



Improvements to the State Road Traffic Management Company Registration Scheme

Main Roads, Traffic Management Employers and Unions have agreed to changes relating to the implementation of improvements to the pay and conditions for traffic management personnel working on State Roads.

Industry Agreement to a Graduated Pay Scale for Personnel

As advised in Newsletter #3, Main Roads convened a consultation session on 29 February 2024 with Employer and Union Representatives.

Traffic Management (TM) Employers were represented by the Traffic Management Association of Australia, WARP Group, LGC Traffic and ALTUS Traffic. Similarly, TM Workers were represented by the AWU and CFMEU.

The consultation session reached agreement on a Graduated Pay Scale and minimum pay rates for TM work under Main Roads contracts and the State Road Traffic Management Company Registration Scheme (the Scheme).

The Graduated Pay Scale will provide for an introductory pay rate for TM workers (excluding civil projects and maintenance

activities) and incentivises workers to obtain higher qualifications.

Progression between pay rates will require satisfying both qualification and service requirements as detailed below (refer to examples within this Newsletter for additional clarity):

The graduated pay scale consists of the following six Categories:

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

Work type limitation: Non-Project Works

Minimum pay rate: \$32.00 per hour

Employment requirements: Must be directly employed by a 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 per hour

Employment requirements: Must be directly employed by a 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 per hour

Employment requirements: Must be directly employed by a 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 requirements¹

Work type limitation: Any work type

Minimum pay rate: \$37.15 per hour

Employment requirements: Must be directly employed by a traffic management company registered under the Scheme

Category C Traffic Management Worker

Accreditation requirement Advanced Worksite Traffic Management (AWTM)

Experience requirement: No experience requirements¹

Work type limitation: Any work type

Minimum pay rate: \$39.00 per hour

Employment requirements: Must be directly employed by a traffic management company registered under the Scheme²

Category D Traffic Management Worker

Accreditation requirement Roadworks Traffic Manager (RTM)

Experience requirement: No experience requirements¹

Work type limitation: Any work type

Minimum pay rate: \$39.00 per hour

Employment requirements: No requirement for a traffic management company registered under the Scheme to directly employ the worker

Implementation of the Graduated Pay Scale

The above Graduated Pay Scale is to be implemented as part of the changes to the Scheme, commencing 1 July 2024.

Additionally, Main Roads will amend some of its contracts to implement this Graduated Pay Scale at an earlier date. This includes Main Roads' State-wide Traffic Management Panel Contract, which will require the Graduated Pay Scale to be backdated to 1 February 2024. Relevant contractors will receive correspondence regarding such requirements and associated contractual implications.

Accreditation Requirements

Workers are to be paid the appropriate rate based on accreditation(s) that they actually hold – not based on the accreditation(s) that may be required for the traffic management work being implemented.

For example, a traffic management worker may have an OTMA accreditation. However, a TMA is not being used, and the work involves carrying out general traffic management activities that only require a BWTM accreditation. Based on the Graduated Pay Scale, the worker would be required to be paid the Category B Traffic Management Worker rate of \$37.15 per hour (or higher).

¹ 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.

² Some exclusions apply in Main Roads contracts

Project Works

This only relates 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](#)). "Project Works" includes all traffic management work either directly or indirectly supporting:

- a. the construction or maintenance of infrastructure (including roads and bridges) or;
- b. vegetation management on or near road or bridge infrastructure; or
- c. a response to an incident or emergency impacting the operation of road or bridge infrastructure.

Additional Payments

The pay rates in the above Graduated Pay Scale exclude industry allowances, casual loading, overtime, superannuation and similar.

When companies are undertaking work that requires registration under the Scheme, traffic management workers must also receive conditions that meet or exceed the requirements of the *Building and Construction General Onsite Award 2020*. The Scheme contains further details regarding this, including requirements where the traffic management company has an Enterprise Agreement registered with the Fair Work Commission.

Measuring Experience

The "Experience" requirement means experience undertaking work that requires a BWTM and/or TC accreditation pursuant to the *Traffic Management for Works on Roads*

Code of Practice. Experience need not be continuous and can be obtained working for any employer(s). The number of months experience is to be measured by the number of days where any such work has been carried out on that day, divided by 20. Note that where a shift extends past midnight, this would be 1 day.

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.

To assist with traffic management workers verifying their experience, traffic management companies registered under the Scheme must, on request, provide any traffic management worker who 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.

Examples

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

- If a 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 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 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).

Category A.1 Traffic Management Worker

Main Roads and industry have agreed that the Category A.1 Traffic Management Worker category will be reviewed in 12 months to determine whether it is still required.

Code of Practice

The March 2024 edition of the [Traffic Management for Works on Roads Code of Practice](#) has now been published on the Main Roads website along with an update document that may assist in navigating the changes: [Working on roads | Main Roads Western Australia](#)

Updates to Scheme Conditions

Main Roads is currently finalising updates to the Conditions of Registration for the Scheme reflecting the above changes. Main Roads anticipates that these updates will be finalised in the coming weeks.

TMAA Membership

The Traffic Management Association of Australia (TMAA) recently welcomed Main Roads as a new Associate Group member.

"We're committed to supporting the TMAA and strengthening our partnership to champion the best practices in traffic management," said Peter Woronzow, Director General of the Department of Transport, and Commissioner of Main Roads.

TMAA CEO Matthew Bereni and incoming National Board Member for WA, Britt O'Dwyer echoed this sentiment, stating, *"We're delighted to welcome Main Roads Western Australia to the team. As the government agency that plans, builds, maintains and operates Western Australia's state road network, their extensive knowledge and experience is a significant asset as we work together to enhance road safety and traffic flow."*



*Left: Peter Woronzow Director General of the Department of Transport;
Right: Matthew Bereni CEO TMAA*

Re-Registration

Companies wishing to retain their Main Roads Scheme registration must reapply to the Scheme under the new Conditions of Registration **from the 31 March 2024 and before the 1 July 2024**. Main Roads will process incoming applications and issue Certificates of Registration to companies that are compliant with the Scheme. Any company not registered by 1 July 2024 will not be permitted to perform work on any State controlled road or undertake traffic management directly or indirectly for Main Roads.

The application form can be found on the [Main Roads website](#). Any queries with your application please contact:
TMCREG@mainroads.wa.gov.au

FAQs

A comprehensive [FAQs document](#) is available to answer questions about the Scheme. These FAQs are continuing to be updated based on new information and any questions raised by industry. Updates recently incorporated now align with the content of this Newsletter #4.

Further information

For further information please visit 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
Email: max.line@tmaa.asn.au

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

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