

**BUILDING & CONSTRUCTION
GENERAL ON-SITE AWARD 2010
MA000020
RATES PUBLISHED ARE
DAILY HIRE RATES**

WAGE RATES & ALLOWANCES JULY 2025

**MASTER
PAINTERS
AUSTRALIA**

(effective from the first full pay period on or after 1st July 2025)

“painting a brighter future”

VICTORIA / TASMANIA



This Award has had its wage rates, special rates and allowances increased in accordance with Fair Work Australia 2024 decision. Fair Work will conduct annual wage reviews setting decisions each year.

The following rates and allowances apply to ALL members employing on-site building trades employees who are NOT party to an EBA. This Award applies to wages employees (NOT subcontractors) including apprentices in the **housing sector**.

All rates are based on daily hire employees. We would like to also remind all employers that you need to inform each employee at the time of engagement, their terms of employment such as whether they are daily hire, fulltime, part-time or casual.

1. Wage Rates –Daily Hire – Residential as described in Clause 4.10 (a)

(from the 1st Pay Period commencing on or after 1st July 2025)

	1	2	3
Classification (Please note weekly rates are rounded up or down to the nearest 10 cents)	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
CW4			
Signwriter	31.57	1199.50	21.94
CW3			
Carpenter & Joiner	31.44	1194.80	21.94
Tilelayer (Vic)	31.44	1194.80	21.94
Marble & Slate Worker	31.44	1194.80	21.94
Floorlayer Specialist	31.26	1188.00	21.94
Plasterer	31.26	1188.00	21.94
Painter	30.65	1164.70	21.94
CW1(a)			
Labourer /Brush Hand up to 3 months	27.91	1060.60	21.94
CW1(b)			
Labourer/Brush Hand from 3 to 12 months	28.43	1080.30	21.94
CW1©			
After 12 months Labourer or (Brush Hand)	28.79	1093.90	21.94
CW1(d)			
Experienced brush hand/labourer	29.27	1112.40	21.94

* Rates include Supplementary Payment, Industry Allowance, Tool Allowance, Follow-the-Job and Special Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

**** Annual Leave accrued at **2.92** hours per week.

Casual Rates- Casuals do not get follow the job allowance, Annual or sick leave, RDO or Public holidays – Please note that loading must be listed separately on the employee's payslip.

Classification	Hourly pay rate- Casual including loading	Base Hourly
Level 1 (CW/ECW 1) (level a) brushhand to 3 months	\$33.83 plus daily travel	\$27.06
Level 1 (CW/ECW 1) (level b) brushhand 3 to 12	\$34.45 plus daily travel	\$27.56
Level 1 (CW/ECW 1) (level c) after 12 brushhand	\$34.89 plus daily travel	\$27.91
Level 1 (CW/ECW 1) (level d) experienced brushhand	\$35.48 plus daily travel	\$28.38
Level 3 (CW/ECW 3) qualified painter	\$37.14 plus daily travel	\$29.72
Level 4 (CW/ECW 4)	\$38.25 plus daily travel	\$30.60

The following rates and allowances apply to ALL members employing on-site building trades employees who are NOT party to an EBA. This Award applies to wages employees (NOT subcontractors) including apprentices in the **housing sector**.

All rates are based on daily hire employees. We would like to also remind all employers that you need to inform each employee at the time of engagement, their terms of employment such as whether they are daily hire, fulltime, part-time or casual.

2. Wage Rates –Daily Hire – Non Residential as described in Clause 4.10

(from the 1st Pay Period commencing on or after 1st July 2025)

	1	2	3
Classification (Please note weekly rates are rounded up or down to the nearest 10 cents)	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
CW4			
Signwriter	31.91	1212.70	21.94
CW3			
Carpenter & Joiner	31.79	1208.10	21.94
Tilelayer (Vic)	31.79	1208.10	21.94
Marble & Slate Worker	31.79	1208.10	21.94
Floorlayer Specialist	31.61	1201.20	21.94
Plasterer	31.61	1201.20	21.94
Painter	31.00	1178.00	21.94
CW1(a)			
Labourer /Brush Hand up to 3 months	28.26	1073.90	21.94
CW1(b)			
Labourer/Brush Hand from 3 to 12 months	28.78	1093.60	21.94
CW1©			
After 12 months Labourer or (Brush Hand)	29.14	1107.20	21.94
CW1(d)			
Experienced brush hand/labourer	29.62	1125.60	21.94

* Rates include Supplementary Payment, Industry Allowance, Tool Allowance and Follow-the-Job Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

**** Annual Leave accrued at 2.92 hours per week.

Casual Rates- Casuals do not get follow the job allowance, Annual or sick leave, RDO or Public holidays - Please note that loading must be listed separately on the employee's payslip.

Classification	Hourly pay rate- Casual including loading	Base Hourly
Level 1 (CW/ECW 1) (level a) brushhand to 3 months	\$34.25 plus daily travel	\$27.40
Level 1 (CW/ECW 1) (level b) brushhand 3 to 12	\$34.88 plus daily travel	\$27.90
Level 1 (CW/ECW 1) (level c) after 12 brushhand	\$35.31 plus daily travel	\$28.25
Level 1 (CW/ECW 1) (level d) experienced brushhand	\$35.90 plus daily travel	\$28.72
Level 3 (CW/ECW 3) qualified painter	\$37.57 plus daily travel	\$30.05
Level 4 (CW/ECW 4)	\$38.67 plus daily travel	\$30.94

Wage Rates (cont'd)**Applicable to apprentices who have not completed Year 12. - Residential**

Classification	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
Painters/Signwriters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.06	\$648.40	18.65
2 nd year	\$22.69	\$862.08	19.75
3 rd year	\$26.90	\$1,022.34	20.84
(b) Who have not completed a pre-apprenticeship course			
1 st Year	\$15.66	\$594.98	16.46
2 nd Year	\$18.47	\$701.82	18.65
3 rd Year	\$22.69	\$862.08	19.75
4 th Year	\$26.90	\$1,022.34	20.84
Carpenters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.86	\$678.50	18.65
2 nd year	\$23.48	\$892.18	19.75
3 rd year	\$27.70	\$1,052.44	20.84
(b) Who have not completed a pre-apprenticeship course			
1 st Year	\$16.45	\$625.08	16.46
2 nd Year	\$19.26	\$731.92	18.65
3 rd Year	\$23.48	\$892.18	19.75
4 th Year	\$27.70	\$1,052.44	20.84
Plasterers			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.68	\$671.66	18.65
2 nd year	\$23.30	\$885.34	19.75
3 rd year	\$27.52	\$1,045.60	20.84
(b) Who have not completed a pre-apprenticeship course			
1 st Year	\$16.27	\$618.24	16.46
2 nd year	\$19.08	\$725.08	18.65
3 rd year	\$23.30	\$885.34	19.75
4 th year	\$27.52	\$1,045.60	20.84
Tilelayers			
(a) Who have completed a pre-apprenticeship course.			
1 st Year	\$17.86	\$678.50	18.65
2 nd year	\$23.48	\$892.18	19.75
3 rd year	\$27.70	\$1,052.44	20.84
(b) Who have not completed a pre-apprenticeship course			
1 st Year	\$16.45	\$625.08	16.46
2 nd year	\$19.26	\$731.92	18.65
3 rd year	\$23.48	\$892.18	19.75
4 th year	\$27.70	\$1,052.44	20.84

* Rates include Industry Allowance, Tool Allowance and Special Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

Apprentices are not employed on daily hire under the Award, therefore if terminated, notice period needs to be adhered to.

Wage Rates (cont'd)

Applicable to apprentices who have completed Year 12. - Residential

Classification	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
Painters/Signwriters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.06	\$648.40	18.65
2 nd year	\$22.69	\$862.08	19.75
3 rd year	\$26.90	\$1,022.34	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.06	\$648.40	16.46
2 nd Year	\$19.87	\$755.24	18.65
3 rd Year	\$22.69	\$862.08	19.75
4 th Year	\$26.90	\$1,022.34	20.84
Carpenters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.86	\$678.50	18.65
2 nd year	\$23.48	\$892.18	19.75
3 rd year	\$27.70	\$1,052.44	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.86	\$678.50	16.46
2 nd Year	\$20.67	\$785.34	18.65
3 rd Year	\$23.48	\$892.18	19.75
4 th Year	\$27.70	\$1,052.44	20.84
Plasterers			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.68	\$671.66	18.65
2 nd year	\$23.30	\$885.34	19.75
3 rd year	\$27.52	\$1,045.60	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.68	\$671.66	16.46
2 nd year	\$20.49	\$778.50	18.65
3 rd year	\$23.30	\$885.34	19.75
4 th year	\$27.52	\$1,045.60	20.84
Tilelayers			
(a) Who have completed a pre-apprenticeship course.			
1 st Year	\$17.86	\$678.50	18.65
2 nd year	\$23.48	\$892.18	19.75
3 rd year	\$27.70	\$1,052.44	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.86	\$678.50	16.46
2 nd year	\$20.67	\$785.34	18.65
3 rd year	\$23.48	\$892.18	19.75
4 th year	\$27.70	\$1,052.44	20.84

* Rates include Industry Allowance, Tool Allowance and Special Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

Apprentices are not employed on daily hire under the Award, therefore if terminated, notice period needs to be adhered to.

Wage Rates (cont'd)

Applicable to apprentices who have not completed Year 12. – Non Residential

Classification	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
Painters/Signwriters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.40	\$661.22	18.65
2 nd year	\$23.02	\$874.90	19.75
3 rd year	\$27.24	\$1,035.16	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$15.99	\$607.80	16.46
2 nd Year	\$18.81	\$714.64	18.65
3 rd Year	\$23.02	\$874.90	19.75
4 th Year	\$27.24	\$1,035.16	20.84
Carpenters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$18.19	\$691.32	18.65
2 nd year	\$23.82	\$905.00	19.75
3 rd year	\$28.03	\$1,065.26	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.40	\$661.22	16.46
2 nd Year	\$20.21	\$768.06	18.65
3 rd Year	\$23.02	\$874.90	19.75
4 th Year	\$27.24	\$1,035.16	20.84
Plasterers			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$18.01	\$684.48	18.65
2 nd year	\$23.64	\$898.16	19.75
3 rd year	\$27.85	\$1,058.42	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$16.61	\$631.06	16.46
2 nd year	\$19.42	\$737.90	18.65
3 rd year	\$23.64	\$898.16	19.75
4 th year	\$27.85	\$1,058.42	20.84
Tilelayers			
(a) Who have completed a pre-apprenticeship course.			
1 st Year	\$18.19	\$691.32	18.65
2 nd year	\$23.82	\$905.00	19.75
3 rd year	\$28.03	\$1,065.26	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.40	\$661.22	16.46
2 nd year	\$20.21	\$768.06	18.65
3 rd year	\$23.02	\$874.90	19.75
4 th year	\$27.24	\$1,035.16	20.84

* Rates include Industry Allowance, Tool Allowance and Special Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

Apprentices are not employed on daily hire under the Award, therefore if terminated, notice period needs to be adhered to.

Wage Rates (cont'd)

Applicable to apprentices who have completed Year 12. – Non Residential

Classification	Hourly Rate 38 hr wk. *	Weekly Rate *	Daily Fares Allow. ***
Painters/Signwriters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$17.40	\$661.22	18.65
2 nd year	\$23.02	\$874.90	19.75
3 rd year	\$27.24	\$1,035.16	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$17.40	\$661.22	16.46
2 nd Year	\$20.21	\$768.06	18.65
3 rd Year	\$23.02	\$874.90	19.75
4 th Year	\$27.24	\$1,035.16	20.84
Carpenters			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$18.19	\$691.32	18.65
2 nd year	\$23.82	\$905.00	19.75
3 rd year	\$28.03	\$1,065.26	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$18.19	\$691.32	16.46
2 nd Year	\$21.00	\$798.16	18.65
3 rd Year	\$23.82	\$905.00	19.75
4 th Year	\$28.03	\$1,065.26	20.84
Plasterers			
(a) Who have completed a pre-apprenticeship course.			
1 st year	\$18.01	\$684.48	18.65
2 nd year	\$23.64	\$898.16	19.75
3 rd year	\$27.85	\$1,058.42	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$18.01	\$684.48	16.46
2 nd year	\$20.82	\$791.32	18.65
3 rd year	\$23.64	\$898.16	19.75
4 th year	\$27.85	\$1,058.42	20.84
Tilelayers			
(a) Who have completed a pre-apprenticeship course.			
1 st Year	\$18.19	\$691.32	18.65
2 nd year	\$23.82	\$905.00	19.75
3 rd year	\$28.03	\$1,065.26	20.84
(b) Who have <u>not</u> completed a pre-apprenticeship course			
1 st Year	\$18.19	\$691.32	16.46
2 nd year	\$21.00	\$798.16	18.65
3 rd year	\$23.82	\$905.00	19.75
4 th year	\$28.03	\$1,065.26	20.84

* Rates include Industry Allowance, Tool Allowance and Special Allowance.

*** Payable on RDO'S **but NOT payable** for Public Holidays, Sick Leave and Annual Leave

Apprentices are not employed on daily hire under the Award, therefore if terminated, notice period needs to be adhered to.

*Adult Apprentice-21 and Over			Year of apprenticeship
Painter/Signwriter Res	27.06	1028.30	All Years
Painter/Signwriter Non Res	27.40	1041.10	All Years

Travel Allowance for Adult Apprentices is paid as per year of Apprenticeship.

2. Leading Hand Allowances

Operative date: From 1st July 2025 – % of the appropriate weekly rate

(i) In charge of not more than 1 person	2.4%
(ii) In charge of 2 and not more than 5 persons	5.3%
(iii) In charge of 6 and not more than 10 persons	6.7%
(iv) In charge of more than 10 persons	9.0%

3. Multi Story Allowance

Operative date: From 1st July 2025

From the commencement of building to 15 th floor level	73¢ per hour
From the 16th floor level to 30th floor level	87¢ per hour
From the 31st floor level to 45th floor level	\$1.35 per hour
From the 46th floor level to 60th floor level	\$1.74 per hour
From the 61st floor level onwards	\$2.14 per hour

The allowance which is payable at the highest point of the building shall continue until completion of the building.

4. Special Rates

Operative date: From 1st July 2025

In addition to the applicable wage rates, the following special rates are paid for disabilities as outlined below:

Laser Safety Officer	\$3.77 per day
Underground Allowance	\$19.23 per week
Underground Allowance – no more than 4 shifts per week	\$4.27 per day
First Aid – Minimum Qualification	\$3.85 per day
First Aid – Higher Qualification	\$6.09 per day
Computing Quantities	\$6.55 per day
Scaffolding or rigging Certificate Allowance	\$0.90 per hour

5. Other Award prescribed Allowances

1. Compensation for Clothes and Tools	\$2296.00 max
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Operative date: From 1st July 2025

3. Living Away From Home	
(a) Where board and lodging not provided	\$100.22 per day
(b) Weekend Return Home	\$44.41
(c) Return Journey	\$26.21
(d) Camping Allowance-where free messing not provided	\$254.97 for 7 days or \$36.38 per day where less than a week

Operative Date: From 1st July 2024

4. Meal Allowance	\$19.00 per meal
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Operative date: From 1st July 2025

5. Motor Vehicle Allowance -	
Travel outside designated radius to & from job	\$0.59 per km
Travel between jobs on one day	\$0.98 per km

Operative date: From 1st July, 2025

6. LONG SERVICE LEAVE -

VICTORIA LEAVEPLUS Commencing from 1 July 2003, the Victorian Construction Industry Long Service Leave Board has introduced a levy on employers to fund the portable long service leave scheme. This levy is 2.7% of ordinary time earnings. This payment is compulsory and apprentices have no payment but must be signed with Coinvest.

TASMANIA TASBUILD On 1 July 1998 Tasmania's Construction Industry Long Service Scheme was transferred from Government control to TasBuild Limited, a private trustee company. TasBuild is responsible for providing long service benefits to workers in the construction industry and ensuring that both employee entitlements are protected and a level playing field for employers in Tasmania is maintained. In Tasmania apprentices must be registered and contributions made.

EMPLOYMENT CONDITIONS

(Summary of the More Prevalent Conditions of Employment)

(1) DAILY TRAVEL - Beyond the Designated 50 kilometer Radius

Where an employee is required to travel to a job beyond the designated 50 kilometer radius (i.e. the employee is not provided with board and lodging, nor the living away from home allowance), the employee in addition to the daily travel allowance shall receive all expenses reasonably incurred in such travel, which shall be **59 cents per kilometer** where the employee uses his own vehicle.

Additionally he will be entitled to be paid for the time outside ordinary working hours reasonably spent in such travel calculated at ordinary hourly rates to the next quarter of an hour with a minimum payment of one half hour per day for each return journey.

(2) HOURS OF WORK

The ordinary working hours shall be 38 per week, worked Monday to Friday between 7.00 am and 6.00 pm.

The 38 hour week will usually be worked in a 20-day 4-week cycle with eight hours worked on each of nineteen days and with 0.4 of an hour on each of those days accruing towards toward the twentieth day which shall be taken off and paid as if worked.

The employer and employees at an establishment may agree to an alternative method of working which does not require RDO's

(3) OVERTIME

(a) Work performed beyond the ordinary time of work and/or on a public holiday shall be paid at the relevant rates specified below:

Monday to Friday - Time and a half for the first two (2) hours and double time thereafter.

Where an employee is **recalled to work overtime** after leaving the job, such employee shall be entitled to a minimum of 3 hours work at the appropriate rate.

Weekend:

Saturday - Time and a half for the first two (2) hours and double time thereafter, provided that all work after 12.00 Noon is payable at double time.

An employee working on a Saturday shall be afforded at least 3 hours work at the appropriate rate.

Sunday - All time worked at the rate of double time with a minimum payment of 4 hours at the appropriate rate.

Crib Time: An employee is allowed a paid crib time of 20 minutes at ordinary rates after 4 hours work on a Saturday and/or a Sunday.

Public Holidays - Work performed on a public holiday or on the Saturday following Good Friday shall be paid at the rate of double and a half with a minimum payment of 4 hours at the appropriate rate.

(4) **SHIFT WORK PROVISIONS**

Notice: 48 hours notice to employees required before commencing shift work

Shifts: **afternoon shift** means a shift commencing at or after 1.00 pm and before 3.00 pm

night shift means a shift commencing at or after 3.00 pm and before 11.00 pm

early morning shift means a shift commencing at or after 11.00 pm and before 4.30 am

morning shift means a shift commencing at or after 4.30 am and before 6.00 am

early afternoon shift means a shift commencing on or after 11.00 am and before 1.00 pm.

Shift Loadings:

Shifts of 5 days or more are paid as follows:

Afternoon and night and early morning shift at ordinary rates plus 50% (ie at time and a half).
Morning and early afternoon shift at ordinary rates plus 25% (ie at time and a quarter).

Shifts of less than 5 days are paid at ordinary rates plus 50% for first two hours and double time thereafter (ie 1st 2 hours at time and 1/2 and double time thereafter).

Ordinary Hours for both afternoon and night shift consist of 8 hours **inclusive** of a paid 20 minute crib time.

Overtime when on Shifts:

- Monday to Friday payable at double time
- Saturday and Sunday at normal weekend overtime rates.

Note: Shift loadings are NOT paid on top of overtime payments.

(5) **LIVING AWAY FROM HOME ALLOWANCES**

- (a) Where an employee is required to live away from home due to work at a distant job, such that he/she cannot reasonably return to his/her home each night, then the employer shall provide **“reasonable board and lodging”** OR the employee shall be entitled to the following:

Daily Allowance of \$100.22

Operative date: 1st pay period starting on or after 1st July 2025

Reasonable board and lodging shall mean lodging in a well-kept establishment with three adequate meals each day.

PLUS

- (b) **Travelling Expenses To Distant Job as follows:**

(i) **Forward Journey:** Ordinary pay to a maximum of 8 hours for time spent travelling, based on rail travel or the usual travelling facilities, **plus**

The cost of fares and transport of tools by the most common method of public transport, **plus**

\$19.00 for each meal partaken whilst travelling.

Operative date: 1st July 2025

Note: The normal daily travelling allowance **is not payable** during the above journey.

Employer right to deduct fares costs: The employer has the right to deduct the cost of forward journey fares where the employee terminates within two weeks from commencement on the distant job.

(ii) **Return Journey**: The employee is **entitled** to the same time travelling, fares and meal payments as for forward journey plus **\$26.21** for transportation of the employee and his tools to his usual place of residence.

Operative date: 1st pay period starting on or after 1st July 2025

Note: The return journey is **not payable** where the employee terminates within two months of commencement on the job or is dismissed for incompetence within one week or is dismissed for misconduct.

(b) **Daily Fares Allowance**: Employees not living on the site are entitled to the normal travelling allowance of:

- BCGOSA - **\$21.94** per day. **Operative Date: 1st July 2025**

(c) **Meal Allowance** is **\$19.00 per meal**
Operative date: 1st pay period starting on or after 1st July 2025.

(e) **Weekend Return Home**

An employee who works the day before and the day after a weekend and notifies the employer no later than Tuesday of each week that he intends to return to his usual place of abode such employee shall be paid an allowance of **\$44.41** for each occasion.

Operative date: 1st July 2025

(5) **TOOLS AND EQUIPMENT**

Each employee may be required to sign for receipt of power tools, leads and other equipment supplied by the employer, and further agree that upon termination of employment all such tools and equipment will be returned to the company in good order and condition.

Tradesmen are required to be in possession of the necessary tools of trade.

WARNING

The MPA/FTAA has endeavoured to ensure the rates we publish are correct. In some minor cases corrections may be required. MPA/FTAA does not accept any responsibility or liability for loss or damage suffered as a result of reliance on this information. If and when it does become necessary to make amendments to the current information, our office will notify you as soon as possible.

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