

# Improvements to the State Road Traffic Management Company Registration Scheme

We're continuing to progress the implementation of improvements to pay and conditions for traffic management personnel working on State Roads.

## Minimum Pay Scale Consultation

As mentioned in Newsletter #2, industry has proposed the introduction of a graduated pay scale to minimum pay rates for traffic management work on the State Road network.

The proposal was developed by several representatives from traffic management companies including the Traffic Management Association of Australia and the Australian Flexible Pavement Association.

Main Roads is now consulting with unions and other stakeholders on this proposal. If implemented, this may result in minor adjustments to the previously announced minimum pay rates.

The purpose of the consultation is to explore whether a suitable system can be established that recognises formal accreditations and service in the industry while still providing for progression through pay levels.

Based on stakeholder feedback, Main Roads expects to be able to finalise a recommendation for pay scales that link minimum pay rates and the requisite qualifications for workers in this important industry.

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<sup>1</sup> State Road Traffic Management Company Registration Scheme

## Main Roads' State-wide Traffic Management Panel Contract

Improvements to pay and conditions for traffic management workers engaged under Main Roads' State-wide Traffic Management Panel Contract commenced on 1 February 2024. Panel members were able to provide new pricing of their traffic management services related to the improvements to their employees pay and conditions. Almost all panel members have taken up this opportunity.

In consideration of the ongoing consultation with stakeholders under the Scheme<sup>1</sup>, Main Roads has implemented interim minimum pay scales for this contract.

The interim arrangement provides:

- (a) for a worker who has a Traffic Controller and/or Basic Worksite Traffic Management accreditation, the greater of the current Award<sup>2</sup> CW 2 Rate or \$28.54 per hour;
- (b) for a worker who has a Worksite Traffic Management and/or Operate Truck Mounted Attenuator accreditation, \$35.67 per hour; or
- (c) for a worker who has an Advanced Worksite Traffic Management accreditation and/or has a Roadworks Traffic Manager accreditation, \$37.15 per hour.

The above minimum pay rates exclude industry allowances, casual loading, overtime, superannuation and similar.

<sup>2</sup> *Building and Construction General Onsite Award 2020*, as amended (including annual wage reviews) or replaced

The above minimum rates apply to this contract only and do not replace or otherwise alter the contractual provisions in other Main Roads contracts or requirements of the State Road Traffic Management Company Registration Scheme.

## Pay Structures Between Client, Traffic Management Company and Workers

Main Roads acknowledges that clients (including Main Roads) are often not the direct employers of traffic management workers. Given the requirements of traffic management work, it will often be the case that the pay structure between the client and the traffic management company, and the employer and the worker, will not align.

The reasons for the difference may include:

- (a) differing periods of time paid for (e.g. work undertaken on site versus activities completed by workers at the employer's premises prior to arrival at site or after leaving site);
- (b) differing timeframes where overtime rates (or similar) may be applicable; and
- (c) differing pay scales noting that a worker may have a higher qualification, however due to the nature of the site and the traffic management being implemented, this qualification is not required by the client and/or the Code<sup>3</sup>.

In relation to items (a) and (b), Main Roads does not intend prescribing any specific requirements as part of the State Road Traffic Management Company Registration Scheme (other than compliance with the Award and any applicable laws). However, in relation to item (c), Main Roads is considering the implications of this with stakeholders.

Main Roads notes that the current wording of the Scheme requires employers to pay minimum rates to workers based on what service is *required* (not based on the qualification the worker has). For example, a worker may have an Operate Truck Mounted Attenuator (TMA) accreditation, but as there is no TMA being utilised, they are carrying out general traffic management activities that only require a Basic Worksite Traffic Management (BWTM) accreditation. Accordingly, from

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<sup>3</sup> Traffic Management for Works on Roads Code of Practice

1 July 2024, the Scheme requires that workers may be paid the BWTM rate (or higher) for the relevant work.

From 1 February 2024, the interim arrangements on the State-wide Traffic Management Panel Contract result in the employer being required to pay a worker based on the qualification that they actually have (not what service may be required by Main Roads or the Code). This may not always result in the payment Main Roads makes to the traffic management company for a service being in the same category as the payment the traffic management company actually makes to the worker.

Main Roads welcomes feedback in relation to this item (c) and will consider comments from stakeholders prior to the implementation of any graduated pay scale.

## Renewal and Re-Registration Process

Main Roads is exploring a new application process that can be accessed online. The online portal will be a quick and seamless way to upload your information so that our team can process applications in a timely manner. Further updates will be provided in future Newsletters.

## FAQs

As a quick reminder - a comprehensive, [FAQs document](#) is available to answer any questions about the State Road Traffic Management Company Registration Scheme.

These FAQs are continuing to be updated based on new information and any questions raised by industry.

## Next Steps

Aside from checking the FAQs, please feel free to email any questions you may have to [TMCreg@mainroads.wa.gov.au](mailto:TMCreg@mainroads.wa.gov.au) and the team will answer you. In addition, if we receive enough questions on the same topic, we will feature information about it in the next Newsletter.

Consultation with industry and unions is continuing.  
We will also continue to update stakeholders on developments.

## Further information

For further information please visit  
[www.mainroads.wa.gov.au/technical-commercial/work-on-roads](http://www.mainroads.wa.gov.au/technical-commercial/work-on-roads).

You can also contact the following industry associations and unions:

The Australian Flexible Pavement Association (WA)  
PO Box 4037  
Woodlands  
WA 6018

The Traffic Management Association of Australia (WA  
Division Chair)  
Max Line  
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CFMEU  
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