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THIS APPLIES TO “CONSTITUTIONAL CORPORATION” MEMBERS ONLY

Employers who are constitutional corporations may be affected by these rates.

This information does not apply to employers who are not constitutional corporations.

If you are unsure whether this wage rate bulletin applies to you, please contact ECA Legal Pty Ltd on 08 6241 6129 or ecalegal@ecawa.org.au to discuss this issue.

WAGE RATE BULLETIN NO. 25

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2020

Issued: June 2025

Wages are effective from the first full pay period
on or after 1 July 2025

This wage rate bulletin is a general guide only and contains a summary of the major provisions of the award as provided by Fair Work Commission and the National Employment Standards. Whilst every care has been exercised in the preparation of the information contained herein, ECA members should not rely upon the information and should seek recourse to the award.

ECA Legal Pty Ltd hereby expressly excludes any liability to a user for damages incurred as a result of reliance upon the information contained herein.

Employers are required to make available a full copy of the award and the National Employment Standards at their place of business

ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2020

QUICK REFERENCE

A quick reference to key points of the award, such as rates for allowances, disabilities and penalties currently payable.

Refer to the Electrical, Electronic and Communications Contracting Award 2020 for full details – a copy may be found on the Fair Work Commission website www.fwc.gov.au/.

APPRENTICES

Apprentices' conditions of apprenticeship and employment are governed by the *Vocational Education and Training Act 1996* and the *Electrical, Electronic and Communications Contracting Award 2020*.

ALL PURPOSE HOURLY RATE

The following allowances **form part of the all-purpose hourly rate**: Industry allowance, Tool allowance and Electrician's License allowance and the all-purpose rate must be paid for all-purposes including overtime, paid leave and public holidays. Note that other allowances including the leading hands, nominee, electrical distribution line maintenance and tree clearing allowances as well as the rate for ordering materials, can also be all-purpose allowances if they are applicable.

Table 1 – Additional Allowances			
Item No	Clause No	Brief Description	Amount
1	18.3(c)	Leading Hand Allowance (all-purpose) In charge of 3-10 employees In charge of 11-20 employees In charge of more than 20 employees	\$45.94 per week \$64.10 per week \$86.54 per week
2	18.3(d)	Nominee Allowance (all-purpose) An employee who validly acts as a nominee	\$98.29 per week
3	18.3(e)	Electrical Distribution Line Maintenance/Tree Clearing (all-purpose)	\$82.27 per week
4	18.3(f)	Rate for Ordering Materials (all-purpose) Period of 1 week or more and ordering for 2 employees or more Period not exceeding 4 days	\$21.37 per week \$4.27 per day
5	18.5(a)	Meal Allowance (Overtime)	\$19.79 per meal
6	18.4(c)	First Aid Allowance	\$22.44 per week
7	18.5(b)	Compensation for Loss of Tools	\$383.67 per occasion
8	18.4(a)	Multistorey Allowance (at least 5 storeys) 0-15 Floors 16-30 Floors 31-45 Floors 46-60 Floors More than 60 Floors	\$0.73 per hour \$0.90 per hour \$1.38 per hour \$1.74 per hour \$2.22 per hour
9	18.4(b)	Towers Allowance	\$0.90 per hour
10	18.6(b)	Motor Vehicle Allowance	\$0.98 per km
11	18.6(c)	Travel Time Allowance (other than Apprentices)	\$8.46 per day at work and RDO
12	18.6(d)	Start and/or finish on job allowance Up to 50km radius from Employer's Office Over 50km radius from Employer's Office	\$27.52 per day \$27.52 per day plus payment for travelling time

		Where Employer offers to provide transport free of charge	\$4.94 per day
13	18.7(a)	Living Away Allowance	\$701.21 per week
14	18.7(a)	Meal Allowance (Living Away)	\$19.79 per meal
15	20.6	Availability for Duty (on-call allowance)	\$94.02 per week

ADDITIONAL INFORMATION

The National Employment Standards (NES) provide minimum entitlements which apply to all employees in the Federal system. These cannot be displaced by an employment contract or an enterprise agreement.

Hours: The NES provides maximum working hours of 38 hours per week for full-time employees. An employee may be required to work reasonable additional hours beyond this. The Award allows for the averaging of hours over 7, 14, 21 or 28 consecutive days.

Casual Work: A casual loading of 25%, calculated upon the all-purpose hourly rate, applies to all casual employees.

Annual Leave: A full-time employee will accrue annual leave on the basis of 2.923 hours for every week of continuous service. That is, 4 weeks of annual leave for every 12 months of service plus 17.5% leave loading. Shift workers are entitled to an extra week's annual leave.

Annual leave paid on termination of employment: Employees who resign or are terminated for any reason are entitled to be paid their accrued Annual Leave as part of their final payment.

Annual leave loading on termination: The loading is not payable if the employee is dismissed for misconduct or neglect of duty.

Personal/ Carer's Leave: Under the NES, employees (other than casual employees) are entitled to 10 days paid personal or carer's leave. This is a combination of sick leave (taken for personal illness or injury) and carer's leave (taken to care or support an employee's immediate family member or member of the employee's household). This entitlement accrues progressively in the course of a year of service, for all employees, by reference to ordinary hours worked. This entitlement can be calculated as 1/26 of an employee's ordinary hours of work in a year.

Employees are also entitled to an additional 2 days unpaid carer's leave (but only where they have already used up all of their paid personal/carer's leave) on each occasion where they need to care for their immediate family member or member of their household.

Compassionate Leave: An employee is entitled to a period of 2 days of paid Compassionate Leave for each occasion when a member of their immediate family or household contracts or develops illness or injury that poses a serious threat to his/her life or after the death of such a person.

Overtime: Subject to any Individual Flexibility Arrangement, for all work done outside ordinary hours, the rates of pay shall be time and one-half for the first 2 hours and double time thereafter, such double time to continue until the completion of the overtime work.

Saturday Work: The rate of pay shall be time and one-half for the first 2 hours and double time thereafter.

Sunday Work: The rate of pay shall be double time.

Work on a Public Holiday: The rate of pay shall be double time and one-half.

NB: Where an employee is required to work on a Saturday, Sunday, RDO or Public Holiday, they must be paid for a minimum of 4 hours at the appropriate penalty rate.

Parental Leave: There is no provision for paid parental leave. However, the NES provides for a period of 12 months unpaid parental leave upon the birth or adoption of a child.

Community Service and Family and Domestic Violence Leave: An employee is entitled to a period of up to 10 days paid leave while they are absent from work to attend jury service, and unpaid leave for those who engage in voluntary emergency management activity.

Employees shall be entitled to Family and Domestic Violence leave in accordance with clause 25 of the *Electrical, Electronic and Communications Contracting Award 2020*.

Termination of Employment:

Employers must give an employee a minimum period of notice consistent with the table below:

Period of continuous service	Period of Notice
Up to the completion of 1 year	1 week
1 year and up to the completion of 3 years	2 weeks
3 years and up to the completion of 5 years	3 weeks
5 years and over	4 weeks

Further to this notice, if an employee is aged over 45 years at the time of termination and has completed at least 2 years continuous service, he/she shall be entitled to an additional week's notice. If an employee is guilty of serious misconduct, they may be summarily dismissed without notice. The employee is required to give the same period of notice as the employer (except the additional week for employees over 45 years). If an employee who is at least 18 years old resigns and does not give adequate notice, the employer may deduct an amount that is no more than one week's wages for the employee.

Redundancy:

'Redundancy' occurs when an employee's position is terminated because their particular job no longer needs to be done.

Where a redundancy occurs, employers must pay the following in addition to the notice period (where applicable):

Period of continuous service	Severance Pay
Less than 1 year	Nil
1 year and up to 2 years	4 weeks
2 years and up to 3 years	6 weeks
3 years and up to 4 years	7 weeks
4 years and up to 5 years	8 weeks
5 years and up to 6 years	10 weeks
6 years and up to 7 years	11 weeks
7 years and up to 8 years	13 weeks
8 years and up to 9 years	14 weeks
9 years and up to 10 years	16 weeks
10 years and over	12 weeks

The rate for the purposes of redundancy entitlement will be the all-purpose weekly base rate of pay.

Superannuation:

From 1 July 2025, employers must contribute **12% of the employee's ordinary time earnings** to a complying superannuation fund.

Long Service Leave Act 1958:

2 months after 10 years' service and one month for every five years thereafter (month means 4 1/3 weeks). Seven or more years, but less than 10 years' service entitles the employee to pro rata payment, if his/her employment is terminated. Public holidays occurring during long service leave are added to the leave.

Construction Industry Portable Paid Long Service Leave Act 1985:

From 1 January 2025 through 31 December 2025 the contribution rate is 0.75 % of the ordinary rate of pay paid to the employee. For more information please refer to the Construction Industry Portable Paid Long Service Leave Board – phone (08) 9476 5400, email hi@myleave.wa.gov.au or visit www.myleave.wa.gov.au.

Travel Time:

All employees, except Apprentices, shall be paid the travel time allowance for each day on which they start or finish on a job site away from the workshop. Apprentices, however, shall receive a travel time allowance at the rate set out in the Apprentice Wage schedule. The allowance is to be paid for any RDOs and in the case of Apprentices, the days on which they attend trade school, but is not payable for personal leave, annual leave, or public holidays. As it is an allowance received during ordinary time, it should also be included in calculations for superannuation contributions.

**ELECTRICAL, ELECTRONIC AND COMMUNICATIONS CONTRACTING AWARD 2020
MINIMUM WAGE RATES**

Effective from the first full pay period on or after 1 July 2025

Classification	Base Hourly Rate \$	Base Weekly Rate \$	Tool Allowance \$	Industry Allowance \$	License Allowance \$	Total Weekly Wage 38 Hour Week \$	Hourly Rate (All Purpose Rate) \$
Electrical Worker Grade 1	24.95	948.00	-	39.53	-	987.53	25.99
Electrical Worker Grade 2	25.45	967.20	-	39.53	-	1006.73	26.49
Electrical Worker Grade 3	26.30	999.40	-	39.53	-	1038.93	27.34
Electrical Worker Grade 4	27.15	1031.60	-	39.53	-	1071.13	28.19
Electrical Worker Grade 5	28.12	1068.40	22.31	39.53	38.46	1168.70	30.76
Electrical Worker Grade 6	29.00	1102.00	22.31	39.53	38.46	1202.30	31.64
Electrical Worker Grade 7	30.68	1165.70	22.31	39.53	38.46	1266.00	33.32
Electrical Worker Grade 8	32.23	1224.90	22.31	39.53	38.46	1325.20	34.87
Electrical Worker Grade 9	32.90	1250.10	22.31	39.53	38.46	1350.40	35.54
Electrical Worker Grade 10	35.55	1350.80	22.31	39.53	38.46	1451.10	38.19

APPRENTICE WAGE RATES
Effective from the first full pay period on or after 1 July 2025

MINIMUM AWARD WAGE RATES	JUNIOR APPRENTICES						ADULT APPRENTICES	
	1 st year with year 12 \$	1 st year without year 12 \$	2 nd year with year 12 \$	2 nd year without year 12 \$	3 rd year \$	4 th year \$	1 st year \$	2 nd , 3 rd and 4 th year \$
Base Hourly Rate	15.46	14.06	18.28	16.87	19.68	23.05	22.49	24.95
Base Weekly Rate	587.62	534.20	694.46	641.04	747.88	876.09	854.72	948.00
Tool Allowance [cl 18.3(g)]	22.31	22.31	22.31	22.31	22.31	22.31	22.31	22.31
Industry Allowance [cl 18.3(a)]	21.74	19.77	25.70	23.72	27.67	32.42	31.62	34.39
License Allowance [cl 18.3(b)]	21.15	19.23	25.00	23.08	26.92	31.54	30.77	33.46
All Purpose Weekly	652.83	595.51	767.47	710.15	824.79	962.35	939.42	1038.16
All Purpose Hourly	17.18	15.67	20.20	18.69	21.70	25.33	24.72	27.32
Travel Time Allowance (per day) [cl 18.6(c)]	4.65	4.23	5.50	5.08	5.92	6.94	6.77	7.36

NOTE: The Tool Allowance is not applicable if the employer supplies the tools to the apprentice.
All apprentices who commenced their apprenticeship prior to 1 January 2014 are subject to different rates.
Employers are required to reimburse apprentices for all TAFE fees paid and the cost of prescribed text books as per clause 12.8 of the *Electrical, Electronic and Communications Contracting Award 2020*
Please contact ECA Legal for further information