

Frequently Asked Questions

Main Roads in-house delivery of road maintenance and some minor capital works

Commencing October 2022, Main Roads will shift from contracting out road maintenance, to in-house delivery. Main Roads will also directly manage and deliver some of its Minor Capital Works program. This shift will see a total of 660 contractor employee's transition to Main Roads.

Main Roads has finalised new organisational structures for the Mid-West Gascoyne (MWG) and Wheatbelt Regions as these are the first two regions that will transition to direct labour.

Our goal is to provide as many opportunities for workers to transfer to direct employment as possible, where those positions exist in the new organisational structure.

How do I transfer to a position with Main Roads?

If you are employed by any one of our contractors in Mid-West Gascoyne and Wheatbelt Regions, including the AMSS, labour hire and contractors under Network Contracts, you will be asked to register your interest in transferring to Main Roads.

The registration process will require you to provide some personal information along with relevant information about your current job. Based on the information provided, and where a position exists in the new organisational structure, Main Roads can make a direct offer of employment to you.

You will not need to go through a standard public sector recruitment process such as addressing selection criteria however, prior to making an offer, Main Roads may request further information from you.

When will Main Roads start making offers to employees?

Main Roads has commenced the recruitment process for these two regions. Recruitment will depend on a number of factors including the expiry date of the contract employees are currently working under, and completion of the registration process.

Contractors under the AMSS or other labour hire contracts, which are not time bound will be made offers prior to the end of the Network Contracts.

Maintenance workers under Network Contracts will begin transferring over at the end of the Network Contract period.

Main Roads' Human Resources Team will soon be visiting the Wheatbelt and Mid-West Gascoyne Regions to explain this process.

Will I need to undertake a fitness for work assessment prior to being offered?

As part of the registration process, you will be asked to provide relevant health information.

Although this may require necessary modification to how work is performed, this information will not prevent us making an offer of employment to you.

Will I need a "clean" police record or a National Police Clearance (NPC) to transfer to Main Roads?

You do not need a "clean" police record to register your interest to transfer, as not all Main Roads positions require this. Where a position requires a NPC you will be informed when we make an offer of employment.

Prior convictions will not prevent you from transferring to Main Roads unless the nature of the conviction(s) is/are directly related to the work you will be

undertaking. For example, recent financial convictions would be relevant to positions that are required to undertake financial or accounting work.

What conditions will I transfer to under Main Roads?

Workers will transfer to Main Roads to an equivalent position under our existing Enterprise Bargaining Agreements (EBAs). Employment will be offered based on the employee's current position and Main Roads' operational needs.

Previous service will be recognised for the purposes of Long Service Leave (LSL) and Parental Leave. Under Main Roads EBAs, employees are entitled to 13 weeks of LSL after seven years of service. Your entitlements will be credited to you when you transfer to Main Roads, based on your service with your previous employer.

What are the salaries/wages at Main Roads?

Salary and wage pay scales is available within the document titled 'Salary and Wages Summary'. Hours of work for salaried officers are 37.5 or 40 hours per week. Hours of work for wages employees are 38 or 40 hours per week (9-day fortnight).

Under Main Roads EBAs, classification levels have annual increments. Main Roads will consider prior service and experience when determining your starting salary/ wage.

For example, if you have had three years relevant experience, you can be offered the third increment within the classification level.

When are the Enterprise Bargaining Agreements (EBAs) negotiated?

Main Roads is currently negotiating with Unions for replacement EBAs. Information and contact details for unions are listed at the end of this document.

In accordance with the WA Government Wages Policy, annual salaries and wages will be increased by a minimum of 2.5 per cent and either a one-off \$1,000 sign-on payment or an additional 0.25 per cent per annum wage increase in return for industrially based reform measures. Subject to negotiations continuing in good faith, the pay increase will be backdated from 1 February 2022.

Will my annual and sick leave transfer to Main Roads?

Annual leave and sick leave will **not** transfer to Main Roads. However, transferring employees will be entitled to Personal Leave credits (which includes sick leave and carers leave) from the date of their transfer, as follows:

	Personal leave cumulative	
	37.5 or 38-hour week	40-hour week
On day of transfer to Main Roads	6.5 days	6.5 days
On completion of 6 months continuous service	6.5 days	6.5 days

	Personal leave non-cumulative	
	37.5 or 38-hour week	40-hour week
On day of transfer to Main Roads	2 days	2 days
On completion of 6 months continuous service	Not applicable	Not applicable

Part time employees receive pro rata leave based on the number of hours worked.

What additional benefits do regional employees get?

Full-time regional employees have the option to receive an annual commuted allowance for working additional hours per week:

Region	Additional hours worked per week	Annual per cent in lieu
Kimberley and Pilbara.	5	18%
Mid-West Gascoyne (Carnarvon) and Goldfields-Esperance	3 hours 45 minutes	13.5%
Mid-West Gascoyne (Geraldton), Wheatbelt, South West and Great Southern	2 hours 30 minutes	9%

Regional employees are also entitled to a range of regional benefits that includes District Allowance (double if you have a dependant), power and water subsidies and North West leave. Further information on these allowances is available in the document titled 'Regional Benefits Summary'.

Will part-time/job share arrangements be available?

These will be considered on a case-by-case basis depending on existing arrangements and operational requirements.

Do employees get a Rostered Day Off (RDO)?

Workers covered by the Main Roads AWU EBA are entitled to a nine-day fortnight. Where operational need requires employees to work on their scheduled RDO, the employee will be paid overtime rates for the day.

White collar/salaried positions are not entitled to RDOs but have access to Flexible Working Hours.

What are the regional travel requirements/roster arrangements?

Roster and working arrangements will mirror existing arrangements as much as possible, including travel and working away from your base location.

What white collar roles will be available?

Further information on white collar positions will be made available when the new organisational structures are released.

If we were to transfer to Main Roads where would we be based? Will I be expected to work in other regions? Can I be made to work in other regions?

The intent is for employees to be offered a job with Main Roads based on their existing work location.

If issued with a vehicle for my role, will I be allowed to take the vehicle home?

Vehicle access will be subject to further discussion.

Will the employment transfer be a fixed term contract?

Positions will be permanent unless the worker cannot be offered a permanent contract (ie if they are on a temporary visa or due to other external factors).

How will road workers be better off overall compared to existing working arrangements?

The table below outlines how workers under the Main Roads AWU EBA will be better off under the new arrangements:

Under the Main Roads AWU EBA road workers will be eligible for the following annual wages (as at 1 February 2022)	Year/ Increment	Annual (38hr)	Hourly (38hr)	Annual (40hr)	Hourly (40hr)
Classification					
Crew Member (Level 3/4 AWU EBA)	1	\$65,218	\$32.90	\$69,301	\$33.21
	2	\$66,840	\$33.72	\$71,030	\$34.04
	3	\$68,543	\$34.58	\$72,849	\$34.91
	4	\$70,345	\$35.49	\$74,771	\$35.83
	5	\$72,230	\$36.44	\$76,781	\$36.80
Crew Leader (Level 5 AWU EBA)	1	\$74,820	\$37.74	\$79,544	\$38.12
	2	<u>\$76,838</u>	\$38.76	<u>\$81,696</u>	\$39.15
	3	<u>\$78,918</u>	\$39.81	<u>\$83,914</u>	\$40.21
	4	<u>\$81,057</u>	\$40.89	<u>\$86,199</u>	\$41.31

All AWU EBA covered employees are also paid a weekly Industry Allowance of \$32.60 (approximately \$1700 per year).

What leave do all staff have per year and can you take the leave when you want? What will be the improved entitlements stated in the Minister's statement against our current Roads EBA?

Full-time employees are entitled to the following (pro-rata for part time):

- Four (4) weeks annual leave
- 15 days personal leave (sick leave, carers leave etc) of which 13 days can accumulate each year
- Three (3) Public Service Holidays (additional days of leave)
- One-week additional annual leave for North West employees, and additional travel days for regional employees; and
- 13 weeks Long Service Leave (LSL) after seven (7) years of service. Existing LSL entitlements will be recognised by Main Roads.

Although some regions may have mandatory leave periods around Christmas and cyclone season, all leave requests require discussion between yourself and your manager.

What training is offered to Main Roads' employees to enable them to gain a higher grade in their EBA?

Subject to good performance, employees will automatically move up an increment within their salary/wage level each year.

Employees participate in annual [Career Conversations](#) with their Manager to enable discussions around their work and further development priorities for the year ahead.

Of the 170 maintenance delivery and incident response service workers who will transition across in the Metro Region how will these roles be divided between blue and white collar?

These are currently under review noting the expiry date of the MNC and Incident Response Services contract.

Will Main Roads provide me with all my Personal Protective Equipment (PPE) or do I have to buy it?

All PPE will be supplied free of charge by Main Roads.

If I transfer to Main Roads, will I be on probation?

All employees who transfer will be on six months' probation.

Will there be opportunities for trainees to transfer to Main Roads from operational teams, and will Main Roads continue to pay for Traineeship Modules (Certificate III)?

Yes, there will be opportunities for trainees to transfer and complete their traineeship. When you register your interest please include your training/traineeship information.

Where can I get further information?

Main Roads:

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Unions:

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