



Consultation Paper:

Proposed changes to the State Road Traffic Management Company Registration Scheme 2026

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GENERAL INFORMATION

In 2015, Main Roads WA implemented a State Road Traffic Management Company Registration Scheme to improve the quality of traffic management in WA.

All traffic management providers operating on State Roads, including Main Roads WA contractors, local government authorities, and utility providers, are required to be registered under the Registration Scheme.

The Registration Scheme was implemented to ensure traffic management providers have third party certified quality and safety systems in place, appropriate insurances, and evidence of suitable capabilities and experience.

On 1 July 2024, Main Roads WA implemented additional requirements under the Registration Scheme related to wages and employment conditions, including:

- Minimum base rates of pay for traffic management workers (rates vary according to attained accreditation).
- A broad-reaching requirement for Registered Companies to directly employ traffic management personnel (i.e. no subcontracting out or use of labour hire workers).
- Other employment conditions must meet or exceed the conditions detailed in the Building and Construction General On-site Award 2020.

Between October 2025 and March 2026, Main Roads WA undertook a range of reviews, discussions, and audits which has resulted in five recommendations for change to the Registration Scheme. Main Roads WA now seeks to consult with stakeholders and seek feedback before making any decision to implement the changes.

In this Consultation Paper:

- **Award** means the [Building and Construction General On-site Award 2020 \[MA000020\]](#).
- **Registration Scheme** means the State Road Traffic Management Company Registration Scheme.
- This Paper is to be read in conjunction with the document titled *PROPOSED - Traffic Management Company Registration Scheme Pay Summary Tables - 1 July 2026*. It is proposed that any changes will come into effect in the first full pay period on or after 1 July 2026.

FOR FURTHER INFORMATION

If you have any questions about the proposed changes or this Consultation Paper, please contact:

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SUMMARY OF PROPOSED CHANGES

This Consultation Paper details the following proposed changes to the Registration Scheme:

1. Simplify the pay classification structure by reducing the number of pay categories from six to three.
2. Apply the Fair Work Commission's Annual Wage Review minimum wage increases to Registration Scheme minimum base rates of pay annually.
3. Switch from qualification-based pay to role-based pay for workers.
4. Remove unique shiftwork interpretation rules, revert to the Award's natural interpretation, and provide better guidance on applying Award shiftwork provisions.
5. Fix errors and clarify leading hand rates of pay.

CONSULTATION PROCESS AND TIMEFRAMES

Feedback is sought from traffic management providers, industry associations, relevant unions, and traffic management workers.

Any feedback on the benefits or risks of the proposed changes is to be submitted in writing to tmcreg@mainroads.wa.gov.au by **COB, Thursday 7 May 2026**.

Main Roads WA will also be hosting a consultation and feedback forum to discuss the proposed changes. Details as follows:

Date: Thursday, 30 April 2026

Time: 12:00 pm

Location: Main Roads Don Aitken Centre, East Perth

RSVP: Please confirm attendance by emailing tmcreg@mainroads.wa.gov.au by COB, Tuesday, 28 April 2026. **Please advise if you will be attending in person or online.**

Participants attending online will be sent a Microsoft Teams Meeting link prior to the forum.

All submissions will be genuinely considered. Final changes will be announced and published as soon as practicable, but no later than Wednesday 17 June 2026, and will come into effect in the first full pay period on or after 1 July 2026.

1 SIMPLIFYING THE PAY CLASSIFICATION STRUCTURE

Below is the pay schedule currently contained in section 11 - Minimum Pay of the Registration Scheme *Conditions of Registration*.

Category	Requirements	Minimum hourly rate
A.1	<ul style="list-style-type: none"> The worker undertaking the Work has a Traffic Controller and/or Basic Worksite Traffic Management accreditation pursuant to the Code of Practice, but excluding those persons that would otherwise be covered under Category B, C or D. <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> The worker has less than 3 months Experience <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> The Work is not Project Works. 	\$32.00
A.2	<ul style="list-style-type: none"> The worker undertaking the Work has a Traffic Controller and/or Basic Worksite Traffic Management accreditation pursuant to the Code of Practice, but excluding those persons that would otherwise be covered under Category B, C or D. <p style="text-align: center;">AND one of the following apply:</p> <ul style="list-style-type: none"> The worker has less than 3 months Experience. <p style="text-align: center;">AND OR</p> <ul style="list-style-type: none"> The Work is Project Works. <ul style="list-style-type: none"> The worker has at least 3 months Experience, but less than 6 months Experience. <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> The Work is not Project Works. 	\$34.33
A.3	<ul style="list-style-type: none"> The worker undertaking the Work has a Traffic Controller and/or Basic Worksite Traffic Management accreditation pursuant to the Code of Practice, but excluding those persons that would otherwise be covered under Category B, C or D. <p style="text-align: center;">AND</p> <ul style="list-style-type: none"> The worker has 6 months or more Experience. 	\$35.67
B	<ul style="list-style-type: none"> The worker undertaking the Work has a Worksite Traffic Management and/or Operate Truck Mounted Attenuator accreditation pursuant to the Code of Practice. 	\$37.15
C	<ul style="list-style-type: none"> The worker undertaking the Work has an Advanced Worksite Traffic Management accreditation pursuant to the Code of Practice, but excluding those persons that would otherwise be covered under Category D. 	\$39.00
D	<ul style="list-style-type: none"> The worker undertaking the Work has a Roadworks Traffic Manager accreditation pursuant to the Code of Practice. 	\$39.00

It is proposed to abolish the two lower classifications A.1 and A.2, and combine the two highest classifications, simplifying the structure as follows:

Category	Requirements	Minimum hourly rate
A	The worker is suitably qualified and undertakes the work of: <ul style="list-style-type: none"> • Traffic Controller, and/or • Basic Worksite Traffic Management Accreditation is pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> .	\$35.67
B	The worker is suitably qualified and undertakes the work of: <ul style="list-style-type: none"> • Worksite Traffic Management, and/or • Operate Truck Mounted Attenuator Accreditation is pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> .	\$37.15
C	The worker is suitably qualified and undertakes the work of: <ul style="list-style-type: none"> • Advanced Worksite Traffic Management, and/or • Roadworks Traffic Manager Accreditation is pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> .	\$39.00

Currently, the classification structure requires evidence of a worker’s ‘experience’, which need not be continuous and can be obtained working for any Traffic Management Company. 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.

To assist traffic management workers verifying their experience, a Registered Company must currently, on request, provide any traffic management worker that has worked directly or indirectly for the Registered Company a “letter of service” detailing dates of engagement and/or disengagement with the Registered Company and details of experience gained by the worker.

The proposed classification structure removes the requirement to log, certify, or demonstrate experience. Workers need only possess suitable qualifications according to the role to be undertaken.

The current classification structure also makes a distinction between “project works” and “not project works”. The proposed classification structure removes this distinction and, again, workers need only possess suitable qualifications according to the role to be undertaken.

The proposed classification structure removes levels of administrative complexity and provides for a simpler pay structure without disadvantaging any worker.

2 APPLYING FAIR WORK COMMISSION'S ANNUAL WAGE REVIEW

Every year, the Fair Work Commission (the Commission) reviews the National Minimum Wage and minimum rates of pay in awards to decide if they should be increased. This is the Annual Wage Review (AWR).

The AWR usually happens between March and June each year and the changes apply to the first full pay period on or after 1 July. There is no specific deadline for a decision, and last year the AWR decision was announced on Tuesday, 3 June 2025.

The last AWR decision delivered a 3.5% increase to minimum wages, which was absorbed into the Registration Scheme rates of pay. That is, there was no change to Registration Scheme minimum rates of pay last financial year and there has been no change to the rates since the minimum base pay rates were established under the Registration Scheme.

This year it is proposed increase the Registration Scheme rates of pay equal to the AWR's percentage increase to the National Minimum Wage. The table below details the proposed changes to the minimum base hourly rates of pay for the 2026/2027 financial year to be effective in the first full pay period on or after 1 July 2026.

2025 Pay Category	2025 Base Rate	Proposed 2026 Pay Category	Proposed 2026 Base Rate
A1	\$ 32.00	N/A	N/A
A2	\$ 34.33	N/A	N/A
A3	\$ 35.67	A	\$ 35.67 + AWR%
B	\$ 37.15	B	\$ 37.15 + AWR%
C	\$ 39.00	C	\$ 39.00 + AWR%
D	\$ 39.00	N/A	N/A

It is also proposed that the Commission's AWRs will continue to determine future wage increases that will be applied annually to the Registration Scheme.

Considerations

- A percentage increase is administratively simple to implement across pay classifications.
- Increasing rates in line with the AWR will halt the convergence of the Registration Scheme minimum rates of pay and the underlying Award.
- By aligning increases with national wage movements, Registered Companies can forecast labour cost rises at the time the Commission announces its AWR decision annually.
- Annual AWR increases will maintain the wage value for traffic management workers.
- Continued recognisable wage growth may reduce worker attrition to other industries.

3 MOVING FROM QUALIFICATION-BASED PAY TO ROLE-BASED PAY

Currently, the pay schedule in section 11 - Minimum Pay of the Registration Scheme Conditions of Registration states, “The worker undertaking the Work has a [qualification]”, which means the worker is paid according to their qualification, as opposed to the specific role undertaken by the worker.

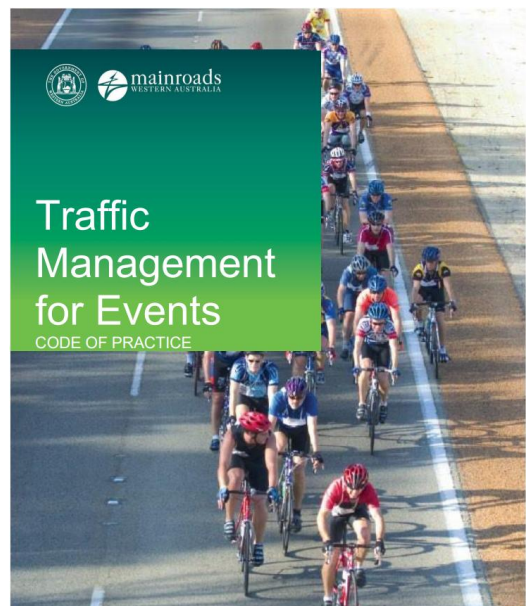
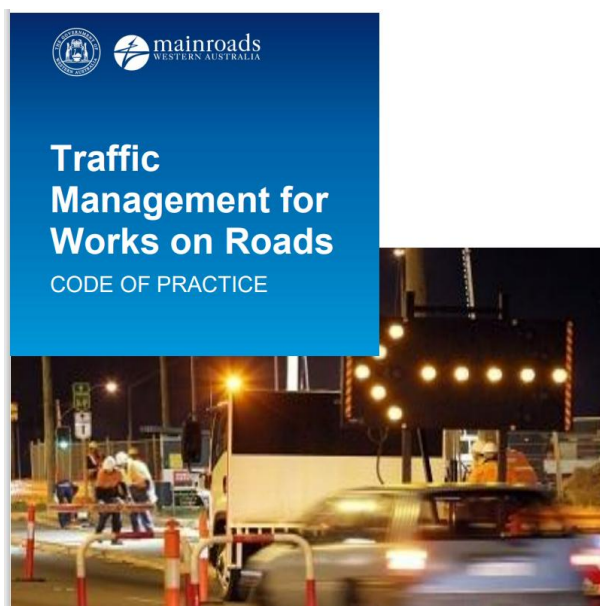
In Australia, a worker’s pay is typically determined by the classification of the role they perform, rather than the qualifications the worker might hold. The Registration Scheme is currently a deviation from normal conventions in this regard.

It is proposed to remove this unique feature and shift the determining factor on a pay rate to the role performed by the worker as opposed to paying the rate applicable to the highest qualification held by the worker.

The qualifications required by workers to undertake traffic management tasks are detailed in the Traffic Management for Works on Roads: Code of Practice and Traffic Management for Events: Code of Practice. Workers must still always be suitably qualified to undertake a traffic management task under the proposed pay structure.

Considerations

- Shifting from “qualification-based pay” to “role-based pay” will align the Registration Scheme with mainstream Australian industrial practice.
- Pay aligned to the job being performed reduces complexity for Registered Companies in rostering and payroll.
- Workers may be currently missing out on work because their qualifications exceed the needs of the task and it is not cost-efficient for the Registered Company to engage an over-qualified worker.



4 SHIFTWORK PROVISIONS TO REVERT TO AWARD

It is proposed to remove the variations made to the application of the Award's "Shiftwork" provisions from the Registration Scheme.

The 2025 variations to the Registration Scheme *Conditions of Registration* provided for the following under section 10 – Minimum employment conditions:

For the purposes of the Conditions, workers (including casual workers) who perform ordinary hours of work, Monday to Friday, starting at or after 10.00am and before 8.00pm or starting work at or after 8.00pm and before 6.00am are to be treated as "shiftworkers" for the purposes of clauses 17.2(j) and 17.2(m) of the Award and their period of work is to be considered a "shift" for the purpose of the definitions under clause 17.2 of the Award.

The recommendation is to delete the section above from the Registration Scheme Conditions of Registration and revert to the Award's natural interpretation.

Under the Registration Scheme, a worker is a "construction worker" working in the "civil construction" industry. Therefore clause 17.2 – Civil construction sector of the shiftwork provisions of the Award may apply to Registered Companies if the definition of 'shiftwork' is met. Under clause 17.2 of the Award:

shiftwork means any system of work in which operations are being continued by the employment of a group of workers upon work on which another group had been engaged previously

It is further proposed to provide greater advice and detail in the Registration Scheme's Pay Summary Tables as to the Registration Scheme minimum rates of pay applicable to shiftwork under clause 17.2 – Civil construction sector of the Award.

Please refer to the *PROPOSED - Traffic Management Company Registration Scheme Pay Summary Tables - 1 July 2026* that accompany this Consultation Paper for details. A link is embedded to assist stakeholders to compare the proposal to the current *Traffic Management Registration Scheme Pay Summary Tables* (December 2025).

Considerations

- The 2025 variation risks creating confusion as it dictates the application of shiftwork provisions to non-shiftwork conditions.
- Accordingly, compliance activity may be compromised as the variation may require Registered Companies to both adhere to the definition of shiftwork whilst giving exemptions to the definition.
- The variation may have unintended consequence of leaving traffic management workers worse off than applying the Award's natural interpretation.
- The varying of the normal interpretation of an industrial award is beyond the scope of Main Roads WA's normal functions. It is convention for the Fair Work Ombudsman to regulate compliance with federal awards and for the Fair Work Commission to make variations to awards and make decisions on their interpretation.
- The Building and Construction General On-site Award 2020 is the most appropriate award for traffic management as it relates to civil construction and should be allowed to operate naturally and as intended.

5 CLARIFYING LEADING HAND RATES OF PAY

Weekly leading hand payment for full-time and part-time weekly hire and casual workers

Under Award clause 19.2(a), a person specifically appointed to be a leading hand must be paid at the rate of the highest classification supervised, or the worker's own rate, whichever is the higher, in accordance with the number of persons in the worker's charge. The payment is weekly.

The current *Traffic Management Registration Scheme Pay Summary Tables* (December 2025) contains the following leading hand payments for weekly hire (full time or part time) and casual employees:

Hourly payment	Number of persons in charge of:			
Pay Category	1 person	2-5 persons	6-10 persons	11+ persons
A.1	\$ 0.77	\$ 1.70	\$ 2.14	\$ 2.88
A.2	\$ 0.82	\$ 1.82	\$ 2.30	\$ 3.09
A.3	\$ 0.86	\$ 1.89	\$ 2.39	\$ 3.21
B	\$ 0.89	\$ 1.97	\$ 2.49	\$ 3.34
C	\$ 0.94	\$ 2.07	\$ 2.61	\$ 3.51
D	\$ 0.94	\$ 0.94	\$ 2.61	\$ 3.51

The amounts in the table above are expressed as hourly rates, however this expression is misleading because the leading hand payment, as stated above, is a weekly payment under the Award.

It is proposed that the Registration Scheme publish the relevant weekly amounts calculated in accordance with clause 19.2(a) of the Award, substituting the Registration Scheme's minimum weekly base rates of pay for the Award's minimum weekly rates, as follows:

Weekly payment		Number of persons in charge of:			
Pay Category	Registration Scheme Weekly Base Rate	1 person	2-5 persons	6-10 persons	11+ persons
A	\$ 1,355.46	\$ 32.53	\$ 71.84	\$ 90.82	\$ 121.99
B	\$ 1,411.70	\$ 33.88	\$ 74.82	\$ 94.58	\$ 127.05
C	\$ 1,482.00	\$ 35.57	\$ 78.55	\$ 99.29	\$ 133.38

NOTE: It is proposed that the figures above will increase in line with the Commission's 2026 AWR minimum wage increases when applied to the Registration Scheme's minimum base rates of pay.

By calculating the weekly leading hand payments, in accordance with clause 19.2(a) of the Award, errors were identified in the current hourly figures when calculated to apply to 38 ordinary working hours per week. The table below contains the variations, per week, that have been applied to correct the calculation errors:

Weekly payment	Number of persons in charge of:			
Pay Category	1 person	2-5 persons	6-10 persons	11+ persons
A	-\$ 0.15	+\$ 0.02	\$ 0.00	+\$ 0.01
B	+\$ 0.06	-\$ 0.04	-\$ 0.04	+\$ 0.13
C	-\$ 0.15	-\$ 0.11	+\$ 0.11	\$ 0.00

It is proposed to publish the leading hand payment as depicted in the *PROPOSED - Traffic Management Company Registration Scheme Pay Summary Tables - 1 July 2026* that accompany this Consultation Paper. The figures in the proposed pay summary tables have incorporated the variances in the table above.

A link is embedded to assist stakeholders to compare the proposed changes to the current *Traffic Management Registration Scheme Pay Summary Tables* (December 2025).

Hourly leading hand loading for daily hire workers

For daily hire workers, the leading hand payment is an hourly loading under clause 19.2(b) of the Award and applies for **all purposes** of the Award.

Hourly loading	Number of persons in charge of:			
Pay Category	1 person	2-5 persons	6-10 persons	11+ persons
A	\$ 0.88	\$ 1.95	\$ 2.47	\$ 3.31
B	\$ 0.92	\$ 2.03	\$ 2.57	\$ 3.45
C	\$ 0.97	\$ 2.13	\$ 2.70	\$ 3.62

NOTE: It is proposed that the figures above will increase in line with the Commission's 2026 AWR minimum wage increases when applied to the Registration Scheme's minimum base rates of pay.

No other changes to the published details of the daily hire leading hand loading are proposed.