a standard 4 per cent industry allowance apply to *all* sectors in the industry; and
- remove the:
 - asbestos eradication allowance (cl 22.2(l));
 - refractory work allowance (cl 21.8);
 - air-conditioning allowance (cl 21.11); and
 - work in compressed air allowance (cl 22.2(g));from the list of those proposed in the Decision to be ‘rolled up’; and
- instead retain them in the Award in a manner that reflects their current form and operative application.

71. There are numerous benefits that would flow from the approach noted above, were the Commission to entertain and adopt such a course. For example:

- the very real and likely difficulties associated with calculating and applying sectoral based industry allowances would not exist and it would follow that the potential for workplace disputation would be greatly reduced;
- it results in one simple, clear and standard industry allowance to be applied across the board, and avoids any temptation presented by the apparent simplicity of a mid-way or 4.5 per cent approach;
- employees undertaking specific and specialist types of construction work will trigger associated allowances in the usual manner so as to ensure:
 - an appropriate safety net exists for employees where necessary; and
 - that employers do not incur either increased costs or costs paid unnecessarily;
- a large number of allowances that are either outmoded, impractical, or the cause of confusion would remain abolished and incorporated into a ‘rolled up’ allowance;
- allowances will, irrespective of the frequency in which they are triggered in practice, remain payable as and when due in conventional circumstances, without risking the potential for payment or compensation in circumstances outside of those which currently exist;
- the Award as an instrument would be reduced in length, complexity and practical application, while remaining a modern and relevant safety net of conditions;
- Award end-users and reliant workplaces are likely to find the instrument far simpler, clearer and understandable; and
- it is likely to better meet the requirements set at s.134(1) of the FW Act, than either the approach proposed in the Decision or the alternatives proposed by interested union parties.

72. In the event the Commission was to propose such a course, we anticipate it would be one that Master Builders would not oppose.

Refractory Bricklaying

73. Master Builders submits that the CFMMEU submission at paragraphs [34] - [51], to the extent they are not already dealt with earlier in this submission, are irrelevant and moot. They are of no utility in the context of this proceeding and we urge the Commission to consider them in the same terms.

Height work

74. The CFMMEU has sought an amendment to clause 21.4 at paras [60] – [73] of its submission to provide for circumstances where it claims employees are working at heights and the multistorey allowance would not apply. Master Builders rejects the CFMMEU's proposed amendments to clause 21.4 on the basis that:

- Notwithstanding some structural deficiencies previously identified by Master Builders²², clause 21.4(d) provides appropriately for employees working at heights on structures that do not have regular storey levels; and
- The amendments seek to re-agitate matters already settled within the Decision, by reintroducing allowances that the Commission has determined to abolish.

75. Consistent with our submissions of 9 November 2018, Master Builders notes that there is a link between the Towers allowance²³, that the Commission has determined to abolish, and particular clauses within the multistorey allowance²⁴, that the Commission has determined to retain.

76. Master Builders submits that this could be resolved by way of the following amendments while not departing from the intent of the Commission's Decision:

(d) Any buildings or structures which do not have regular storey levels ~~but which are not classed as towers (e.g. grandstands, aircraft hangars, large stores, etc.) and which exceed 15 metres in height may will be covered by this subclause, or by clause 22.3(a) by agreement between the employer and an employee.~~

(g) Service cores

(i) All employees employed on a service core at more than 15 metres above the highest point of the main structure must be paid the multistorey rate appropriate for the main structure plus ~~an additional 3.2% of the hourly standard rate per hour, with 3.2% of the hourly standard rate per hour additional for work above each additional 15 metres the allowance prescribed in clause 22.3(a),~~ calculated from the highest point reached by the main structure to the highest point reached by the service core in any one day period. (i.e. For this purpose, the highest point of the main structure will be regarded as though it were the ground.) ~~in calculating the appropriate Towers allowance prescribed in clause 22.3(a).~~

D. AMWU SUBMISSION

Perceived detriment to certain classes of employees²⁵

77. Consistent with our submissions generally and in reply to those of the CFMMEU, we submit that the AMWU assertion as to detriment should be rejected. This position is supported by Master Builders' analysis of the CFMMEU's data previously articulated herein.

Alleged failure to provide procedural fairness²⁶

78. The Commission should reject these submission for the reasons outlined earlier in this submission.

79. In addition, we note that the proposal of the Full Bench is consistent with its powers provided under sections 589 and 590 of the FW Act. It is also relevant to note that, contrary to the submissions of the AMWU, the Commission is not bound by the rules of evidence and procedure in relation to a matter before it²⁷ and is not obliged to disclose the relevant information which informed its decision.

²² MBA Submission – 4 Yearly Review – Construction Awards – AM 2016/23 – 9 November 2018

²³ Clause 22.3(a)

²⁴ Clauses 21.4(d) and (g)

²⁵ AMWU submission, 4 Yearly Review of Modern Awards, AM2016/23, 14 November 2018 at para [5]

²⁶ Ibid at para [7]

²⁷ s 591 FW Act

80. Contrary to those claims of the AMWU, it is Master Builders' submission that the Commission's conduct with respect to the issue is not inconsistent with its obligations under s 577 of the Act.

Air-conditioning Tradespeople and Refrigeration Mechanics

81. We refer to and rely upon the general submissions and those in reply to the CFMMEU detailed earlier in this submission.
82. Master Builders notes the AMWU's submissions at paragraphs [31] – [36], however questions the relevance of same given the significant age of the authority cited (being a decision published 31 years ago) and the subsequent award modernisation process.

Forepersons and Supervisors

83. Master Builders continues to rely on our submissions of 14 November 2018 with respect to Forepersons and Supervisors at paragraphs [53] – [59].
84. We note, in addition, that the AMWU's submissions support our notion that clause 43 of the On-Site Award is a carry-over from the *Metal, Engineering and Associated Industries Award 1998*. As previously submitted, that clause provided remuneration arrangements for supervisors/forepersons that were intended to operate as 'all in' arrangements.
85. The amendments proposed by the AMWU at paragraph [42] of its submission should therefore be rejected, first as it would alter the current rates of pay applicable to forepersons/supervisors and; second a number of the rates proposed (e.g. 104.3% and 113.1%) are impractical and would likely give rise to administrative errors.
86. In the alternative, Master Builders supports the submissions of Ai Group with respect to same and the proposed amendments to clause 43.2(a) outlined at paragraph [34] of its submission of 14 November 2018.

Testing of soils, concrete and aggregate

87. Master Builders continues to rely on our submissions of 14 November 2018 whereby we submit that the Commission should remove clause 4.10(b)(v) on the basis that it serves no utility.²⁸

Objections to additional evidence

88. Master Builders objects to the AMWU adducing further evidence by way of statement at this point in the proceedings and submits it should be rejected on the basis that the submission of such materials is outside the scope of the Directions of 8 November 2018.

E. AWU SUBMISSION

Allowances

89. Master Builders urges the Commission to reject this submission and in doing so we refer to and rely on our submissions with respect to allowances as earlier noted.
90. In addition, we observe that the AWU rightly accept²⁹ the Full Bench's decision to delete a significant number of disability allowances and replace them with an industry allowance (on the basis that there is some merit in the proposal in terms of simplification of the awards).
91. We also draw the Commission's attention to the AWU claim³⁰ that the Commission's proposal for an industry allowance for civil construction employees (of 5% of the weekly standard rate per week) would constitute '*an increase of around 0.4% of the weekly standard rate per week or \$3.35 per week*'.

²⁸ At paras [7] – [8]

²⁹ At para [4]

³⁰ At para [10]

Testing work

92. As highlighted above, Master Builders continues to rely on its submissions of 14 November 2018 whereby we advanced that the Commission should remove clause 4.10(b)(v) on the basis that it serves no utility.³¹

Objections to additional evidence

93. Again, Master Builders objects to the AWU filing witness evidence at this time and submits it should be rejected on the basis that such materials are outside the scope of the Directions of 8 November 2018.

F. CEPU SUBMISSION

Allowances

94. Master Builders urges the Commission to reject this submission and in doing so we refer to and rely on our submissions with respect to allowances as earlier noted.

Utility locators

95. Master Builders continues to rely on its submissions of 14 November 2018 with regard to Utility locators³² and supports the position advanced by the CEPU in its submissions of 14 November 2018³³ on the basis these positions are consistent.

G. OTHER EMPLOYER PARTY SUBMISSIONS

Definition of 'Residential Building and Construction'

96. Master Builders supports the submissions of the HIA of 14 November 2018³⁴ with respect to the definition of 'Residential Building and Construction' proposed in the December 2017 Statement³⁵.
97. The term 'single occupancy' is unclear and could lead to confusion in its application. Such confusion would be exacerbated by creating a related inconsistency with the definition of 'multistorey building' at clause 21.4(c) of the On-Site Award.
98. Master Builders submit that the definition of 'multistorey building' used to define the residential building and construction sector must be consistent with that at clause 21.4(c) of the On-Site Award.
99. Master Builders notes that the building and construction industry broadly recognises that there is a distinction between residential and non-residential dwellings which is (with the exception of any confusion arising from the term 'single occupancy') consistent with the proposal we advance below.
100. To address and give effect to the above points, we urge the Commission to make the amendments below to the definition outlined in the Decision:

Residential Building and Construction means:

(i) The activities identified in subclause 4.3(a) undertaken in relation to a ~~single occupancy~~ residential building which is not a multistorey building.

(ii) In this subclause:

multistorey building means a building which will, when complete, consist of ~~four~~ five or more storey levels;

complete means the building is fully functional and all work which was part of the principal contract is complete;

storey level means structurally completed floor, walls, pillars or columns, and ceiling (not being false ceilings) of a building and will include basement levels and mezzanine or similar levels (but excluding

half floors such as toilet blocks or store rooms located between floors); and

³¹ At paras [7] – [8]

³² At paras [9] – [23]

³³ At paras [7] – [20]

³⁴ At paras 2.1.3 – 2.1.6

³⁵ [2017] FWCFB 6487 at para [5]

floor level means that stage of construction which in the completed building would constitute the walking surface of the particular floor level referred to in the table of payments.

Forepersons and Supervisors

101. Master Builders continues to rely on our submissions of 14 November 2018³⁶ with respect to Forepersons and Supervisors. In addition, and as previously noted herein, we support the submissions of Ai Group with respect to same and the proposed amendments to clause 43.2(a) outlined at paragraph [34] of its submission of 14 November 2018.

MASTER BUILDERS AUSTRALIA

28 NOVEMBER 2018

³⁶ At paras 53 - 59

APPENDIX 1**Table 1: Labour Costs across Building and Construction Industry sub-sectors:**

Table 1	
Total (\$m)	305486
Residential (\$m)	59286
Commercial (\$m)	246200
% Residential	19%
% Commercial	81%

Source: Data extracted from 8772.0 - Private Sector Construction Industry, Australia, 2011-12 (Most recent dataset); calculations carried out for the purpose of this submission.

Table 2: Employment by Industry Group of Main Job

By industry group of main job	
E00 Construction nfd	0.2
300 Building Construction nfd	135.2
301 Residential Building Construction	115.2
302 Non-Residential Building Construction	68.6
310 Heavy and Civil Engineering Construction	120.7
320 Construction Services nfd	8.1
321 Land Development and Site Preparation Services	58.4
322 Building Structure Services	100.9
323 Building Installation Services	253.1
324 Building Completion Services	201.2
329 Other Construction Services	115.2
Total	1176.8
Residential proportion % (Res./(total/100))	9.8
Remaining	90.2

Source: Data extracted from 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Aug 2018; calculations carried out for the purpose of this submission.

**** NOTE FOR FOLLOWING APPENDICES 2-4 ****

AREAS SHADED GREY = REPEAT OF CFMMEU FIGURES
AREAS SHADED GREEN = AS ABOVE @ 5 PER CENT AMOUNT
AREAS SHADED YELLOW = AS ABOVE AVERAGED

APPENDIX 2:

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	Per hour	Per week	% Change
Average all employment types (Appendix 2):	\$ 0.06	\$ 2.26	0.23%

Appendix 2 - A (Daily hire workers)		Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Weighted Rates (19/81 split)	
Occupation	Wage Group	Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$ 28.04	\$ 1,065.52	\$ 27.91	\$ 1,060.58	-\$ 0.13	-\$ 4.94	\$ 28.19	\$ 1,071.19	\$ 0.28	\$ 10.61	\$ 28.14	\$ 1,069.17
Sub-foreperson	CW7	\$ 27.43	\$ 1,042.34	\$ 27.29	\$ 1,037.02	-\$ 0.14	-\$ 5.32	\$ 27.56	\$ 1,047.39	\$ 0.27	\$ 10.37	\$ 27.51	\$ 1,045.42
Special class tradesperson, carver	CW5	\$ 26.07	\$ 990.66	\$ 25.94	\$ 985.72	-\$ 0.13	-\$ 4.94	\$ 26.20	\$ 995.58	\$ 0.26	\$ 9.86	\$ 26.15	\$ 993.70
Marker, setter out, letter cutter	CW4	\$ 25.35	\$ 963.30	\$ 25.22	\$ 958.36	-\$ 0.13	-\$ 4.94	\$ 25.47	\$ 967.94	\$ 0.25	\$ 9.58	\$ 25.42	\$ 966.12
Signwriter	CW4	\$ 24.70	\$ 938.60	\$ 24.57	\$ 933.66	-\$ 0.13	-\$ 4.94	\$ 24.82	\$ 943.00	\$ 0.25	\$ 9.34	\$ 24.77	\$ 941.22
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$ 24.64	\$ 936.32	\$ 24.51	\$ 931.38	-\$ 0.13	-\$ 4.94	\$ 24.76	\$ 940.69	\$ 0.25	\$ 9.31	\$ 24.71	\$ 938.92
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 24.49	\$ 930.62	\$ 24.36	\$ 925.68	-\$ 0.13	-\$ 4.94	\$ 24.60	\$ 934.94	\$ 0.24	\$ 9.26	\$ 24.56	\$ 933.18
Bricklayer	CW3	\$ 24.39	\$ 926.82	\$ 24.26	\$ 921.88	-\$ 0.13	-\$ 4.94	\$ 24.50	\$ 931.10	\$ 0.24	\$ 9.22	\$ 24.46	\$ 929.35
Roof tiler, slater ridger, roof fixer	CW3	\$ 24.23	\$ 920.74	\$ 24.10	\$ 915.80	-\$ 0.13	-\$ 4.94	\$ 24.34	\$ 924.96	\$ 0.24	\$ 9.16	\$ 24.30	\$ 923.22
Painter, glazier,	CW3	\$ 23.99	\$ 911.62	\$ 23.85	\$ 906.30	-\$ 0.14	-\$ 5.32	\$ 24.09	\$ 915.36	\$ 0.24	\$ 9.06	\$ 24.04	\$ 913.64
Labourer (2) - Scaffolder etc	CW2	\$ 23.13	\$ 878.94	\$ 23.00	\$ 874.00	-\$ 0.13	-\$ 4.94	\$ 23.23	\$ 882.74	\$ 0.23	\$ 8.74	\$ 23.19	\$ 881.08
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 22.69	\$ 862.22	\$ 22.55	\$ 856.90	-\$ 0.14	-\$ 5.32	\$ 22.78	\$ 865.47	\$ 0.23	\$ 8.57	\$ 22.73	\$ 863.84
After 12 months in the industry	CW1(C)	\$ 22.29	\$ 847.02	\$ 22.15	\$ 841.70	-\$ 0.14	-\$ 5.32	\$ 22.37	\$ 850.12	\$ 0.22	\$ 8.42	\$ 22.33	\$ 848.52
After 3 months in the industry	CW1(B)	\$ 21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 22.04	\$ 837.41
New entrant	CW1(A)	\$ 21.57	\$ 819.66	\$ 21.43	\$ 814.34	-\$ 0.14	-\$ 5.32	\$ 21.64	\$ 822.48	\$ 0.21	\$ 8.14	\$ 21.60	\$ 820.94
Average		\$ 24.33	\$ 924.67	\$ 24.20	\$ 919.60	-\$ 0.13	-\$ 5.07	\$ 24.44	\$ 928.80	\$ 0.24	\$ 9.20	\$ 24.40	\$ 927.05

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Appendix 2 - B (Weekly hire workers)		Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Weighted Rates (19/81 split)	
Occupation	Wage Group	Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$ 27.19	\$ 1,033.22	\$ 27.05	\$ 1,027.90	-\$ 0.14	-\$ 5.32	\$ 27.32	\$ 1,038.18	\$ 0.27	\$ 10.28	\$ 27.27	\$ 1,036.23
Sub-foreperson	CW7	\$ 26.59	\$ 1,010.42	\$ 26.45	\$ 1,005.10	-\$ 0.14	-\$ 5.32	\$ 26.71	\$ 1,015.15	\$ 0.26	\$ 10.05	\$ 26.66	\$ 1,013.24
Special class tradesperson, carver	CW5	\$ 25.28	\$ 960.64	\$ 25.14	\$ 955.32	-\$ 0.14	-\$ 5.32	\$ 25.39	\$ 964.87	\$ 0.25	\$ 9.55	\$ 25.34	\$ 963.06
Marker, setter out, letter cutter	CW4	\$ 24.58	\$ 934.04	\$ 24.44	\$ 928.72	-\$ 0.14	-\$ 5.32	\$ 24.68	\$ 938.01	\$ 0.24	\$ 9.29	\$ 24.64	\$ 936.24
Signwriter	CW4	\$ 23.95	\$ 910.10	\$ 23.81	\$ 904.78	-\$ 0.14	-\$ 5.32	\$ 24.05	\$ 913.83	\$ 0.24	\$ 9.05	\$ 24.00	\$ 912.11
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$ 23.89	\$ 907.82	\$ 23.75	\$ 902.50	-\$ 0.14	-\$ 5.32	\$ 23.99	\$ 911.53	\$ 0.24	\$ 9.02	\$ 23.94	\$ 909.81
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 23.74	\$ 902.12	\$ 23.61	\$ 897.18	-\$ 0.13	-\$ 4.94	\$ 23.85	\$ 906.15	\$ 0.24	\$ 8.97	\$ 23.80	\$ 904.45
Bricklayer	CW3	\$ 23.65	\$ 898.70	\$ 23.51	\$ 893.38	-\$ 0.14	-\$ 5.32	\$ 23.75	\$ 902.31	\$ 0.24	\$ 8.93	\$ 23.70	\$ 900.62
Roof tiler, slater ridger, roof fixer	CW3	\$ 23.49	\$ 892.62	\$ 23.36	\$ 887.68	-\$ 0.13	-\$ 4.94	\$ 23.59	\$ 896.56	\$ 0.23	\$ 8.88	\$ 23.55	\$ 894.87
Painter, glazier,	CW3	\$ 23.26	\$ 883.88	\$ 23.12	\$ 878.56	-\$ 0.14	-\$ 5.32	\$ 23.35	\$ 887.35	\$ 0.23	\$ 8.79	\$ 23.31	\$ 885.68
Labourer (2) - Scaffolder etc	CW2	\$ 22.43	\$ 852.34	\$ 22.29	\$ 847.02	-\$ 0.14	-\$ 5.32	\$ 22.51	\$ 855.49	\$ 0.22	\$ 8.47	\$ 22.47	\$ 853.88
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 22.04	\$ 837.41
After 12 months in the industry	CW1(C)	\$ 21.61	\$ 821.18	\$ 21.47	\$ 815.86	-\$ 0.14	-\$ 5.32	\$ 21.68	\$ 824.02	\$ 0.21	\$ 8.16	\$ 21.64	\$ 822.47
After 3 months in the industry	CW1(B)	\$ 21.32	\$ 810.16	\$ 21.18	\$ 804.84	-\$ 0.14	-\$ 5.32	\$ 21.39	\$ 812.89	\$ 0.21	\$ 8.05	\$ 21.35	\$ 811.36
New entrant	CW1(A)	\$ 20.91	\$ 794.58	\$ 20.77	\$ 789.26	-\$ 0.14	-\$ 5.32	\$ 20.98	\$ 797.15	\$ 0.21	\$ 7.89	\$ 20.94	\$ 795.65
Average		\$ 23.59	\$ 896.50	\$ 23.45	\$ 891.25	-\$ 0.14	-\$ 5.24	\$ 23.69	\$ 900.16	\$ 0.23	\$ 8.91	\$ 23.64	\$ 898.47

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Appendix 3 (Casual workers)	Wage Group	Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Weighted Rates (19/81 split)	
		Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$ 33.99	\$ 1,291.62	\$ 33.81	\$ 1,284.78	-\$ 0.18	-\$ 6.84	\$ 34.15	\$1,297.63	\$ 0.34	\$ 12.85	\$ 34.08	\$1,295.19
Sub-foreperson	CW7	\$ 33.24	\$ 1,263.12	\$ 33.06	\$ 1,256.28	-\$ 0.18	-\$ 6.84	\$ 33.39	\$1,268.84	\$ 0.33	\$ 12.56	\$ 33.33	\$1,266.46
Special class tradesperson, carver	cw5	\$ 31.60	\$ 1,200.80	\$ 31.43	\$ 1,194.34	-\$ 0.17	-\$ 6.46	\$ 31.74	\$1,206.28	\$ 0.31	\$ 11.94	\$ 31.68	\$1,204.01
Marker, setter out, letter cutter	CW4	\$ 30.73	\$ 1,167.74	\$ 30.55	\$ 1,160.90	-\$ 0.18	-\$ 6.84	\$ 30.86	\$1,172.51	\$ 0.31	\$ 11.61	\$ 30.80	\$1,170.30
Signwriter	CW4	\$ 29.94	\$ 1,137.72	\$ 29.76	\$ 1,130.88	-\$ 0.18	-\$ 6.84	\$ 30.06	\$1,142.19	\$ 0.30	\$ 11.31	\$ 30.00	\$1,140.04
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilayer, etc	CW3	\$ 29.86	\$ 1,134.68	\$ 29.69	\$ 1,128.22	-\$ 0.17	-\$ 6.46	\$ 29.99	\$1,139.50	\$ 0.30	\$ 11.28	\$ 29.93	\$1,137.36
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 29.68	\$ 1,127.84	\$ 29.51	\$ 1,121.38	-\$ 0.17	-\$ 6.46	\$ 29.81	\$1,132.59	\$ 0.30	\$ 11.21	\$ 29.75	\$1,130.46
Bricklayer	CW3	\$ 29.56	\$ 1,123.28	\$ 29.39	\$ 1,116.82	-\$ 0.17	-\$ 6.46	\$ 29.68	\$1,127.99	\$ 0.29	\$ 11.17	\$ 29.63	\$1,125.87
Roof tiler, slater ridger, roof fixer	CW3	\$ 29.36	\$ 1,115.68	\$ 29.20	\$ 1,109.60	-\$ 0.16	-\$ 6.08	\$ 29.49	\$1,120.70	\$ 0.29	\$ 11.10	\$ 29.44	\$1,118.59
Painter, glazier,	CW3	\$ 29.08	\$ 1,105.04	\$ 28.90	\$ 1,098.20	-\$ 0.18	-\$ 6.84	\$ 29.19	\$1,109.18	\$ 0.29	\$ 10.98	\$ 29.13	\$1,107.10
Labourer (2) - Scaffolder etc	CW2	\$ 28.04	\$ 1,065.52	\$ 27.86	\$ 1,058.68	-\$ 0.18	-\$ 6.84	\$ 28.14	\$1,069.27	\$ 0.28	\$ 10.59	\$ 28.09	\$1,067.26
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 27.49	\$ 1,044.62	\$ 27.33	\$ 1,038.54	-\$ 0.16	-\$ 6.08	\$ 27.60	\$1,048.93	\$ 0.27	\$ 10.39	\$ 27.55	\$1,046.95
After 12 months in the industry	CW1@	\$ 27.01	\$ 1,026.38	\$ 26.84	\$ 1,019.92	-\$ 0.17	-\$ 6.46	\$ 27.11	\$1,030.12	\$ 0.27	\$ 10.20	\$ 27.06	\$1,028.18
After 3 months in the industry	CW1(B)	\$ 26.65	\$ 1,012.70	\$ 26.48	\$ 1,006.24	-\$ 0.17	-\$ 6.46	\$ 26.74	\$1,016.30	\$ 0.26	\$ 10.06	\$ 26.69	\$1,014.39
New entrant	CW1(A)	\$ 26.14	\$ 993.32	\$ 25.96	\$ 986.48	-\$ 0.18	-\$ 6.84	\$ 26.22	\$ 996.34	\$ 0.26	\$ 9.86	\$ 26.17	\$ 994.47
Average		\$ 29.49	\$ 1,120.67	\$ 29.32	\$ 1,114.08	-\$ 0.17	-\$ 6.59	\$ 29.61	\$1,125.22	\$ 0.29	\$ 11.14	\$ 29.56	\$1,123.11

APPENDIX 3

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	Per hour	Per week	% Change
Average all employment types:	\$ 0.08	\$ 3.16	0.32%

Appendix 2 - A (Daily hire workers)	Wage Group	Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Weighted Rates (10/90)	
		Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$ 28.04	\$ 1,065.52	\$ 27.91	\$1,060.58	-\$ 0.13	-\$ 4.94	\$ 28.19	\$1,071.19	\$ 0.28	\$ 10.61	\$ 28.16	\$ 1,070.15
Sub-foreperson	CW7	\$ 27.43	\$ 1,042.34	\$ 27.29	\$1,037.02	-\$ 0.14	-\$ 5.32	\$ 27.56	\$1,047.39	\$ 0.27	\$ 10.37	\$ 27.54	\$ 1,046.37
Special class tradesperson, carver	CW5	\$ 26.07	\$ 990.66	\$ 25.94	\$ 985.72	-\$ 0.13	-\$ 4.94	\$ 26.20	\$ 995.58	\$ 0.26	\$ 9.86	\$ 26.17	\$ 994.61
Marker, setter out, letter cutter	CW4	\$ 25.35	\$ 963.30	\$ 25.22	\$ 958.36	-\$ 0.13	-\$ 4.94	\$ 25.47	\$ 967.94	\$ 0.25	\$ 9.58	\$ 25.45	\$ 967.00
Signwriter	CW4	\$ 24.70	\$ 938.60	\$ 24.57	\$ 933.66	-\$ 0.13	-\$ 4.94	\$ 24.82	\$ 943.00	\$ 0.25	\$ 9.34	\$ 24.79	\$ 942.08
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$ 24.64	\$ 936.32	\$ 24.51	\$ 931.38	-\$ 0.13	-\$ 4.94	\$ 24.76	\$ 940.69	\$ 0.25	\$ 9.31	\$ 24.73	\$ 939.78
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 24.49	\$ 930.62	\$ 24.36	\$ 925.68	-\$ 0.13	-\$ 4.94	\$ 24.60	\$ 934.94	\$ 0.24	\$ 9.26	\$ 24.58	\$ 934.03
Bricklayer	CW3	\$ 24.39	\$ 926.82	\$ 24.26	\$ 921.88	-\$ 0.13	-\$ 4.94	\$ 24.50	\$ 931.10	\$ 0.24	\$ 9.22	\$ 24.48	\$ 930.20
Roof tiler, slater ridger, roof fixer	CW3	\$ 24.23	\$ 920.74	\$ 24.10	\$ 915.80	-\$ 0.13	-\$ 4.94	\$ 24.34	\$ 924.96	\$ 0.24	\$ 9.16	\$ 24.32	\$ 924.06
Painter, glazier,	CW3	\$ 23.99	\$ 911.62	\$ 23.85	\$ 906.30	-\$ 0.14	-\$ 5.32	\$ 24.09	\$ 915.36	\$ 0.24	\$ 9.06	\$ 24.07	\$ 914.47
Labourer (2) - Scaffolder etc	CW2	\$ 23.13	\$ 878.94	\$ 23.00	\$ 874.00	-\$ 0.13	-\$ 4.94	\$ 23.23	\$ 882.74	\$ 0.23	\$ 8.74	\$ 23.21	\$ 881.88
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 22.69	\$ 862.22	\$ 22.55	\$ 856.90	-\$ 0.14	-\$ 5.32	\$ 22.78	\$ 865.47	\$ 0.23	\$ 8.57	\$ 22.75	\$ 864.63
After 12 months in the industry	CW1(C)	\$ 22.29	\$ 847.02	\$ 22.15	\$ 841.70	-\$ 0.14	-\$ 5.32	\$ 22.37	\$ 850.12	\$ 0.22	\$ 8.42	\$ 22.35	\$ 849.29
After 3 months in the industry	CW1(B)	\$ 21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 22.06	\$ 838.17
New entrant	CW1(A)	\$ 21.57	\$ 819.66	\$ 21.43	\$ 814.34	-\$ 0.14	-\$ 5.32	\$ 21.64	\$ 822.48	\$ 0.21	\$ 8.14	\$ 21.62	\$ 821.69
Average		\$ 24.33	\$ 924.67	\$ 24.20	\$ 919.60	-\$ 0.13	-\$ 5.07	\$ 24.44	\$ 928.80	\$ 0.24	\$ 9.20	\$ 24.42	\$ 927.89

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Appendix 2 - B (Weekly hire workers)		Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Weighted Rates (10/90)	
Occupation	Wage Group	Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$ 27.19	\$ 1,033.22	\$ 27.05	\$ 1,027.90	-\$ 0.14	-\$ 5.32	\$ 27.32	\$1,038.18	\$ 0.27	\$ 10.28	\$ 27.29	\$ 1,037.17
Sub-foreperson	CW7	\$ 26.59	\$ 1,010.42	\$ 26.45	\$ 1,005.10	-\$ 0.14	-\$ 5.32	\$ 26.71	\$1,015.15	\$ 0.26	\$ 10.05	\$ 26.69	\$ 1,014.17
Special class tradesperson, carver	CW5	\$ 25.28	\$ 960.64	\$ 25.14	\$ 955.32	-\$ 0.14	-\$ 5.32	\$ 25.39	\$ 964.87	\$ 0.25	\$ 9.55	\$ 25.37	\$ 963.94
Marker, setter out, letter cutter	CW4	\$ 24.58	\$ 934.04	\$ 24.44	\$ 928.72	-\$ 0.14	-\$ 5.32	\$ 24.68	\$ 938.01	\$ 0.24	\$ 9.29	\$ 24.66	\$ 937.10
Signwriter	CW4	\$ 23.95	\$ 910.10	\$ 23.81	\$ 904.78	-\$ 0.14	-\$ 5.32	\$ 24.05	\$ 913.83	\$ 0.24	\$ 9.05	\$ 24.02	\$ 912.94
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilayer, etc	CW3	\$ 23.89	\$ 907.82	\$ 23.75	\$ 902.50	-\$ 0.14	-\$ 5.32	\$ 23.99	\$ 911.53	\$ 0.24	\$ 9.02	\$ 23.96	\$ 910.64
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 23.74	\$ 902.12	\$ 23.61	\$ 897.18	-\$ 0.13	-\$ 4.94	\$ 23.85	\$ 906.15	\$ 0.24	\$ 8.97	\$ 23.82	\$ 905.27
Bricklayer	CW3	\$ 23.65	\$ 898.70	\$ 23.51	\$ 893.38	-\$ 0.14	-\$ 5.32	\$ 23.75	\$ 902.31	\$ 0.24	\$ 8.93	\$ 23.72	\$ 901.44
Roof tiler, slater ridger, roof fixer	CW3	\$ 23.49	\$ 892.62	\$ 23.36	\$ 887.68	-\$ 0.13	-\$ 4.94	\$ 23.59	\$ 896.56	\$ 0.23	\$ 8.88	\$ 23.57	\$ 895.69
Painter, glazier,	CW3	\$ 23.26	\$ 883.88	\$ 23.12	\$ 878.56	-\$ 0.14	-\$ 5.32	\$ 23.35	\$ 887.35	\$ 0.23	\$ 8.79	\$ 23.33	\$ 886.48
Labourer (2) - Scaffolder etc	CW2	\$ 22.43	\$ 852.34	\$ 22.29	\$ 847.02	-\$ 0.14	-\$ 5.32	\$ 22.51	\$ 855.49	\$ 0.22	\$ 8.47	\$ 22.49	\$ 854.66
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 22.06	\$ 838.17
After 12 months in the industry	CW1(C)	\$ 21.61	\$ 821.18	\$ 21.47	\$ 815.86	-\$ 0.14	-\$ 5.32	\$ 21.68	\$ 824.02	\$ 0.21	\$ 8.16	\$ 21.66	\$ 823.22
After 3 months in the industry	CW1(B)	\$ 21.32	\$ 810.16	\$ 21.18	\$ 804.84	-\$ 0.14	-\$ 5.32	\$ 21.39	\$ 812.89	\$ 0.21	\$ 8.05	\$ 21.37	\$ 812.10
New entrant	CW1(A)	\$ 20.91	\$ 794.58	\$ 20.77	\$ 789.26	-\$ 0.14	-\$ 5.32	\$ 20.98	\$ 797.15	\$ 0.21	\$ 7.89	\$ 20.96	\$ 796.38
Average		\$ 23.59	\$ 896.50	\$ 23.45	\$ 891.25	-\$ 0.14	-\$ 5.24	\$ 23.69	\$ 900.16	\$ 0.23	\$ 8.91	\$ 23.67	\$ 899.29

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Appendix 3 (Casual workers)	Wage Group	Current Award Rates - Casual	Award rate with 4% industry allowance	Reduction	Award rate with 5% industry allowance	Increase	Weighted Rates (10/90)						
		Hourly Rate					Weekly Rate	Per hour	Per week	Per hour	Per week		
Foreperson	CW8	\$ 33.99	\$ 1,291.62	\$ 33.81	\$ 1,284.78	-\$ 0.18	-\$ 6.84	\$ 34.15	\$1,297.63	\$ 0.34	\$ 12.85	\$ 34.11	\$ 1,296.37
Sub-foreperson	CW7	\$ 33.24	\$ 1,263.12	\$ 33.06	\$ 1,256.28	-\$ 0.18	-\$ 6.84	\$ 33.39	\$1,268.84	\$ 0.33	\$ 12.56	\$ 33.36	\$ 1,267.61
Special class tradesperson, carver	cw5	\$ 31.60	\$ 1,200.80	\$ 31.43	\$ 1,194.34	-\$ 0.17	-\$ 6.46	\$ 31.74	\$1,206.28	\$ 0.31	\$ 11.94	\$ 31.71	\$ 1,205.11
Marker, setter out, letter cutter	CW4	\$ 30.73	\$ 1,167.74	\$ 30.55	\$ 1,160.90	-\$ 0.18	-\$ 6.84	\$ 30.86	\$1,172.51	\$ 0.31	\$ 11.61	\$ 30.83	\$ 1,171.37
Signwriter	CW4	\$ 29.94	\$ 1,137.72	\$ 29.76	\$ 1,130.88	-\$ 0.18	-\$ 6.84	\$ 30.06	\$1,142.19	\$ 0.30	\$ 11.31	\$ 30.03	\$ 1,141.08
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$ 29.86	\$ 1,134.68	\$ 29.69	\$ 1,128.22	-\$ 0.17	-\$ 6.46	\$ 29.99	\$1,139.50	\$ 0.30	\$ 11.28	\$ 29.96	\$ 1,138.40
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$ 29.68	\$ 1,127.84	\$ 29.51	\$ 1,121.38	-\$ 0.17	-\$ 6.46	\$ 29.81	\$1,132.59	\$ 0.30	\$ 11.21	\$ 29.78	\$ 1,131.49
Bricklayer	CW3	\$ 29.56	\$ 1,123.28	\$ 29.39	\$ 1,116.82	-\$ 0.17	-\$ 6.46	\$ 29.68	\$1,127.99	\$ 0.29	\$ 11.17	\$ 29.66	\$ 1,126.89
Roof tiler, slater ridger, roof fixer	CW3	\$ 29.36	\$ 1,115.68	\$ 29.20	\$ 1,109.60	-\$ 0.16	-\$ 6.08	\$ 29.49	\$1,120.70	\$ 0.29	\$ 11.10	\$ 29.46	\$ 1,119.61
Painter, glazier,	CW3	\$ 29.08	\$ 1,105.04	\$ 28.90	\$ 1,098.20	-\$ 0.18	-\$ 6.84	\$ 29.19	\$1,109.18	\$ 0.29	\$ 10.98	\$ 29.16	\$ 1,108.11
Labourer (2) - Scaffolder etc	CW2	\$ 28.04	\$ 1,065.52	\$ 27.86	\$ 1,058.68	-\$ 0.18	-\$ 6.84	\$ 28.14	\$1,069.27	\$ 0.28	\$ 10.59	\$ 28.11	\$ 1,068.23
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$ 27.49	\$ 1,044.62	\$ 27.33	\$ 1,038.54	-\$ 0.16	-\$ 6.08	\$ 27.60	\$1,048.93	\$ 0.27	\$ 10.39	\$ 27.58	\$ 1,047.91
After 12 months in the industry	CW1@	\$ 27.01	\$ 1,026.38	\$ 26.84	\$ 1,019.92	-\$ 0.17	-\$ 6.46	\$ 27.11	\$1,030.12	\$ 0.27	\$ 10.20	\$ 27.08	\$ 1,029.12
After 3 months in the industry	CW1(B)	\$ 26.65	\$ 1,012.70	\$ 26.48	\$ 1,006.24	-\$ 0.17	-\$ 6.46	\$ 26.74	\$1,016.30	\$ 0.26	\$ 10.06	\$ 26.72	\$ 1,015.32
New entrant	CW1(A)	\$ 26.14	\$ 993.32	\$ 25.96	\$ 986.48	-\$ 0.18	-\$ 6.84	\$ 26.22	\$ 996.34	\$ 0.26	\$ 9.86	\$ 26.19	\$ 995.38
Average		\$ 29.49	\$ 1,120.67	\$ 29.32	\$ 1,114.08	-\$ 0.17	-\$ 6.59	\$ 29.61	\$1,125.22	\$ 0.29	\$ 11.14	\$ 29.58	\$ 1,124.13

APPENDIX 4

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	Hourly	Weekly	%
Average - All	-\$ 0.02	-\$ 0.76	-0.08%

Appendix 2 - A (Daily hire workers)	Wage Group	Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase	Average Rates		
		Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week		Per hour	Per week	
Occupation													
Foreperson	CW8	\$28.04	\$1,065.52	\$ 27.91	\$1,060.58	-\$ 0.13	-\$ 4.94	\$ 28.19	\$1,071.19	\$ 0.28	\$10.61	\$ 28.05	\$ 1,065.88
Sub-foreperson	CW7	\$27.43	\$1,042.34	\$ 27.29	\$1,037.02	-\$ 0.14	-\$ 5.32	\$ 27.56	\$1,047.39	\$ 0.27	\$10.37	\$ 27.43	\$ 1,042.21
Special class tradesperson, carver	CW5	\$26.07	\$ 990.66	\$ 25.94	\$ 985.72	-\$ 0.13	-\$ 4.94	\$ 26.20	\$ 995.58	\$ 0.26	\$ 9.86	\$ 26.07	\$ 990.65
Marker, setter out, letter cutter	CW4	\$25.35	\$ 963.30	\$ 25.22	\$ 958.36	-\$ 0.13	-\$ 4.94	\$ 25.47	\$ 967.94	\$ 0.25	\$ 9.58	\$ 25.35	\$ 963.15
Signwriter	CW4	\$24.70	\$ 938.60	\$ 24.57	\$ 933.66	-\$ 0.13	-\$ 4.94	\$ 24.82	\$ 943.00	\$ 0.25	\$ 9.34	\$ 24.69	\$ 938.33
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$24.64	\$ 936.32	\$ 24.51	\$ 931.38	-\$ 0.13	-\$ 4.94	\$ 24.76	\$ 940.69	\$ 0.25	\$ 9.31	\$ 24.63	\$ 936.04
Caster, fixer, roofer, specialist, plasterer	CW3	\$24.49	\$ 930.62	\$ 24.36	\$ 925.68	-\$ 0.13	-\$ 4.94	\$ 24.60	\$ 934.94	\$ 0.24	\$ 9.26	\$ 24.48	\$ 930.31
Bricklayer	CW3	\$24.39	\$ 926.82	\$ 24.26	\$ 921.88	-\$ 0.13	-\$ 4.94	\$ 24.50	\$ 931.10	\$ 0.24	\$ 9.22	\$ 24.38	\$ 926.49
Roof tiler, slater ridger, roof fixer	CW3	\$24.23	\$ 920.74	\$ 24.10	\$ 915.80	-\$ 0.13	-\$ 4.94	\$ 24.34	\$ 924.96	\$ 0.24	\$ 9.16	\$ 24.22	\$ 920.38
Painter, glazier,	CW3	\$23.99	\$ 911.62	\$ 23.85	\$ 906.30	-\$ 0.14	-\$ 5.32	\$ 24.09	\$ 915.36	\$ 0.24	\$ 9.06	\$ 23.97	\$ 910.83
Labourer (2) - Scaffolder etc	CW2	\$23.13	\$ 878.94	\$ 23.00	\$ 874.00	-\$ 0.13	-\$ 4.94	\$ 23.23	\$ 882.74	\$ 0.23	\$ 8.74	\$ 23.12	\$ 878.37
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$22.69	\$ 862.22	\$ 22.55	\$ 856.90	-\$ 0.14	-\$ 5.32	\$ 22.78	\$ 865.47	\$ 0.23	\$ 8.57	\$ 22.66	\$ 861.18
After 12 months in the industry	CW1(C)	\$22.29	\$ 847.02	\$ 22.15	\$ 841.70	-\$ 0.14	-\$ 5.32	\$ 22.37	\$ 850.12	\$ 0.22	\$ 8.42	\$ 22.26	\$ 845.91
After 3 months in the industry	CW1(B)	\$21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 21.97	\$ 834.83
New entrant	CW1(A)	\$21.57	\$ 819.66	\$ 21.43	\$ 814.34	-\$ 0.14	-\$ 5.32	\$ 21.64	\$ 822.48	\$ 0.21	\$ 8.14	\$ 21.54	\$ 818.41
Average		\$24.33	\$ 924.67	\$ 24.20	\$ 919.60	-\$ 0.13	-\$ 5.07	\$ 24.44	\$ 928.80	\$ 0.24	\$ 9.20	\$ 24.32	\$ 924.20

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Appendix 2 - B (Weekly hire workers)	Wage Group	Current Award Rates - Casual		Award rate with 4% industry allowance		Reduction		Award rate with 5% industry allowance		Increase		Average Rates	
		Hourly Rate	Weekly Rate	Hourly Rate	Weekly rate	Per hour	Per week	Per hour	Per week	Per hour	Per Week	Per hour	Per week
Foreperson	CW8	\$27.19	\$ 1,033.22	\$ 27.05	\$ 1,027.90	-\$ 0.14	-\$ 5.32	\$ 27.32	\$ 1,038.18	\$ 0.27	\$ 10.28	\$ 27.19	\$ 1,033.04
Sub-foreperson	CW7	\$26.59	\$ 1,010.42	\$ 26.45	\$ 1,005.10	-\$ 0.14	-\$ 5.32	\$ 26.71	\$ 1,015.15	\$ 0.26	\$ 10.05	\$ 26.58	\$ 1,010.13
Special class tradesperson, carver	CW5	\$25.28	\$ 960.64	\$ 25.14	\$ 955.32	-\$ 0.14	-\$ 5.32	\$ 25.39	\$ 964.87	\$ 0.25	\$ 9.55	\$ 25.27	\$ 960.10
Marker, setter out, letter cutter	CW4	\$24.58	\$ 934.04	\$ 24.44	\$ 928.72	-\$ 0.14	-\$ 5.32	\$ 24.68	\$ 938.01	\$ 0.24	\$ 9.29	\$ 24.56	\$ 933.36
Signwriter	CW4	\$23.95	\$ 910.10	\$ 23.81	\$ 904.78	-\$ 0.14	-\$ 5.32	\$ 24.05	\$ 913.83	\$ 0.24	\$ 9.05	\$ 23.93	\$ 909.30
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilayer, etc	CW3	\$23.89	\$ 907.82	\$ 23.75	\$ 902.50	-\$ 0.14	-\$ 5.32	\$ 23.99	\$ 911.53	\$ 0.24	\$ 9.02	\$ 23.87	\$ 907.01
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$23.74	\$ 902.12	\$ 23.61	\$ 897.18	-\$ 0.13	-\$ 4.94	\$ 23.85	\$ 906.15	\$ 0.24	\$ 8.97	\$ 23.73	\$ 901.67
Bricklayer	CW3	\$23.65	\$ 898.70	\$ 23.51	\$ 893.38	-\$ 0.14	-\$ 5.32	\$ 23.75	\$ 902.31	\$ 0.24	\$ 8.93	\$ 23.63	\$ 897.85
Roof tiler, slater ridger, roof fixer	CW3	\$23.49	\$ 892.62	\$ 23.36	\$ 887.68	-\$ 0.13	-\$ 4.94	\$ 23.59	\$ 896.56	\$ 0.23	\$ 8.88	\$ 23.48	\$ 892.12
Painter, glazier,	CW3	\$23.26	\$ 883.88	\$ 23.12	\$ 878.56	-\$ 0.14	-\$ 5.32	\$ 23.35	\$ 887.35	\$ 0.23	\$ 8.79	\$ 23.24	\$ 882.95
Labourer (2) - Scaffolder etc	CW2	\$22.43	\$ 852.34	\$ 22.29	\$ 847.02	-\$ 0.14	-\$ 5.32	\$ 22.51	\$ 855.49	\$ 0.22	\$ 8.47	\$ 22.40	\$ 851.26
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$21.99	\$ 835.62	\$ 21.86	\$ 830.68	-\$ 0.13	-\$ 4.94	\$ 22.08	\$ 838.99	\$ 0.22	\$ 8.31	\$ 21.97	\$ 834.83
After 12 months in the industry	CW1(C)	\$21.61	\$ 821.18	\$ 21.47	\$ 815.86	-\$ 0.14	-\$ 5.32	\$ 21.68	\$ 824.02	\$ 0.21	\$ 8.16	\$ 21.58	\$ 819.94
After 3 months in the industry	CW1(B)	\$21.32	\$ 810.16	\$ 21.18	\$ 804.84	-\$ 0.14	-\$ 5.32	\$ 21.39	\$ 812.89	\$ 0.21	\$ 8.05	\$ 21.29	\$ 808.86
New entrant	CW1(A)	\$20.91	\$ 794.58	\$ 20.77	\$ 789.26	-\$ 0.14	-\$ 5.32	\$ 20.98	\$ 797.15	\$ 0.21	\$ 7.89	\$ 20.87	\$ 793.21
Average		\$23.59	\$ 896.50	\$ 23.45	\$ 891.25	-\$ 0.14	-\$ 5.24	\$ 23.69	\$ 900.16	\$ 0.23	\$ 8.91	\$ 23.57	\$ 895.71

Appendix 3 (Casual workers)	Wage Group	Current Award Rates - Casual	Award rate with 4% industry allowance	Reduction	Award rate with 5% industry allowance	Increase	Average Rates						
		Hourly Rate	Weekly Rate		Hourly Rate		Weekly rate	Per hour	Per week	Per hour	Per week		
Foreperson	CW8	\$33.99	\$ 1,291.62	\$ 33.81	\$ 1,284.78	-\$ 0.18	-\$ 6.84	\$ 34.15	\$ 1,297.63	\$ 0.34	\$ 12.85	\$ 33.98	\$ 1,291.20
Sub-foreperson	CW7	\$33.24	\$ 1,263.12	\$ 33.06	\$ 1,256.28	-\$ 0.18	-\$ 6.84	\$ 33.39	\$ 1,268.84	\$ 0.33	\$ 12.56	\$ 33.23	\$ 1,262.56
Special class tradesperson, carver	cw5	\$31.60	\$ 1,200.80	\$ 31.43	\$ 1,194.34	-\$ 0.17	-\$ 6.46	\$ 31.74	\$ 1,206.28	\$ 0.31	\$ 11.94	\$ 31.59	\$ 1,200.31
Marker, setter out, letter cutter	CW4	\$30.73	\$ 1,167.74	\$ 30.55	\$ 1,160.90	-\$ 0.18	-\$ 6.84	\$ 30.86	\$ 1,172.51	\$ 0.31	\$ 11.61	\$ 30.70	\$ 1,166.70
Signwriter	CW4	\$29.94	\$ 1,137.72	\$ 29.76	\$ 1,130.88	-\$ 0.18	-\$ 6.84	\$ 30.06	\$ 1,142.19	\$ 0.30	\$ 11.31	\$ 29.91	\$ 1,136.53
Carpenter and/or joiner, floorsander, marble and slate worker, stonemason, tilelayer, etc	CW3	\$29.86	\$ 1,134.68	\$ 29.69	\$ 1,128.22	-\$ 0.17	-\$ 6.46	\$ 29.99	\$ 1,139.50	\$ 0.30	\$ 11.28	\$ 29.84	\$ 1,133.86
Caster, fixer, floorlayer, specialist, plasterer	CW3	\$29.68	\$ 1,127.84	\$ 29.51	\$ 1,121.38	-\$ 0.17	-\$ 6.46	\$ 29.81	\$ 1,132.59	\$ 0.30	\$ 11.21	\$ 29.66	\$ 1,126.99
Bricklayer	CW3	\$29.56	\$ 1,123.28	\$ 29.39	\$ 1,116.82	-\$ 0.17	-\$ 6.46	\$ 29.68	\$ 1,127.99	\$ 0.29	\$ 11.17	\$ 29.54	\$ 1,122.40
Roof tiler, slater ridger, roof fixer	CW3	\$29.36	\$ 1,115.68	\$ 29.20	\$ 1,109.60	-\$ 0.16	-\$ 6.08	\$ 29.49	\$ 1,120.70	\$ 0.29	\$ 11.10	\$ 29.35	\$ 1,115.15
Painter, glazier,	CW3	\$29.08	\$ 1,105.04	\$ 28.90	\$ 1,098.20	-\$ 0.18	-\$ 6.84	\$ 29.19	\$ 1,109.18	\$ 0.29	\$ 10.98	\$ 29.04	\$ 1,103.69
Labourer (2) - Scaffolder etc	CW2	\$28.04	\$ 1,065.52	\$ 27.86	\$ 1,058.68	-\$ 0.18	-\$ 6.84	\$ 28.14	\$ 1,069.27	\$ 0.28	\$ 10.59	\$ 28.00	\$ 1,063.97
Labourer (3) - Trades, Labourer, Jack Hammerman etc	CW1(D)	\$27.49	\$ 1,044.62	\$ 27.33	\$ 1,038.54	-\$ 0.16	-\$ 6.08	\$ 27.60	\$ 1,048.93	\$ 0.27	\$ 10.39	\$ 27.47	\$ 1,043.73
After 12 months in the industry	CW1@	\$27.01	\$ 1,026.38	\$ 26.84	\$ 1,019.92	-\$ 0.17	-\$ 6.46	\$ 27.11	\$ 1,030.12	\$ 0.27	\$ 10.20	\$ 26.97	\$ 1,025.02
After 3 months in the industry	CW1(B)	\$26.65	\$ 1,012.70	\$ 26.48	\$ 1,006.24	-\$ 0.17	-\$ 6.46	\$ 26.74	\$ 1,016.30	\$ 0.26	\$ 10.06	\$ 26.61	\$ 1,011.27
New entrant	CW1(A)	\$26.14	\$ 993.32	\$ 25.96	\$ 986.48	-\$ 0.18	-\$ 6.84	\$ 26.22	\$ 996.34	\$ 0.26	\$ 9.86	\$ 26.09	\$ 991.41
Average		\$29.49	\$ 1,120.67	\$ 29.32	\$ 1,114.08	-\$ 0.17	-\$ 6.59	\$ 29.61	\$ 1,125.22	\$ 0.29	\$ 11.14	\$ 29.46	\$ 1,119.65

APPENDIX 4

Appendix 4									
Apprentices	Existing Awards rates								
4 year apprenticeship	% of standard rate	\$ per week	Industry allowance	Special allowance	Total with tool allowance				
<i>(unsure what this represents on CFMMEU submission)</i>					\$ 31.69	\$ 26.20	\$ 22.49	\$ 16.60	\$ 7.61
First year - Not complete yr12	50%	\$ 418.70	\$ 30.98	\$ 3.85	\$ 485.22	\$ 479.73	\$ 476.02	\$ 470.13	\$ 461.14
First year - complete yr 12	55%	\$ 460.57	\$ 30.98	\$ 4.24	\$ 527.48	\$ 521.99	\$ 518.28	\$ 512.39	\$ 503.40
Second year - Not complete yr 12	60%	\$ 502.44	\$ 30.98	\$ 4.62	\$ 569.73	\$ 564.24	\$ 560.53	\$ 554.64	\$ 545.65
Second year - Complete yr 12	65%	\$ 544.31	\$ 30.98	\$ 5.01	\$ 611.99	\$ 606.50	\$ 602.79	\$ 596.90	\$ 587.91
Apprentices	Award rates with 4% industry allowance								
4 Year apprenticeship	% of standard rate	\$ per week	Industry allowance	Total with tool allowance					
<i>Tool allowance</i>				\$ 31.69	\$ 26.20	\$ 22.49	\$ 16.60	\$ 7.61	
First year - Not complete yr12	50%	\$ 418.70	\$ 33.50	\$ 483.89	\$ 478.40	\$ 474.69	\$ 468.80	\$ 459.81	
First year - complete yr 12	55%	\$ 460.57	\$ 33.50	\$ 525.76	\$ 520.27	\$ 516.56	\$ 510.67	\$ 501.68	
Second year - Not complete yr 12	60%	\$ 502.44	\$ 33.50	\$ 567.63	\$ 562.14	\$ 558.43	\$ 552.54	\$ 543.55	
Second year - Complete yr 12	65%	\$ 544.31	\$ 33.50	\$ 609.50	\$ 604.01	\$ 600.30	\$ 594.41	\$ 585.42	
				Difference					
First year - Not complete yr12				-\$ 1.33	-\$ 1.33	-\$ 1.33	-\$ 1.33	-\$ 1.33	
First year - complete yr 12				-\$ 1.72	-\$ 1.72	-\$ 1.72	-\$ 1.72	-\$ 1.72	
Second year - Not complete yr 12				-\$ 2.10	-\$ 2.10	-\$ 2.10	-\$ 2.10	-\$ 2.10	
Second year - Complete yr 12				-\$ 2.49	-\$ 2.49	-\$ 2.49	-\$ 2.49	-\$ 2.49	

Apprentices	Award rates with 5% industry allowance								
4 Year apprenticeship	% of standard rate	\$ per week	Industry allowance	Total with tool allowance					
<i>Tool allowance</i>				\$ 31.69	\$ 26.20	\$ 22.49	\$ 16.60	\$ 7.61	
First year - Not complete yr12	50%	\$ 418.70	\$ 33.84	\$ 484.23	\$ 478.74	\$ 475.03	\$ 469.14	\$ 460.15	
First year - complete yr 12	55%	\$ 460.57	\$ 33.84	\$ 526.10	\$ 520.61	\$ 516.90	\$ 511.01	\$ 502.02	
Second year - Not complete yr 12	60%	\$ 502.44	\$ 33.84	\$ 567.97	\$ 562.48	\$ 558.77	\$ 552.88	\$ 543.89	
Second year - Complete yr 12	65%	\$ 544.31	\$ 33.84	\$ 609.84	\$ 604.35	\$ 600.64	\$ 594.75	\$ 585.76	
				Difference					
First year - Not complete yr12				\$ 0.33	\$ 0.33	\$ 0.33	\$ 0.33	\$ 0.33	
First year - complete yr 12				\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.33	\$ 0.33	
Second year - Not complete yr 12				\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	
Second year - Complete yr 12				\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	\$ 0.34	