IMPORTANT: It is proposed that all figures will be adjusted in line with the Fair Work Commission's 2026 Annual Wage Review, to be effective in the first full pay period on or after 1 July 2026

PROPOSED - Traffic Management Company Registration Scheme Pay Summary Tables - 1 July 2026

Please note: This pay summary is a guide only and further allowances, loadings, and penalties may apply based on the requirements of the Building and Construction General On-site Award 2020 (Award).

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For Consultation

Disclaimer:

The information contained in this document is **not** legal advice and is intended for general informational purposes only. Main Roads recommends you discuss your employment obligations with a suitably qualified practitioner.

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Table 1: Full-time or part-time weekly hire employees

Pay Category The worker is suitably qualified **and** undertakes the work	Traffic Management Company Registration Scheme base hourly rate of pay	**Normal pay** = Base rate of pay + Industry allowance **$1.69 per hour**[1]	Overtime Monday to Friday - first 2 hours	Overtime Monday to Friday - after 2 hours	Saturday - first 2 hours / before noon	Saturday - after 2 hours / after noon	Sunday / Working during a meal break / Less than 10-hour break between shifts	Public Holiday / Saturday after Good Friday
A - Traffic Controller and/or Basic Worksite Traffic Management	$35.67	$37.36	$56.04	$74.72	$56.04	$74.72	$74.72	$93.40
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$37.15	$38.84	$58.26	$77.68	$58.26	$77.68	$77.68	$97.10
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$39.00	$40.69	$61.04	$81.38	$61.04	$81.38	$81.38	$101.73

For Consultation

[1] The Industry Allowance is calculated in accordance with clause 19.3(b) – Hourly rate calculation – weekly hire employees and clause 22.1(a) – Industry allowance of the Award.

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Table 2: Full-time or part-time weekly hire employees – Shiftwork

Award clause 17.2 – Civil construction sector

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

Pay Category The worker is suitably qualified **and** undertakes the work	Day shift	Afternoon or night shift (5 in a row) – Monday to Friday	Afternoon or night shift (less than 5 in a row) – Monday to Friday	Permanent night shift – Monday to Friday	Saturday – shiftwork	Overtime – shiftwork / Work on a rostered-off shift	Sunday – shiftwork / Less than 8-hour break between shifts	Public holiday - shiftwork
A - Traffic Controller and/or Basic Worksite Traffic Management	$37.36	$42.96	$56.04	$48.57	$56.04	$74.72	$74.72	$93.40
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$38.84	$44.67	$58.26	$50.49	$58.26	$77.68	$77.68	$97.10
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$40.69	$46.79	$61.04	$52.90	$61.04	$81.38	$81.38	$101.73

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Table 3: Casual employees

All figures in the table below include the casual loading and other rates prescribed by clause 12 – Casual employees of the Award.

Pay Category The worker is suitably qualified **and** undertakes the work	**Normal pay** = Base rate of pay + Industry allowance + Casual loading **$1.69 per hour**[2]	Overtime Monday to Friday - first 2 hours	Overtime Monday to Friday - after 2 hours	Saturday - first 2 hours / before noon	Saturday - after 2 hours / after noon	Sunday / Working during a meal break / Less than 10-hour break between shifts	Public Holiday / Saturday after Good Friday
A - Traffic Controller and/or Basic Worksite Traffic Management	$46.70	$65.38	$84.06	$65.38	$84.06	$84.06	$102.74
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$48.55	$67.97	$87.39	$67.97	$87.39	$87.39	$106.81
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$50.86	$71.21	$91.55	$71.21	$91.55	$91.55	$111.90

For Consultation

[2] The Industry Allowance is calculated in accordance with clause 19.3(b) – Hourly rate calculation – weekly hire employees, clause 22.1(a) – Industry allowance, and clause 12.1 – casual employees of the Award.

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Table 4: Casual employees - Shiftwork

Award clause 17.2 – Civil construction sector

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

All figures in the table below include the casual loading and other rates prescribed by clause 12 – Casual employees of the Award.

Pay Category The worker is suitably qualified **and** undertakes the work	Day shift	Afternoon or night shift (5 in a row) – Monday to Friday	Afternoon or night shift (less than 5 in a row) – Monday to Friday	Permanent night shift – Monday to Friday	Saturday – shiftwork	Overtime – shiftwork / Work on a rostered-off shift	Sunday – shiftwork / Less than 8-hour break between shifts	Public holiday - shiftwork
A - Traffic Controller and/or Basic Worksite Traffic Management	$46.70	$52.30	$65.38	$57.91	$65.38	$84.06	$84.06	$102.73
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$48.55	$54.38	$67.97	$60.20	$67.97	$87.39	$87.39	$106.81
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$50.86	$56.97	$71.21	$63.07	$71.21	$91.55	$91.55	$111.90

For Consultation

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Table 5: Daily Hire employees

Award clause 9 – Daily hire employees

Daily hire employee means a **tradesperson** or **labourer**.

Pay Category The worker is suitably qualified **and** undertakes the work	Weekly rate + Follow-the-job loading[3]	**Normal Pay** = Hourly rate + Follow-the-job loading[4]	Overtime Monday to Friday - first 2 hours	Overtime Monday to Friday - after 2 hours	Saturday - first 2 hours / before noon	Saturday - after 2 hours / after noon	Sunday / Working during a meal break / Less than 10-hour break between shifts	Public Holiday / Saturday after Good Friday
A - Traffic Controller and/or Basic Worksite Traffic Management	$1,464.63	$38.54	$57.81	$77.09	$57.81	$77.09	$77.09	$96.36
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$1,522.65	$40.07	$60.10	$80.14	$60.10	$80.14	$80.14	$100.17
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$1,595.18	$41.98	$62.97	$83.96	$62.97	$83.96	$83.96	$104.95

For Consultation

[3] The weekly rate of pay, inclusive of the 'follow-the-job loading', is calculated in accordance with clause 19.3(a) – Daily hire employees—follow the job loading and clause 22.1(a) – Industry allowance of the Award.

[4] The hourly rate of pay, inclusive of the 'follow-the-job loading', is calculated in accordance with clause 19.3(a) – Daily hire employees—follow the job loading and clause 22.1(a) – Industry allowance of the Award.

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Table 6: Daily Hire employees - Shiftwork

Award clause 17.2 – Civil construction sector

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

Pay Category The worker is suitably qualified **and** undertakes the work	Day shift	Afternoon or night shift (5 in a row) – Monday to Friday	Afternoon or night shift (less than 5 in a row) – Monday to Friday	Permanent night shift – Monday to Friday	Saturday – shiftwork	Overtime – shiftwork / Work on a rostered-off shift	Sunday – shiftwork / Less than 8-hour break between shifts	Public holiday - shiftwork
A - Traffic Controller and/or Basic Worksite Traffic Management	$38.54	$44.32	$57.81	$50.11	$57.81	$77.09	$77.09	$96.36
B - Worksite Traffic Management and/or Operate Truck Mounted Attenuator	$40.07	$46.08	$60.10	$52.09	$60.10	$80.14	$80.14	$100.17
C - Advanced Worksite Traffic Management and/or Roadworks Traffic Manager	$41.98	$48.28	$62.97	$54.57	$62.97	$83.96	$83.96	$104.95

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Leading Hands

Award clause 19.2 – Leading hands

Table 7: Weekly leading hand payment for full-time and part-time weekly hire and casual employees

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 employee's own rate in the below table, whichever is the higher, in accordance with the number of persons in the employee's charge. The payment is weekly.

Weekly payment	**Number of persons in charge of:**			
Pay Category	**1 person**	**2-5 persons**	**6-10 persons**	**11+ persons**
A	$ 32.53	$ 71.84	$ 90.82	$ 121.99
B	$ 33.88	$ 74.82	$ 94.58	$ 127.05
C	$ 35.57	$ 78.55	$ 99.29	$ 133.38

For Consultation

Table 8: Hourly leading hand loading for daily hire employees

Award clause 19.2(b) - For daily hire employees, the leading hand payment is an hourly loading 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

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Table 9: Other common allowances

Caution: This not an exhaustive list of all other terms contained in the Award and other payments may be applicable to the circumstances.

Allowance	Clause	Amount	Paid
Meal Allowance when working overtime	21.2(a) and 21.2(c)	$19.00	per meal
First aid - minimum qualification	23.6(b)(i)	$3.85	per day
First Aid - above minimum qualification	23.6(b)(ii)	$6.09	per day
Living away from home allowance—Distant work—Entitlement	25.3(a)(i)	$100.22	per day
Camping allowance—per complete week	25.4(b)	$254.97	per week
Camping allowance—broken parts of the week	25.4(b)	$36.38	per day
Meal allowance—forward journey	25.6(a)(i)	$19.00	per meal
Return journey—additional for daily hire employees	25.6(b)(i)	$26.21	per journey
Weekend return home	25.6(e)(i)	$44.41	per occasion
Fares and travel pattern allowance	26.1(a)	$21.94	per day
Travelling between construction sites—employee's own vehicle	26.2(b)(ii)	$0.98	per km
Distant work—employee's own vehicle	26.4(b)(ii)	$0.59	per km

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Further information

For more information about the **Traffic Management Company Registration Scheme**, including Conditions of Registration, Frequently Asked Questions, and industry Newsletters:

https://www.mainroads.wa.gov.au/technical-commercial/working-on-roads/

For more information about how to apply the **travelling time provisions of the Award**, see Main Roads' Guidance Note:

traffic-management-registration-scheme-guidance-on-travelling-time-for-workers.pdf

For more information and advice on workplace rights and obligations under the **federal Fair Work system**, including online courses and guides for employers:

https://www.fairwork.gov.au

For Consultation

Industry associations

The Australian Flexible Pavement Association
Melissa Ekberg - Executive Director (WA)
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The Traffic Management Association of Australia
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