

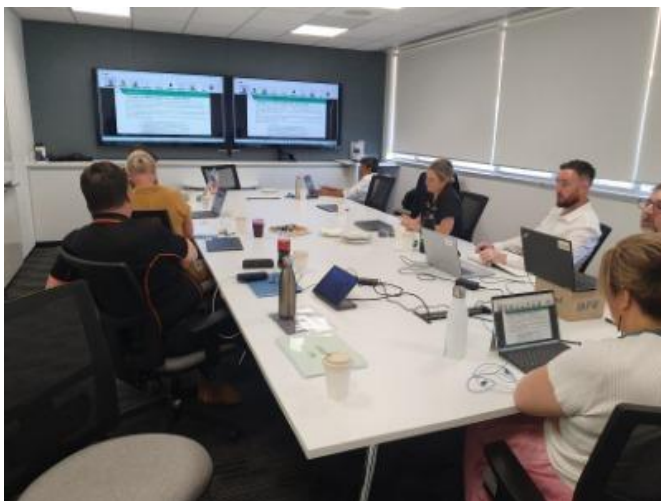
State Road Traffic Management Company Registration Scheme Newsletter

Traffic Management Industry Webinar

On 21 January 2026, the State Road Traffic Management Company Registration Scheme welcomed industry to an online webinar session tailored for traffic management professionals.

Three Main Roads staff and two external experts (*Britt O'Dwyer from Traffic Management Association Australia and Dr Dan Sullivan from Solutions in Transport Pty Ltd*) shared practical insights on day-to-day operations.

Thank you to our wonderful speakers and everyone who attended. We hope this session was beneficial and look forward to engaging with you in future webinars!



Meal Allowance: What are employees entitled to?

This question came up at our recent Webinar event. A meal allowance is provided under clause 21.2 of the Building and Construction General On-site

Award 2020 (Construction Award). Currently, the meal allowance is \$19.00 per event but the Fair Work Commission can potentially change the amount each July. Meal allowances are usually paid when an employee does a certain amount of overtime.

When won't an employee get paid a meal allowance during overtime?

The Fair Work Ombudsman's website advises that an employee won't get paid a meal allowance during overtime if their award:

- Doesn't have a meal allowance.
- Says that a meal allowance isn't paid when they're given notice of the overtime work.
- Says that a meal allowance isn't paid when the employer supplies a meal.

When does an employee get paid the meal allowance under the Construction Award?

In brief, an employee is provided the allowance under clause 21.2 of the Construction Award:

- When they are required to work overtime for at least 1.5 hours after working ordinary hours (inclusive of time worked for accrual purposes), and
- After the completion of each 4 hours from the commencement of overtime.
- But it is not paid if the employee is undertaking 'distant work' and is already provided suitable meals and the allowance provided for in clause 25 - Living away from home - distant work of the Construction Award.

Providing notice of overtime work does not remove the requirement to pay the meal allowance in accordance with the Construction Award.

Companies unsure if they are applying the meal allowance provisions of the Construction Award correctly should seek independent advice as compliance is required under the Scheme unless the Company's industrial arrangements already meet or exceed the same or similar provisions under the Construction Award.

Mandatory Portable Traffic Signal training has begun!

As of 1 March 2026, Portable Traffic Signal training has become mandatory in WA for anyone obtaining or renewing Main Roads Traffic Controller (TC) accreditation.

This requirement applies to all TC and Basic Worksite Traffic Management (BWTM)/TC combined training, including refresher courses.

Note: This does not apply to BWTM only accreditation.

What's Changed?

Since 1 March 2026:

- An additional minimum half day of training will be required to cover positioning, setup, programming, and operation of portable traffic signals.
- The BWTM/TC refresher course will run a minimum of 1.5 days.
- The full BWTM/TC course for new entrants will run a minimum 3.5 days.

Penalty Increase for Accessing Closed Roads

Road closures are implemented to protect the safety of both road users and workers during events such as fires, floods, and major incidents.

Penalties for accessing closed roads or interfering with road signs have increased to \$10,000.

March 2026 – Traffic Management for Works on Roads Code of Practice

With the updated [Traffic Management Code of Practice](#) (CoP) now published, many in the industry have asked how the new requirements will apply to Traffic Management Plans (TMPs) that are already approved, currently under assessment, or about to be submitted.

To support a smooth transition and avoid unnecessary disruption to planned works, the following approach will apply.

1. TMPs already approved

TMPs that have already been approved before the new CoP publication of 10 March 2026, do not need to be updated to comply with the new requirements. These TMPs may continue to be used for the duration of their approval and amendments will only be required if the project scope changes or if a significant safety issue is identified.

This ensures that ongoing works can proceed without delay or additional administrative burden.

2. TMPs where preparation has started before the updated publication

In the days immediately before the new CoP was released, some TMPs may already be well progressed in their development or under review by relevant stakeholders.

Where it is not practical for applicants to have applied the new requirements prior to submission, these TMPs:

- May continue to be assessed against the version of the CoP in effect at the time of submission, and
- Are not required to retrospectively incorporate new changes unless specifically advised (e.g., a critical safety upgrade).

This provides fairness for applicants and avoids creating last-minute rework during the transition period.

3. **TMPs being prepared following publication**
 New TMPs prepared after 10 March 2026 will be required to comply with all updated CoP provisions.

Reminder: Sign Installation Requirements

A reminder regarding long-term and non-permanent sign setups:

Signs in place for more than 14 days

- Must be mounted on permanent posts.
- Where permanent posts are proposed not to be used, a risk assessment by a Roadwork Traffic Manager (RTM) must first be undertaken to detail why they are not being installed and provide mitigation such as regular maintenance arrangements or additional supports

Signs in place 14 days or less

- Must be securely mounted
- If workers aren't available to identify and rectify fallen signs, the securing of signs must include one of the following:
 - Sandbags on all four legs (minimum total weight 40 kg, adjustable based on speed environment and other risk factors)
 - Affixing to suitable permanent roadside infrastructure
 - Semi-permanent mounting posts (e.g., Oz Spike, per manufacturer specifications)

For more details, refer to Section 6.3.1 of the Code of Practice.

Guidance on Travel Time for Traffic Management Workers

Updated guidance has been released to support [Frequently Asked Question 28](#). *When does travel time apply?* This resource provides practical guidance across three common scenarios:

1. Residence to nearby site
2. Residence to distant site
3. Residence to company depot

The full guide is available [here](#). Please contact tmcreg@mainroads.wa.gov.au if you have further questions.

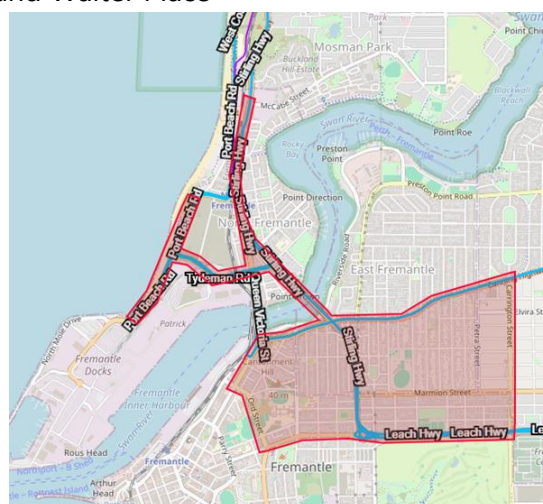
Road Planned Interventions update

Fremantle Traffic Bridge closure

The Fremantle Traffic Bridge closure has resulted in significant changes to traffic distribution across the surrounding network. Network Operations has been actively working to optimise performance in the area.

To support network performance, a 'NoGo zone' has been declared as outlined in the map below, which prohibits work during daytime hours and proposals for nighttime work are being reviewed and approved on a case-by-case basis. The NoGo zone is bounded by:

- Carrington Street between Canning Highway and Leach Highway
- Ord Street between Queen Victoria Street and High Street
- Leach Highway/High Street between Carrington Street and Ord Street/Hampton Street
- Stirling Highway between Leach Highway and McCabe Street
- The entirety of Tydemans Road
- Port Beach Road between North Mole Drive and Walter Place



Traffic management companies working in Fremantle and surrounding impacted areas will need to request up-to-date traffic volumes from enquiries@mainroads.wa.gov.au to ensure current

and correct volumes are assessed in the affected areas listed above.

TMP Submission Quality Reminder:

RPI has recently received an increased number of submissions with incorrect lane configurations at signalised intersections. This is often due to intersection upgrades being completed before the changes are reflected in Traffic Map. Please ensure that the data obtained and used in the preparation of the TMP is current and correct.

Variation Form Issues

Unfortunately, Road Planned Intervention's are continuing to receive substandard variation forms. Planners are reminded to ensure variation forms include sufficient detail in order for the variation to be accepted by Main Roads.

As a reminder, the variation form template was updated in March 2025 - please ensure your application is consistent with this layout or it may be rejected. It should be noted that RPI is no longer accepting the form template that was superseded in March of 2025. The new template is available [here](#).

Reminder: Site Visit Photos

In accordance with the [Code of Practice](#) (CoP) for Works on Roads section 4.2.1, site visit photos are required to be date stamped.

Photos without date stamps, or with "homemade" date stamps are not compliant, and will not be accepted. Please refer to the CoP for more information.

End of Queue – Fact Sheet (Alternative Method)

Following Industry Consultation, Main Roads has published a simplified alternative method for estimating end of queue lengths, see [here](#). This method:

- Provides a more practical approach for many scenarios
- Should be used in conjunction with Section 6.8.2 of the Code of Practice

More detailed analysis may still be required in higher-risk or complex situations.

Common issues identified in previous approaches included:

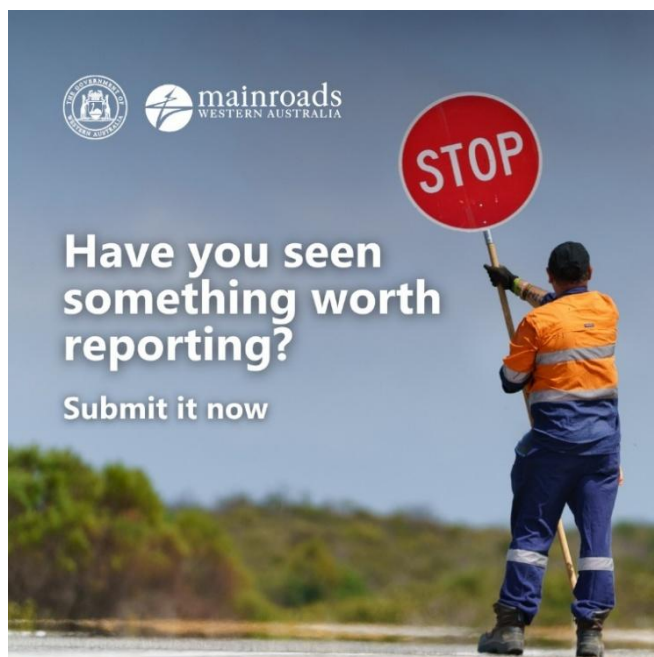
- Not rounding vehicle counts appropriately
- Not accounting for stopping time and site travel time
- Not considering heavy vehicle impacts
- Not accounting for additional construction traffic

Feedback on the Fact Sheet is welcomed and can be sent to: RoadSafety@mainroads.wa.gov.au

Traffic Controller Online Complaint Form

As part of our ongoing commitment to supporting a safe, respectful and fair traffic management industry, we have introduced a [confidential online complaints form](#).

This form provides traffic management workers with a secure and discreet way to raise concerns about unsafe practices, harassment, pay-related queries or other workplace concerns. Information submitted through this form is treated confidentially and helps Main Roads better understand and respond to matters affecting the industry.



Industrial Relations – Common issues identified during audits

Recent reviews and inquiries have highlighted a few common industrial relations issues across the traffic management industry. These relate to:

- incorrect base rates of pay,
- outdated allowance rates,
- missing or incomplete applied entitlements (such as leading-hand or industry allowances),
- incomplete or inconsistent payroll records.

Registered TMCs are reminded to regularly review their payroll practices, ensure rates and allowances align with the current Registration Scheme requirements and payslips meet legislated requirements.

Auditing Snapshot

Payroll Audit Program

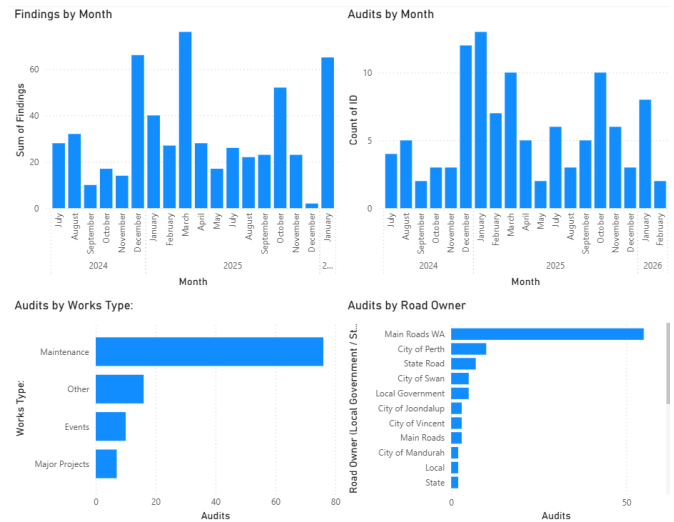
Main Roads is continuing our payroll assurance program to verify compliance with the Scheme. The purpose of the audits is to ensure that traffic workers are being paid correctly and in accordance with the relevant Award and the condition of registration of the Scheme. The objective of the program is to support a fair and transparent industry by ensuring that all traffic workers engaged on State road network are paid accurately, completely and in a timely manner.

Some quick statistics on audits undertaken since November 2025 include:

- 48 traffic workers reviewed;
- Over 270 hours of payroll records reviewed; and
- 24 findings identified and addressed.

Site Inspections

Main Roads are continuing to undertake random audits to confirm compliance with the new requirements of the registration scheme. To get an insight into who and where we are auditing, see below graphic:



A message from the Traffic Management Association of Australia (TMAA)



Thank you to all that joined the MRWA webinar on the 21st of January where we discussed the results of the TMAA Traffic Controller Safety Survey and the first edition of our TMAA Traffic Management Safety Guidelines. The survey results showed us that WA ranked only below NT for how safe our traffic controllers feel while working on our roads, with an average safety perception score of 6.4 which is below the national average of 6.9. This reflects the lived reality of our workforce, with widespread reports of weekly driver non-compliance, frequent verbal abuse, and ongoing near-miss incidents involving distracted and speeding drivers. It was confronting to see the statistics these results showed there was a 5% increase in physical assault from 9 to 14%. These risks are not isolated events; they are systemic and persistent.

Encouragingly, the survey also provides a clear pathway forward. An overwhelming 82 per cent of Australian respondent's support removing traffic controllers from live lanes wherever practicable through the use of Portable Traffic Control Devices and automation, alongside stronger enforcement and public education. For Western Australia, this must translate into decisive action: targeted

enforcement at roadworks, accelerated adoption of protective technology, and sustained driver education to reinforce respect for road workers. As an industry, and in partnership with MRWA, we have an opportunity, a responsibility, to act on this evidence and ensure that every traffic controller in Western Australia goes home safely at the end of each shift.



Britt O'Dwyer
TMAA WA Board Member
TMAA WA Chair

FAQs

The [FAQs](#) are continuing to be updated based on new information and any questions raised by industry.

Subscribe for updates

To stay up to date with the Main Roads traffic management company registration scheme ensure you subscribe by [following this link](#).

Helpful Links & Self-Help Tools:

Fair Work info line



The Fair Work Ombudsman website contains a range of helpful resources for employees and employers, such as:

- Pay and Conditions Tool – find pay rates, leave, notice and redundancy entitlements.
- Step-by-step practical guides – to easily deal with workplace issues, like an underpayment or problem at work.
- Library – for answers to technical workplace questions, if you're familiar with workplace relations and need more detailed information.
- Send an anonymous tip-off – report a workplace that isn't following the law.

<https://www.fairwork.gov.au/about-us/contact-us/call-us#what-we-help-with>

Pay & Conditions information

Please see our ['Working on Roads Page'](#) for information on pay summary tables. You can also contact the following industry associations and unions:

Industry Associations

The Australian Flexible Pavement Association (WA)

AfPA
PO Box 4857
Eight Mile Plains QLD 4113
Email: admin@afpa.asn.au

Traffic Management Association of Australia

TMAA WA Division Chair
Britt O'Dwyer
Email: britt.odwyer@tmaa.asn.au
TMAA WA Division Vice Chair
Max Line
Email: max@lgctrain.com.au

Unions

AWU

T: (08) 9221 1686
E: admin@awuwa.asn.au
Level 3, 25 Barrack St
Perth WA 6000

CFMEU

T: (08) 9228 6900
E: info@cfmeuwa.com
Trades Hall
80 Beaufort Street
Perth WA 6000

Approved Training Providers

[Approved Traffic Management Training and Accreditation Provider List](#)

Accreditation Search

[Traffic Management Accreditation Search](#)

Roadworks Traffic Managers (RTM) List

[Registered RTM WA List](#)