



IMPORTANT: Notification of changes to the Registration Scheme Conditions 2026

Consultation with key stakeholders on the five proposed changes to the Registration Scheme ran from 16 April 2026 to 7 May 2026.

Consultation documents were made publicly available and shared widely among stakeholders. Main Roads also hosted a consultation and feedback forum to discuss the proposed changes at the Don Aitken Centre, East Perth, on 30 April 2026. Nearly 100 stakeholders attended, both in person and online.

Submissions were received from a broad range of stakeholders and notably from the following key member-based organisations:

- Traffic Management Association Australia
- Civil Contractors Federation (WA)
- Australian Flexible Pavement Association
- Roadmarking Industry Association of Australia (RIAA)
- Australian Workers Union (WA Branch)
- CFMEU WA

The feedback gathered through the consultation process was genuinely considered and impacted the outcomes by either modifying or reversing some proposals.

Proposal 1: Simplify the pay classification structure by reducing the number of pay categories from six to three

The proposal has been approved. Companies are required to implement the new classification structure during the first full pay period on or after 1 October 2026. The new classification structure is as follows:

Pay category	Requirements
A	The worker holds the following accreditation pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> : <ul style="list-style-type: none"> • Traffic Controller, and/or • Basic Worksite Traffic Management
B	The worker holds the following accreditation pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> : <ul style="list-style-type: none"> • Worksite Traffic Management, and/or • Operate Truck Mounted Attenuator
C	The worker holds the following accreditation pursuant to the <i>Traffic Management for Works on Roads: Code of Practice</i> : <ul style="list-style-type: none"> • Advanced Worksite Traffic Management, and/or • Roadworks Traffic Manager

From October 2026, Traffic Controllers will no longer require Letters of Service, demonstrating experience, to qualify for work under the Registration Scheme.

Proposal 2: Apply the Fair Work Commission's Annual Wage Review minimum wage increases to Registration Scheme minimum base rates of pay in the first full pay period on or after 1 July each year

The proposal is approved but implementation within the Registration Scheme will be delayed until the first full pay period on or after 1 October each year to allow Companies adequate time to implement the changes.

The Fair Work Commission (FWC) handed down its Annual Wage Review decision on Tuesday 2 June 2026, which comes into effect in the first full pay period on or after 1 July 2026. The FWC's annual wage review panel granted a below-inflation 4.75% rise in all award rates, after "regrettably" concluding it would not be "practicable or responsible" to order a larger increase in the current "uncertain" economic conditions.

The Registration Scheme will subsequently increase the base rates of pay by 4.75%. The new base hourly rates, applicable in October 2026, are as follows:

Pay category	Base hourly rate - Current	Base hourly rate – 1 October 2026
A	\$35.67	\$37.36
B	\$37.15	\$38.91
C	\$39.00	\$40.85

Proposal 3: Switch from qualification-based pay to role-based pay for workers

The proposal has been rejected and will not go ahead at this time. While the proposal was well supported by some sectors, the opposition and conditional support detailed in the submissions reveal important concerns.

It was decided that a shift to role-based pay was premature in the absence of a consistent industry framework that takes into account the following, but not limited to:

- Competency standards
- Accreditation quality
- Pay classifications
- Role expectations
- Training pathways
- Worker progression
- Event and roadworks alignment

It has been suggested that there is further discussion needed between Main Roads, registered companies, traffic management associations, local government representatives, utilities, registered training organisations, and employee representatives to develop such a framework.

Proposal 4: Remove unique shiftwork interpretation rules, revert to the natural interpretation of the Building and Construction On-site Award 2020, and provide better guidance on applying the relevant shiftwork provisions for civil construction

The proposal has been approved. Companies are no longer required, effective immediately, to apply unique interpretation rules to the shiftwork provisions of the Building and Construction General On-site Award 2020. The Award is to be read in accordance with its natural interpretation.

Companies already undertaking shiftwork in accordance with the terms laid out in the Conditions of Registration may need to evoke clause 37 - Consultation about major workplace change of the Award before implementing the change in the workplace.

Any Companies participating in an wages and conditions audit by the Registration Scheme will not be adversely affected by the change to the Conditions of Registration, and the changes in the Conditions of Registration related to the shiftwork provisions will be taken into account where relevant.

Proposal 5: Fix errors and publish leading hand payments as weekly amounts

The proposal has been rejected and will not go ahead. Traffic Management Companies and their Industry Associations overwhelmingly pushed back on the proposal to express Leading Hand payments as a weekly payment for workers employed on a full-time weekly hire, part-time weekly hire, or casual basis.

The status quo will be maintained. The Leading Hand payments published in the existing [Pay Summary Tables](#) are expressed as hourly loadings and are to apply for 'all purposes' for all modes of employment, including daily hire. These rates remain in effect until 1 October 2026 when the base rates of pay increase.

New Pay Summary Tables, detailing the Leading Hand rates that will come into effect on 1 October 2026, will be published as soon as practicable.

From 1 October 2026, the leading hand loading for full-time and part-time weekly hire and casual employees will be as follows:

Hourly loading	Number of persons in charge of:			
Pay Category	1 person	2-5 persons	6-10 persons	11+ persons
A	\$0.90	\$1.98	\$2.50	\$3.36
B	\$0.93	\$2.06	\$2.61	\$3.50
C	\$0.98	\$2.17	\$2.74	\$3.68

For daily hire employees, the leading hand loading will be as follows:

Hourly loading	Number of persons in charge of:			
Pay Category	1 person	2-5 persons	6-10 persons	11+ persons
A	\$0.93	\$2.04	\$2.58	\$3.47
B	\$0.96	\$2.13	\$2.69	\$3.61
C	\$1.01	\$2.23	\$2.82	\$3.79

Next steps and further information

Main Roads has published new [Conditions of Registration](#) which are effective immediately. There is no longer a requirement to apply any unique interpretation of the shiftwork provisions of the Award for the purposes of the Registration Scheme. The Award is to operate in its natural interpretation.

The Conditions of Registration will be reviewed and updated again in October 2026 when the new changes to the classification structure and base rates of pay come into effect.

The new Pay Summary Tables (effective 1 October 2026) will also be published online as early as practicable. In the meantime, the current [Pay Summary Tables](#) remain in effect for the purposes of the Registration Scheme.

If you have any questions about the changes, please contact the Registration Scheme on TMCreg@mainroads.wa.gov.au.

Important Note: The Award will still undergo changes effective 1 July 2026

Regardless of the changes to the Registration Scheme scheduled for 1 October 2026, the Building and Construction General On-site Award 2020 will undergo changes on 1 July 2026 related to the FWC's Annual Wage Review decision.

Companies are reminded that a Company is not required to comply with the Conditions of Registration to the extent that doing so would require the Company to make any commitment or take any action that would breach any laws or industrial instrument that would otherwise apply to the Company.

If meeting any terms of the Conditions of Registration would require any Company to make any commitment or take action which would render them in breach of any laws or industrial instrument, the Company is required to meet the Conditions only to the extent that they are able to do so lawfully.

In other words, the Award changes made on 1 July 2026 by the FWC may still apply to a Company's commitments to its workforce. If in doubt, Companies are advised to seek independent legal advice.