



# Frequently Asked Questions

## Changes to the State Road Traffic Management Company Registration Scheme

### 1. Who needs to be registered?

Any company that implements traffic management on State controlled roads must be registered. This includes metropolitan and regional State Roads. State Roads covered by this Scheme can be found at: [List of Roads Under Main Roads Control](#)

You do not need to be registered to work on local government roads.

### 2. What happens in an emergency?

A non-registered traffic management company (including local government) can implement traffic management on the State Road network in an emergency situation. In an emergency, safety is the priority. For example, if there is a burst water main in a rural area, the situation can be handled by the closest company to ensure public safety. Also, the emergency services are exempt from this Scheme as they are not considered to be traffic management companies.

### 3. What's happening in terms of working conditions?

Main Roads WA is making improvements to the requirements for traffic management workers on State Roads, or for work on other roads procured by Main Roads (including Metronet and Main Roads WA maintenance and construction projects), to improve working conditions for traffic management personnel. In addition to a graduated base pay scale that rewards experience and accreditation all other employment conditions must meet or exceed the conditions detailed in the Building and Construction General On-site Award 2020 (i.e. the entitlements for overtime, casual loading, etc);

### 4. What are the Additional Requirements?

Both Main Roads WA contracts and the State Road Traffic Management Company Registration Scheme (Registration Scheme) will introduce the following Additional Requirements:

- Main Roads has worked with industry and recently agreed to amendments to the minimum pay scales required as part of the State Road Traffic Management Company Registration Scheme (the Scheme). These revised minimum pay scales are detailed below.
- Where an experience requirement and a work type limitation are detailed, **both** requirements must be met for that category to apply (a flowchart, Figure 1, is also provided at the end of the FAQ for additional information).
- Main Roads has devised the below Categories to help simplify which areas an employee may be classified:
- **Category A.1 Traffic Management Worker**
  - Accreditation requirement:** Basic Worksite Traffic Management (BWTM) and/or Traffic Controller (TC)
  - Experience requirement:** Less than 3 months experience (limited exclusively to event management)
  - Work type limitation:** Non-Project Works
  - Minimum pay rate:** \$32.00
  - Employment requirements:** Must be directly employed by traffic management company registered under the Scheme
- **Category A.2 Traffic Management Worker**
  - Accreditation requirement:** BWTM and/or TC
  - Experience requirement:** Less than 6 months experience
  - Work type limitation:** Any work type
  - Minimum pay rate:** \$34.33
  - Employment requirements:** Must be directly employed by traffic management company registered under the Scheme

- **Category A.3 Traffic Management Worker**  
**Accreditation requirement** BWTM and/or TC  
**Experience requirement:** 6 months or more experience  
**Work type limitation:** Any work type  
**Minimum pay rate:** \$35.67  
**Employment requirements:** Must be directly employed by traffic management company registered under the Scheme
- **Category B Traffic Management Worker**  
**Accreditation requirement** Worksite Traffic Management (WTM) and/or Operate Truck Mounted Attenuator (OTMA)  
**Experience requirement:** No experience requirements<sup>1</sup>  
**Work type limitation:** Any work type  
**Minimum pay rate:** \$37.15  
**Employment requirements:** Must be directly employed by traffic management company registered under the Scheme
- **Category C Traffic Management Worker**  
**Accreditation requirement** Advanced Worksite Traffic Management (AWTM)  
**Experience requirement:** No experience requirements<sup>1</sup>  
**Work type limitation:** Any work type  
**Minimum pay rate:** \$39.00  
**Employment requirements:** Must be directly employed by traffic management company registered under the Scheme<sup>2</sup>
- **Category D Traffic Management Worker**  
**Accreditation requirement** Roadworks Traffic Manager (RTM)  
**Experience requirement:** No experience requirements<sup>1</sup>  
**Work type limitation:** Any work type  
**Minimum pay rate:** \$39.00  
**Employment requirements:** No requirements for traffic management company registered under the Scheme to directly employ
- **Non Pay Conditions**
  - With some exceptions, the company implementing the traffic management must directly employ the traffic management personnel (i.e. there is to be no subcontracting out or use of labour hire employees);
  - Government agencies will be able to audit companies/organisations under the Registration Scheme, including the pay and conditions of employees; and
  - Where information obtained during an audit relates to the non-compliance of an industrial award, agreement etc, Main Roads WA may refer this matter to the appropriate authority.
- **Project Works**
  - In relation to the Category A.1 Traffic Management Worker, "Project Works" means all traffic management work other than those related directly and solely to "events" as described at section 4 of Western Australia's Traffic Management for Events Code of Practice (available on the Main Roads website). For the avoidance of doubt, Project Works includes all traffic management work either directly or indirectly supporting:
    - the construction or maintenance of infrastructure (including roads and bridges);
    - vegetation management on or near road or bridge infrastructure; or
    - a response to an incident or emergency impacting the operation of road or bridge infrastructure.

<sup>1</sup> Note that the *Traffic Management for Works on Roads Code of Practice* contains experience requirements for workers prior to obtaining WTM, OTMA, AWTM and RTM accreditations.

<sup>2</sup> Some exclusions apply in Main Roads contracts

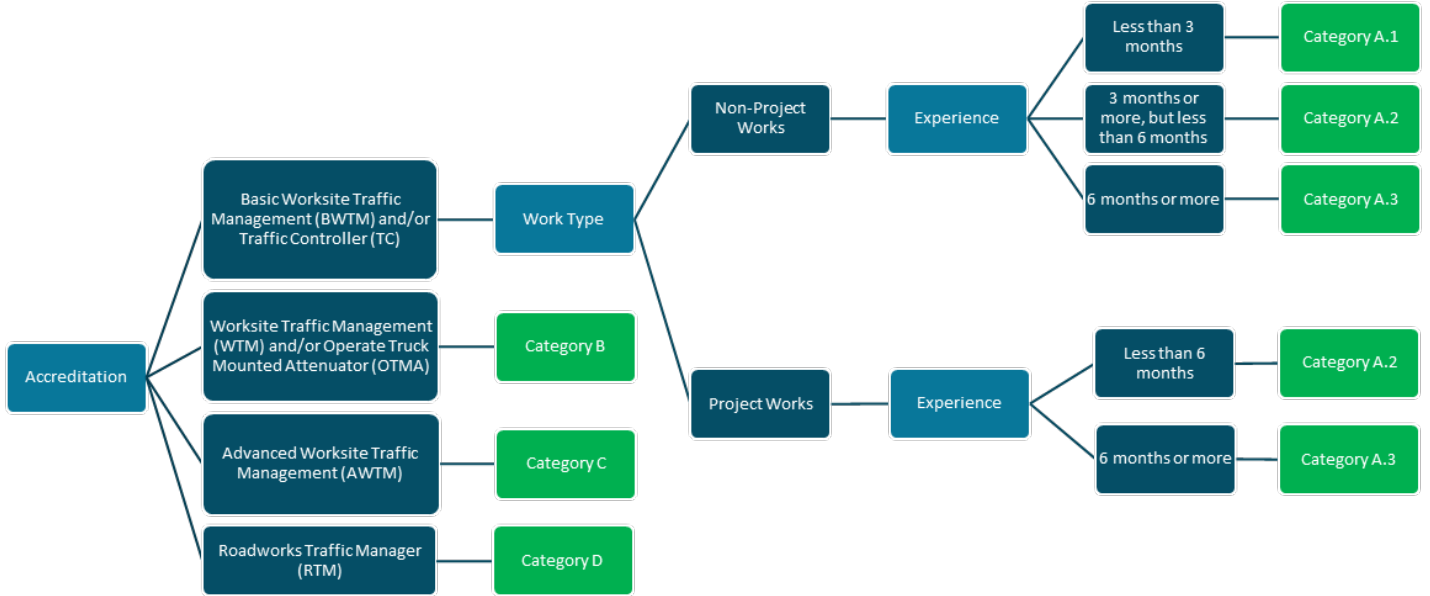


Figure 1 Minimum Pay Flowchart

## 5. When will the Additional Requirements take place?

The above minimum pay scales are to be implemented as part of the changes to the Scheme, commencing **1 July 2024**.

Additionally, Main Roads will amend some of our contracts to implement these revised minimum pay scales at an earlier date. This includes Main Roads' [State-wide Traffic Management Panel Contract](#), which will require the revised minimum pay rates to be back-dated to **1 February 2024**.

Relevant contractors will receive correspondence regarding such requirements and associated contractual implications.

## 6. What are the current pay rates?

Where no Enterprise Agreement is in operation, the current minimum rates for traffic management personnel undertaking work under the *Building and Construction General On-site Award 2020* (BCGOA) is \$25.44 per hour.

Some traffic management companies undertaking events management, pay their employees (with at least three months experience) \$24.08 per hour, under the *Miscellaneous Award 2020*.

## 7. What if I employ my employees under a different industrial arrangement?

Where a Company employs under a different industrial award, agreement etc, the registered company will need to demonstrate to Main Roads WA (e.g. in its application(s) for registration) how these arrangements meet or exceed the same or similar provisions under the BCGOA.

Where existing employment arrangements are less favourable than those under the Award, a company will need to demonstrate what actions it will undertake to meet the above minimum employment conditions.

For the purposes of the Conditions, Main Roads WA will determine whether a Company's industrial arrangements meet or exceed the same or similar provisions under the BCGOA.

## 8. How do I measure my experience

"Experience" means experience undertaking work that requires a BWTM and/or TC accreditation pursuant to

the *Traffic Management for Works on Roads Code of Practice*.

For example, if a traffic management worker has worked on 50 days (or part thereof) undertaking traffic management work that requires a BWTM and/or a TC accreditation, their experience would be:  $50 / 20 = 2.5$  months experience.

### Examples

To provide additional clarity as to the appropriate category, the following examples are provided:

- If a traffic management worker with a BWTM and/or TC with 2 months experience is working on "Project Works", they would be required to be paid the Category A.2 Traffic Management Worker minimum pay rate (or higher).
- If a traffic management worker with a BWTM and/or TC with 4 months experience is working on "Non-Project Works", they would be required to be paid the Category A.2 Traffic Management Worker minimum pay rate (or higher).
- If a traffic management worker has an WTM accreditation and is working on "Non-Project Works", they would be required to be paid the Category B Traffic Management Worker minimum pay rate (or higher).

## 9. How do workers verify their experience when moving from company to company?

To assist with traffic management workers verifying their experience, traffic management companies registered under the Scheme must, on request, provide any traffic management worker that has worked directly or indirectly for the traffic management company a "letter of service" detailing dates of engagement and/or disengagement with the company and details of experience gained by the worker.

## 10. What about portable long service leave?

Portable long service leave for the construction industry (MyLeave) must be paid where required under the *Construction Industry Portable Paid Long Service Leave Act 1985 (WA)* and the *Construction Industry Portable Paid Long Service Leave Regulations 1986 (WA)*.

All work performed on behalf of Main Roads WA is to be considered part of the "Construction Industry".

For further information on portable long service leave, please see [MyLeave – Construction Long Service WA](#).

### 11. Are the new minimum base rates subject to increases?

Main Roads WA will monitor changes in wages in the Construction Industry and reserves the right to make changes in future.

Any future changes in minimum rates will be communicated to stakeholders.

### 12. Why are the improvements being made?

Minimum pay and conditions for traffic management personnel are being implemented for a number of reasons, including:

- the need to attract and retain more experienced traffic management workers which will improve worker and road user safety.
- to remove pressure on companies to reduce wages to win traffic management work;
- to ensure accountability and greater consistency in the implementation of traffic management across the State Road network.

### 13. What is included in the new minimum base rates?

The minimum base rates are the minimum rates payable to an individual.

The base rates **DO NOT** include any casual loading, overtime, allowances, the Industry Allowance etc required to be paid under the BCGOA, superannuation or similar, which are required to be paid.

### 14. What should a worker do if they believe they are not being paid in accordance with the conditions of registration?

In the first instance a worker should bring an issue up with their employer, providing details of their accreditations and/or experience and the sites they've worked on where they believe there was a pay discrepancy.

If a worker believes there is still an issue after raising it with their employer they may contact Main Roads at [TMCreg@mainroads.wa.gov.au](mailto:TMCreg@mainroads.wa.gov.au) and Main Roads will investigate the claim.

### 15. Who is considered to be traffic management personnel?

Any worker that the Western Australian *Traffic Management for Works on Roads Code of Practice* requires to have one or more of the following qualifications:

- Traffic Controller (TC);
- Basic Worksite Traffic Management (BWTM);
- Worksite Traffic Management (WTM);
- Advanced Worksite Traffic Management (AWTM);
- Roadworks Traffic Manager (RTM); and/or
- Truck Mounted Attenuator (TMA) Operator.

RTMs will, and AWTMs may, be exempt from the requirement to directly employ these personnel, but the remainder of the Additional Requirements will still apply.

### 16. Where will the Additional Requirements apply?

The Additional Requirements will apply to traffic management personnel working on State Roads (irrespective of who engaged the personnel) or, when working directly or indirectly for Main Roads WA (irrespective of location).

### 17. Will the Additional Requirements apply when working on other roads (ie local roads)?

The Additional Requirements only apply on other roads where the personnel are working directly or indirectly for Main Roads WA.

### 18. Does this mean that a traffic management personnel may be paid a different rate depending on where they work?

This will depend on the industrial arrangement that applies to each employer.

Main Roads WA encourages employers to retain and pay personnel according to the Additional

Requirements (or higher) to avoid having workers paid lower rates of pay when not working on State Roads or not working for Main Roads WA.

Additionally, Main Roads WA encourages all traffic management companies and other stakeholders to amend their contracts (if required) to be equivalent to those of the Additional Requirements.

**19. Do the Additional Requirements apply to personnel employed directly by Local Government?**

No. Local Governments and other state government entities will be exempt where they are the direct employer of the personnel.

The Additional Requirements will still apply to traffic management companies engaged directly or indirectly by a Local Government when undertaking work on a State Road.

**20. Do the Additional Requirements apply to events?**

Yes. The Additional Requirements are applicable for both roadworks and events (on State Roads or where the traffic management work is procured by Main Roads WA).

**21. I'm registered with Main Roads' State Road Traffic Management Company Registration Scheme, what do the improvements mean for me?**

Registered companies will need to:

- amend their employment arrangements and pay structures;
- provide associated evidence to Main Roads WA alongside their submitted registration application by 1 July 2024; and
- confirm that the improvements have been implemented.

**22. My company's current registration expires before 1 July 2024, will I have to conform to the Additional Requirements now?**

No, but you must demonstrate that you have mechanisms in place to comply with the Additional Requirements by 1 July 2024.

**23. My company's current registration expires after 1 July 2024, will I have to conform to the Additional Requirements on and after 1 July 2024?**

Yes, and you must demonstrate mechanisms in place to comply with the Additional Requirements by 1 July 2024.

**24. I am a traffic management company seeking to apply to the Registration Scheme. I believe that I comply with the current arrangements, but I do not yet comply with the 1 July 2024 Additional Requirements. Can I still be registered on the Scheme?**

Yes, you can apply to be registered on the Scheme however, the registration term may only be until 30 June 2024. You will then be required to submit proof of adherence to the Additional Requirements to continue being registered on the Scheme.

**25. I'm a traffic management company, what do I need to do in terms of my contracts?**

All Main Roads WA contracts for work undertaken by Main Roads WA will include provisions that require head contractors to pass the Additional Requirements on to subcontractors.

You need to ensure that all tenders and quotes for traffic management work for Main Roads WA and/or on State Roads provide for the Additional Requirements.

If you have an existing contract or subcontract arrangement that extends beyond 1 July 2024, then changes may need to be made to those arrangements.

**26. What happens if my company does not comply with these Additional Requirements?**

If you do not comply with the mandated Additional Requirements you:

- will have your registration reconsidered.
- will be affected by awards for contracts that consider other compliant traffic management companies, given tender assessment activities.
- may have work reallocated to other companies.

**27. I'm a traffic management worker, what do the Additional Requirements mean for me?**

The Additional Requirements represent an opportunity for better pay and employment conditions for all traffic management personnel.

The improved pay and conditions will help ensure stability and security for traffic management personnel and provide a more standard approach to pay and conditions across the industry.

**28. I’m a company registered on the State Road Traffic Management Company Registration Scheme, can I subcontract out my work?**

Yes, provided the subcontractor is also registered on the Scheme, traffic management work can be subcontracted. You must not subcontract out the traffic management implementation to an entity not registered on the Scheme.

**29. I’m a company registered on the State Road Traffic Management Company Registration Scheme and have won a lot of work recently, can I loan workers from other companies for my work?**

Yes, provided the loan workers are directly employed by another company that is also registered on the Scheme (and therefore will need to meet the Additional Requirements). These workers can only be used on an interim basis. They are not to be used on an ongoing basis (i.e. effectively creating a labour hire arrangement).

**30. Do local governments and contractors need to be registered?**

Yes. If the agency, organisation, company or corporation, whether private or public, implements traffic management on State controlled roads they must be registered. This includes planned work on a local government road that impacts a State Road, where traffic management is required on the State Road due to the works. Where an organisation engages a contractor to conduct these traffic management activities on their behalf, the contractor must be registered, but the organisation engaging the contractor does not need to be registered.

**31. Do local governments have any exemptions?**

Yes. Local government are exempt from section 3 and 4 of the application form as well as the requirement to provide workers compensation and professional indemnity insurance certificates, quality and OH&S certification and industrial relations arrangements (for employees).

**32. What situations require a registered traffic management company?**

A registered company is required to implement traffic management on a State Road that;

- involves closing a any part of a lane and/or road; or
- involves any form of traffic control of PTCO, or
- involves any alteration to the speed limit.

For example, lane closures, road closures, speed restrictions, mobile works and detours. Companies may not need to register if they are undertaking short term low impact works or working off the carriageway. For example, lawn mowing companies that only erect a worker symbolic sign on the verge and work exclusively off the carriageway may not need to be registered depending on the existing speed limit and their proximity to the carriageway.

Permanent Speed Limit	Offset of Worksite
≥80 km/h	>6 m
60 - 80 km/h	>3 m
≤60 km/h	>1.2 m

Table 1: Worksite offsets that do not require speed reductions

Note: A risk assessment may determine that a speed reduction is still required (i.e. on Freeways) which will require a registered company to implement.

**33. Does this Scheme apply to works at signalised intersections on local government roads?**

No. However Main RoadsWA strongly recommend that a registered company is used, particularly at multilane 4 way traffic signals. As stated in the Code of Practice it is a requirement that works that affect signal operation or that will close a lane within the intersection needs endorsement from an RTM and the Main Roads WA Road Network Operations Centre (RNOC).

**34. Do I need to be registered to implement traffic management for events?**

Yes, all traffic management for events that occur on State controlled roads will need to be implemented by a registered traffic management company.

**35. Do individual workers need to be accredited if the company is registered?**

Yes. All existing Main Roads WA accreditation processes for individual workers still apply. See; [Working on Roads - Training and Accreditation](#)

### 36. Do companies that only design traffic management need to register?

No. This Scheme only applies to companies that implement traffic management on site.

### 37. Use of registration status for advertising and promotion

Using information relating to registration status in advertising or promotional material is prohibited by the Conditions of Registration. However, organisations are permitted to state that they are a "Main Roads Western Australia Registered Traffic Management Company. Registration Number 0000". This statement is permitted on the company's website, stationery and traffic management plans only. Under no circumstances can the Main Roads WA logo be used. A list of registered companies will be displayed on the Main Roads WA website.

### 38. How do I get more information regarding 3rd party certification?

Main Roads WA requires the applicant to have 3rd party certification to Australian Standard AS/NZS ISO 45001:2018 for Occupational Health and Safety and AS/NZS ISO 9001-2016 for Quality Assurance. These are both "management systems" accreditation. 3rd party certification is only required for the "traffic management" section of the company. Full details of how to become accredited can be found at [www.jas-anz.org](http://www.jas-anz.org). Note: Local Government do not require 3rd party certification.

### 39. Will worksites be audited?

Yes. Worksites will be audited at random and without notice by Main Roads WA, LGA or DMIRS representatives.

### 40. If I am prequalified to work with Main Roads do I still need to register?

Yes, if you implement traffic management on the State Road network.

### 41. If my organisation is part of a group of related companies, does one registration applies to all the group of companies?

No. In a similar manner to certifications for quality and safety management systems, a company applying to be registered needs to be very clear which entity or entities

are sought to be registered (for the purposes of undertaking traffic management) and which (when and if registered) entity or entities can then undertake traffic management work.

### 42. Can a registered traffic management company subcontract work to a non-registered traffic management company?

No.

### 43. Do labour hire companies need to register?

No. Labour hire companies cannot carry out traffic management work, and therefore cannot apply for registration. From 1 July 2024 onwards (or an earlier date where specified in a Main Roads contract), labour hire companies cannot hire out workers to registered traffic management companies, and if this occurs this may lead to deregistration of the traffic management company.

### 44. Why do complex sites require a Worksite Traffic Manager (WTM) or Advanced Worksite Traffic Manager (AWTM) to be present?

The definition of complex sites is outlined in the Code of Practice. It is critical that modifications can be made to the traffic management at these sites with short notice. This requirement aims to raise industry standards and promote career progression.

### 45. Why do 1 in 20 employees require either or WTM or AWTM accreditation?

This is to ensure appropriate industry standards and promote career progression. The 1 in 20 ratio applies to company employees that work in traffic management, not the entire company. If the company has fewer than 20 employees, one person (or more) would need to have either a WTM or AWTM accreditation.

### 46. What if I have an existing contract on a State road and cannot meet the registration requirements?

The company holding the contract must engage a registered traffic management company to undertake the traffic management work on the State Road.

### 47. Who can I contact for further information?

General enquires and application submission:  
[tmcreg@mainroads.wa.gov.au](mailto:tmcreg@mainroads.wa.gov.au)