

Traffic Management Company Registration Scheme Pay Summary July 2024

Please note: the below summary is a guide only and further allowances may apply based on the requirements of the [Building and Construction General On-site Award 2020](#).

Disclaimer:

The above information 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.

For further information:

[newsletter-5-state-road-traffic-management-company-registration-scheme-improvement.pdf \(mainroads.wa.gov.au\)](#)

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

You can also contact the following industry associations and unions:

Melissa Ekberg
Executive Director WA/SA
The Australian Flexible Pavement Association (WA)
E: Melissa.Ekberg@afpa.asn.au

The Traffic Management Association of Australia (WA Division Chair)
Britt O'Dwyer
E: britt.odwyer@tmaa.asn.au

Andy Graham
Chief Executive Officer
Civil Contractors Federation
T: (08) 9414 1486
M: 0458 737 777
E: Andy Graham agraham@ccfwa.com.au

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

Australian Workers' Union (WA Branch)
T: (08) 9221 1686
E: admin@awuwa.asn.au
Level 3, 25 Barrack St
Perth WA 6000

Table 1: Category A.1 Traffic Management Worker (Less than 3 months experience and Non-Project Works)

Accreditation requirement: Basic Worksite Traffic Management (BWTM) and/or Traffic Controller (TC)

Base Rates of Pay (Full or Part Time)	\$32.00 per hour \$1,219.00 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ¹	\$33.63	\$38.67	\$50.45	\$50.45	\$67.26	\$50.45	\$67.26	\$67.26	\$84.08
Daily hire Hourly rate ²	\$34.70	\$39.90	\$52.05	\$52.05	\$69.40	\$52.05	\$69.40	\$69.40	\$86.44
Casual Rate ³	\$42.04	\$47.08	\$58.85	\$58.85	\$75.67	\$58.85	\$75.67	\$75.67	\$92.48

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.77	\$0.79
2 - 5 persons	\$1.70	\$1.75
6 - 10 persons	\$2.14	\$2.21
More than 10 persons	\$2.88	\$2.97

¹ Includes Industry Allowance \$1.63 per hour

² Includes Industry Allowance \$1.63 per hour

³ Includes Industry Allowance \$1.63 per hour

Table 2: Category A.2 Traffic Management Worker (Less than 6 months experience and entry point for Main Roads work)

Accreditation requirement: BWTM and/or TC

Base Rates of Pay (Full or Part Time)	\$34.33 per hour \$1,304.54 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ⁴	\$35.96	\$41.35	\$53.94	\$53.94	\$71.92	\$53.94	\$71.92	\$71.92	\$89.90
Daily hire Hourly rate ⁵	\$37.10	\$42.67	\$55.65	\$55.65	\$74.20	\$55.65	\$74.20	\$74.20	\$92.72
Casual Rate ⁶	\$44.95	\$50.34	\$62.93	\$62.93	\$80.91	\$62.93	\$80.91	\$80.91	\$98.89

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.82	\$0.85
2 - 5 persons	\$1.82	\$1.88
6 - 10 persons	\$2.30	\$2.37
More than 10 persons	\$3.09	\$3.19

⁴ Includes Industry Allowance \$1.63 per hour

⁵ Includes Industry Allowance \$1.63 per hour

⁶ Includes Industry Allowance \$1.63 per hour

Table 3: A.3 Traffic Management Worker (6 months or more experience)

Accreditation requirement: BWTM and/or TC

Base Rates of Pay (Full or Part Time)	\$35.67 per hour \$1,355.46 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ⁷	\$37.30	\$42.90	\$55.95	\$55.95	\$74.60	\$55.95	\$74.60	\$74.60	\$93.25
Daily hire Hourly Rate ⁸	\$38.48	\$44.26	\$57.73	\$57.73	\$76.97	\$57.73	\$76.97	\$76.97	\$96.21
Casual Rate ⁹	\$46.63	\$52.22	\$65.28	\$65.28	\$83.93	\$65.28	\$83.93	\$83.93	\$102.58

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.86	\$0.88
2 - 5 persons	\$1.89	\$1.95
6 - 10 persons	\$2.39	\$2.47
More than 10 persons	\$3.21	\$3.31

⁷ Includes Industry Allowance \$1.63 per hour

⁸ Includes Industry Allowance \$1.63 per hour

⁹ Includes Industry Allowance \$1.63 per hour

Table 4: Category B Traffic Management Worker

Accreditation requirement: Worksite Traffic Management (WTM) and/or Operate Truck Mounted Attenuator (OTMA)

Base Rates of Pay (Full or Part Time)	\$37.15 per hour \$1,411.70 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ¹⁰	\$38.78	\$44.60	\$58.17	\$58.17	\$77.56	\$58.17	\$77.56	\$77.56	\$96.95
Daily hire Hourly Rate ¹¹	\$40.01	\$46.01	\$60.02	\$60.02	\$80.02	\$60.02	\$80.02	\$80.02	\$100.03
Casual Rate ¹²	\$48.48	\$54.29	\$67.87	\$67.87	\$87.26	\$67.87	\$87.26	\$87.26	\$106.65

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.89	\$0.92
2 - 5 persons	\$1.97	\$2.03
6 - 10 persons	\$2.49	\$2.57
More than 10 persons	\$3.34	\$3.45

¹⁰ Includes Industry Allowance \$1.63 per hour

¹¹ Includes Industry Allowance \$1.63 per hour

¹² Includes Industry Allowance \$1.63 per hour

Table 5: Category C Traffic Management Worker

Accreditation requirement: Advanced Worksite Traffic Management (AWTM)

Base Rates of Pay (Full or Part Time)	\$39.00 per hour \$1,482.00 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ¹³	\$40.63	\$46.72	\$60.95	\$60.95	\$81.26	\$60.95	\$81.26	\$81.26	\$101.58
Daily hire Hourly Rate ¹⁴	\$41.92	\$48.21	\$62.88	\$62.88	\$83.84	\$62.88	\$83.84	\$83.84	\$104.80
Casual Rate ¹⁵	\$50.79	\$56.88	\$71.10	\$71.10	\$91.42	\$71.10	\$91.42	\$91.42	\$111.73

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.94	\$0.97
2 - 5 persons	\$2.07	\$2.13
6 - 10 persons	\$2.61	\$2.70
More than 10 persons	\$3.51	\$3.62

¹³ Includes Industry Allowance \$1.63 per hour

¹⁴ Includes Industry Allowance \$1.63 per hour

¹⁵ Includes Industry Allowance \$1.63 per hour

Table 6: Category D Traffic Management Worker

Accreditation requirement: Roadworks Traffic Manager (RTM)

Base Rates of Pay (Full or Part Time)	\$39.00 per hour \$1,482.00 per week	Afternoon or night shift (5 in a row) - Monday to Friday	Afternoon or night shift (less than 5 in a row) - Monday to Friday	Overtime Monday to Friday 1st 2 hours	Overtime Monday to Friday after 2 hours	Overtime Saturday 1st 2 hours	Overtime Saturday after 2 hours/ after noon	Overtime Sunday	Overtime Public Holiday
Full time Hourly rate ¹⁶	\$40.63	\$46.72	\$60.95	\$60.95	\$81.26	\$60.95	\$81.26	\$81.26	\$101.58
Daily hire Hourly Rate ¹⁷	\$41.92	\$48.21	\$62.88	\$62.88	\$83.84	\$62.88	\$83.84	\$83.84	\$104.80
Casual Rate ¹⁸	\$50.79	\$56.88	\$71.10	\$71.10	\$91.42	\$71.10	\$91.42	\$91.42	\$111.73

Leading Hand Allowance A person specifically appointed to be a leading hand must be paid at the rate of the following percentages of the weekly rates 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.

In charge of:	Allowance Per Hour	Allowance Per Hour (Daily Hire)
1 person	\$0.94	\$0.97
2 - 5 persons	\$2.07	\$2.13
6 - 10 persons	\$2.61	\$2.70
More than 10 persons	\$3.51	\$3.62

¹⁶ Includes Industry Allowance \$1.63 per hour

¹⁷ Includes Industry Allowance \$1.63 per hour

¹⁸ Includes Industry Allowance \$1.63 per hour

Table 7: Summary of other relevant conditions and allowances

Allowance	Amount	Paid
Fares and Travel	\$21.94	per day
First Aid - above minimum qualification	\$5.88	per day
First aid - minimum qualification	\$3.72	per day
In charge of plant (weekly hire)	\$1.28	per hour
In charge of plant (casual)	\$1.28	per hour