



# 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 has made 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 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 contracts and the State Road Traffic Management Company Registration Scheme (Registration Scheme) have introduced 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

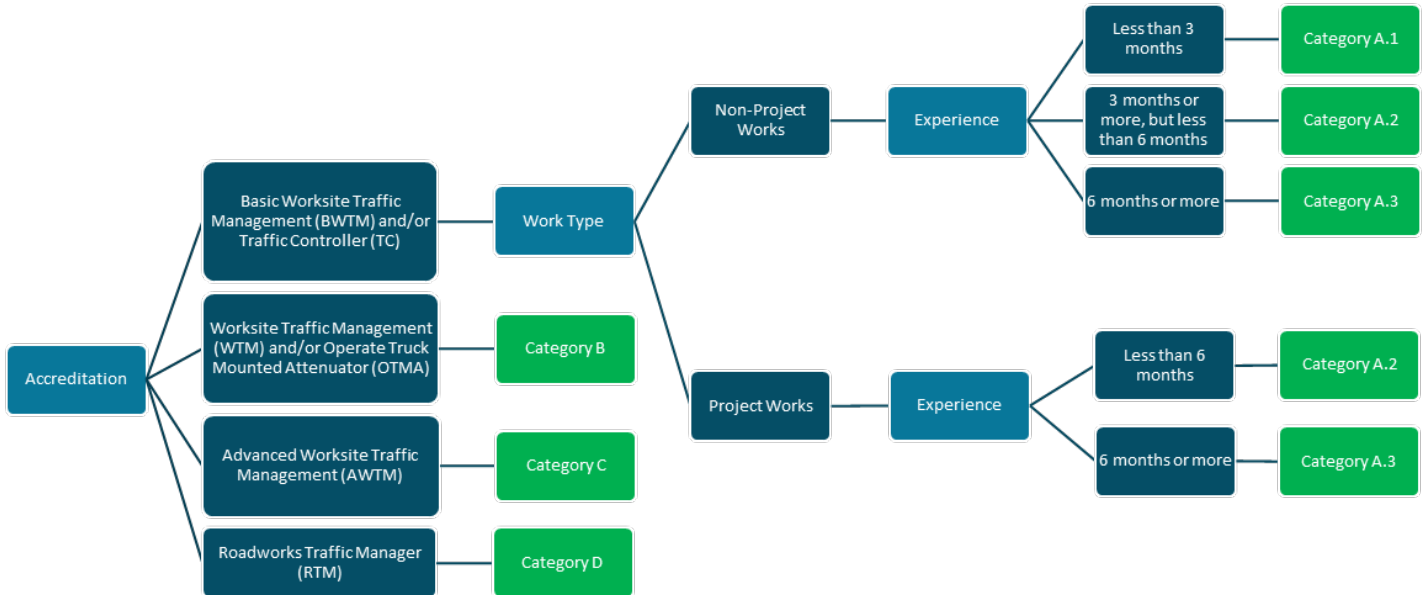


Figure 1 Minimum Pay Flowchart

**5. When were the Additional Requirements introduced?**

The above minimum pay scales were implemented as part of the changes to the Scheme on **1 July 2024**.

Main Roads have amended 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 required the revised minimum pay rates to be back-dated to **1 February 2024**.

Relevant contractors have received correspondence regarding such requirements and associated contractual implications.

**6. 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 (e.g. in its application(s)

for registration) how these arrangements meet or exceed the same or similar provisions under the Building and Construction General On-site Award (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 will determine whether a Company’s industrial arrangements meet or exceed the same or similar provisions under the BCGOA.

**7. 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).

### 8. 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.

### 9. 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 is to be considered part of the "Construction Industry".

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

### 10. 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.

### 11. Why were the improvements made?

Minimum pay and conditions for traffic management personnel were 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.

### 12. 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.

### 13. 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.

### 14. 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.

#### 15. Where do the Additional Requirements apply?

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

#### 16. Do the Additional Requirements apply when working on other roads (i.e. local roads)?

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

#### 17. 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 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.

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

#### 18. 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 still apply to traffic management companies engaged directly or indirectly

by a Local Government when undertaking work on a State Road.

#### 19. 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).

However, Registration is not required under the Scheme for an event where the only signs implemented on the State Road(s) are from the Event Series (e.g. EVENT AHEAD, Cyclist (symbolic), EVENT ON SIDE ROAD, etc.)

#### 20. I hold Event Traffic Controller accreditation, can I conduct 'Stop / Slow' on a State Road?

No. Events Traffic Controller accredited persons are permitted to manually control traffic with a 'Stop/Slow' bat on non-State Roads only. Notwithstanding, for events where the only signs being installed on the State Road(s) are from the Event Series, this can be undertaken by someone holding the Event Traffic Controller accreditation.

#### 21. Do I need to be registered to implement traffic management for events?

Yes, traffic management for events that involves 'impeding' upon traffic on State controlled roads will need to be implemented by a registered traffic management company. For the avoidance of doubt, "impeding" includes reducing the normal travel speed (including stopping) or deviating the normal travel path of the relevant road user.

Refer to the Main [Roads Traffic Management for Events Code of Practice](#) for further information.

#### 22. 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 have:

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

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

All Main Roads contracts for work undertaken by Main Roads 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 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.

### 24. 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 removed.
- 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.

### 25. 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.

### 26. 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.

### 27. 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).

### 28. When does travel time apply?

A traffic management worker's shift begins when they report for duty at the Company's depot or report directly to the site where the TMCRS work will be undertaken, however the minimum rates of pay under the Scheme do not need to apply when a worker is travelling from a depot to the site where the TMCRS work will be undertaken (and the reverse). The Scheme rates similarly do not apply for pre-starts offsite or time spent at the depot the beginning and / or end of a shift. Workers may be paid in accordance with the BCGOA or other relevant industrial instrument for time worked at a yard, and travel time between the yard and the site. Please note, workers are paid for travel time at Scheme rates when travelling between sites when undertaking work covered by the TMCRS. The full guide is available [here](#).

### 29. 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.

### 30. Do local governments have any exemptions?

Yes. Local governments are exempt from sections 3, 4 & 5 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).

### 31. 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.

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

No. However Main Roads 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 Road Network Operations Centre (RNOC).

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

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

**34. Do companies that only design traffic management need to register?**

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

**35. 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 logo be used. A list of registered companies will be displayed on the Main Roads website.

**36. How do I get more information regarding 3rd party certification?**

Main Roads 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.

**37. Will worksites be audited?**

Yes. Worksites will be audited at random and without notice by Main Roads, Local Government Authority or Department of Energy, Mines, Industry Regulation and Safety representatives.

**38. Do I have to be registered to close a turning pocket on a State Road for the purposes of closing a Local Government road?**

No. Registration is not required when closing an unsignalised turning pocket on a State Road into a Local Government Road. During the development of the TMP it is best practice for the designer to contact the registration scheme if they are unsure of the implementation requirements.

**39. 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.

**40. My company are implementing traffic management on a Principle Shared Path (PSP), do the minimum pay & conditions for traffic management workers apply?**

Any traffic management implemented on PSP's must be in accordance with the requirements of the registration scheme. The PSP network can be viewed on the Main Roads [Road Information Mapping System](#).

**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. 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.

**43. 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.

**44. 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.

**45. Our company is implementing traffic management on a bridge that is a Main Roads structure, do the rates apply?**

The requirements of the scheme excludes bridges that are categorised as a Local Road but where the bridge is a Main Roads asset. The scheme is for State roads with a Main Roads Road number, or for works procured by Main Roads.

**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. My company are implementing traffic management on a bridge which is a Main Roads asset, do the minimum pay & conditions apply?**

If the bridge has a Local Road number the conditions are not applicable. For specifics on ownership of infrastructure assets refer to Main Roads [Road Information Mapping System](#).

**48. Our company is supplying Traffic Management services on an Office of Major Transport Infrastructure Delivery (OMTID) project, do I have to comply with the changes?**

Yes, all traffic management services on OMTID projects must conform to the new Conditions of Registration, even if the commencement date of that project was prior to the introduction of the improvements (1 July 2024).

**49. I have an Enterprise Agreement (EA) registered with the Fair Work Commission, why is Main Roads asking what award was used for the better off overall test (BOOT)?**

If the Building and Construction General On-site Award 2020 (the BCGOA) was used for the BOOT, please include this information in addition to attaching a copy of your EA. Applicants will still need to provide pay rates that meet or exceed the minimum pay rates required under the Registration Scheme.

If a different award (or more than one award) was used for the BOOT, applicants will need to demonstrate how their EA and/or the award used for the BOOT, provides for the same or similar employment conditions under the BCGOA.

Where any employment conditions are less favourable than those under the BCGOA, companies need to demonstrate what actions it will undertake to meet (or exceed) the relevant requirement(s).

**50. The rates of pay in my EA are increased administratively and therefore the current pay rates are not included in the registered agreement.**

Registered companies are required to pay the rates of pay based on qualifications and service as prescribed by clause 11 of the Conditions of Registration.

Where the EA does not meet the requirements of the Registration Scheme (unaltered) and therefore it is proposed to pay rates of pay that are applied administratively and/ or different (higher) rates to those in your EA, your application must include confirmation of your current (minimum) pay rates.

**51. Do I have to pay the industry and other allowances under the BCGOA when undertaking work under the Scheme?**

Yes, all conditions of the BCGOA apply under the Registration Scheme.

If an annualised or “loaded” hourly rate is used, companies will need to provide further detail how the hourly rate compensates employees had they been paid all allowances, shift penalties etc.

This can be demonstrated using samples of actual weekly/ fortnightly hours worked and how the loaded rate compensates employees had the mandated pay rates and the BCGOA conditions been paid.

Notwithstanding the provision of any historical “samples”, it is the company’s responsibility to ensure that the company is fully compliant with the Registration Scheme based on actual (future) work cycles worked. The company may be subject to audit pursuant to clause 18 of the Conditions of Registration and this audit may include the auditor conducting BOOT-type analysis to confirm that the pay and conditions received by individual workers meet or exceed the requirements of the Registration Scheme and/or BCGOA based on actual work cycles worked by the individual worker(s).

**52. If I pay extra for Main Roads work, do I need to pay these rates for other traffic management work?**

The mandated pay rates apply to all traffic management work under the Registration Scheme. This may include work for local councils or utilities on State Roads.

The Registration Scheme requirements do not apply to traffic management work outside of State Roads, except where the work is undertaken directly or indirectly for Main Roads.

**53. Who can I contact for further information?**

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