



Employment Services & Solutions Australia  
Level 1, 146 Balcatta Road  
Balcatta WA 6021

Phone: 08 9240 4230  
Facsimile: 08 9240 4393  
Email: [admin@essa.net.au](mailto:admin@essa.net.au)  
Web: [www.essa.net.au](http://www.essa.net.au)

## AWARD SUMMARY SHEET

### BUILDING AND CONSTRUCTION GENERAL ON-SITE AWARD 2010

The information provided in this Information Sheet is provided on the basis that it is general information for clients and correspondents to inform them of matters relating to current workplace relations issues. It is not provided, nor should it be relied upon as a substitute for professional advice. Employment Services & Solutions Australia Pty Ltd is not responsible for any outcomes to clients based upon the information provided in this Information Sheet and disclaims all liability, including and without limitation in negligence, for all losses, expenses, damages and costs that may be incurred by a client or correspondent as a result of the information provided in this Information Sheet being inaccurate or incomplete in any way.

**This is a summary of the award only. A copy of the full award is available at [www.fwc.gov.au](http://www.fwc.gov.au)**

A full copy of the National Employment Standards is available at [www.fairwork.gov.au](http://www.fairwork.gov.au)

These wage rates are payable from the **first full pay period commencing on or after 1 July 2018**. If you have any queries, please contact Employment Services & Solutions Australia on 08 9240 4230.

#### **Coverage**

This industry award covers employers throughout Australia in the on-site building, engineering and civil construction industry and their employees in the classifications listed in Schedule B- Classification Structure and Definitions of the award.

For the purpose of this provision, **on-site building, engineering and civil construction industry** means the industry of general building and construction, civil construction and metal and engineering construction, in all cases undertaken on-site.

To avoid doubt, this award does not cover employers covered by:

- i. the Manufacturing and Associated Industries and Occupations Award 2010;
- ii. the Joinery and Building Trades Award 2010;
- iii. the Electrical, Electronic and Communications Contracting Award 2010;
- iv. the Plumbing and Fire Sprinklers Award 2010;
- v. the Black Coal Mining Industry Award 2010;
- vi. the Mining Industry Award 2010; or
- vii. the Quarrying Award 2010; or
- viii. the Pre-Mixed Concrete Award 2010.

Where an employer is covered by more than one award, an employee of that employer is covered by the award classification which is most appropriate to the work performed by the employee and to the environment in which the employee normally performs the work.

## Wage Rates

### Adult

Permanent Employees- Full Time and Part Time		
Classification	Minimum Weekly Wage	Mon-Fri 7am-6pm
L1 CW/ECW1 (Level a)	\$755.90	\$19.89
L1 CW/ECW 1 (Level b)	\$771.50	\$20.30
L1 CW/ECW 1 (Level c)	\$782.40	\$20.59
L1 CW/ECW 1 (Level d)	\$797.10	\$20.98
Level 2 (CW/ECW 2)	\$813.60	\$21.41
Level 3 (CW/ECW 3)	\$837.40	\$22.04
Level 4 (CW/ECW 4)	\$863.70	\$22.73
Level 5 (CW/ECW 5)	\$890.10	\$23.42
Level 6 (CW/ECW 6)	\$913.80	\$24.05
Level 7 (CW/ECW 7)	\$940.00	\$24.74
Level 8 (CW/ECW 8)	\$962.70	\$25.33
Level 9 (ECW 9)	\$979.60	\$25.78

Casual Employees	
Classification	Mon-Fri 7am-6pm
L1 CW/ECW1 (Level a)	\$24.87
L1 CW/ECW 1 (Level b)	\$25.38
L1 CW/ECW 1 (Level c)	\$25.74
L1 CW/ECW 1 (Level d)	\$26.22
Level 2 (CW/ECW 2)	\$26.76
Level 3 (CW/ECW 3)	\$27.55
Level 4 (CW/ECW 4)	\$28.41
Level 5 (CW/ECW 5)	\$29.28
Level 6 (CW/ECW 6)	\$30.06
Level 7 (CW/ECW 7)	\$30.92
Level 8 (CW/ECW 8)	\$31.67
Level 9 (ECW 9)	\$32.22

The rates prescribed above are the minimum base hourly rates of pay for each classification under the Award. In addition to the base rate of pay as prescribed above, most employees will be entitled to a number of allowances and loadings which will also be payable to the employee. Which allowances and loadings will be payable will be influenced by the type of work performed, the location where the work is undertaken, and whether certain items such as tools or vehicles are provided to the employee by the employer. It is incumbent upon each employer to carefully analyse their situation to ensure that they are, in addition to the base rate of pay, paying the correct allowances and loadings to each employee.

In certain circumstances depending on when and for how long staff are rostered, overtime penalty rates may be payable. Refer to clause 33 and 36 of the Award to determine whether the hours of work are considered to be ordinary hours and are payable at the above rates or are overtime hours and payable at the overtime penalty rate provided in the Award.

**Classification**

<p><b>Construction worker level 1/Engineering construction worker level 1 (CW/ECW 1)</b></p>	<p>A CW/ECW 1 works under general supervision in one or more skill streams contained within this award. An employee at CW/ECW 1 (level d) will have:</p> <ul style="list-style-type: none"> <li>i. successfully completed, in accordance with RPL principles, a construction skills test equivalent to the required competency standards; or</li> <li>ii. successfully completed a relevant structured training program equivalent to the required competency standards; or</li> <li>iii. successfully completed an Engineering Construction Industry Skills Certificate Level 1 consisting of 16 appropriate modules; or formally recognised equivalent accredited training so as to enable the employee to perform work within the scope of this level; or</li> <li>iv. obtained skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.</li> </ul> <p><b>CW/ECW 1 (level a)(new entrant)</b></p> <ul style="list-style-type: none"> <li>i. Upon commencement in the industry</li> </ul> <p><b>CW/ECW 1 (level b)</b></p> <ul style="list-style-type: none"> <li>i. After three months in the industry</li> </ul> <p><b>CW/ECW 1 (level c)</b></p> <ul style="list-style-type: none"> <li>i. After twelve months in the industry</li> </ul> <p><b>CW/ECW 1 (level d)</b></p> <ul style="list-style-type: none"> <li>i. Upon fulfilling the substantive requirements of Construction Worker 1/ Engineering Construction Worker 1 as detailed above</li> </ul> <p>An employee at the CW/ECW 1 (level d) performs work above and beyond the skills of an employee at CW/ECW 1 (level c) and to the level of their training and:</p> <ul style="list-style-type: none"> <li>i. is responsible for the quality of their own work subject to general supervision;</li> <li>ii. works under general supervision either individually or in a team environment;</li> <li>iii. exercises discretion within their level of skills and training;</li> <li>iv. works in a safe manner;</li> <li>v. identifies basic faults in materials and equipment;</li> <li>vi. interacts harmoniously with employees of other companies on-site;</li> <li>vii. adapts to a changing work environment;</li> <li>viii. communicates essential information; and</li> <li>ix. works from instructions and procedures articulated in written, spoken and/or diagrammatic form.</li> </ul> <p><b>Skills and duties</b></p> <ul style="list-style-type: none"> <li>i. An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and</li> </ul>
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	<p>will undertake indicative tasks and duties within the scope of skills they possess.</p> <p>ii. An employee at this level may be part of a self-directed WAT, and may be required to perform a range of duties across the skill streams contained within this award. An employee at this level:</p> <ul style="list-style-type: none"> <li>a) works from instructions and procedures;</li> <li>b) assists in the provision of on-the-job training to a limited degree;</li> <li>c) co-ordinates work in a team environment or works individually under general supervision;</li> <li>d) is responsible for assuring the quality of their own work;</li> <li>e) has a qualification in first aid.</li> </ul> <p>Indicative tasks which an employee at this level may perform include the following:</p> <ul style="list-style-type: none"> <li>i. uses precision measuring instruments;</li> <li>ii. basic material handling functions;</li> <li>iii. operate small plant and pneumatic machinery;</li> <li>iv. inventory and store control;</li> <li>v. operate a range of hand tools and oxy welding equipment;</li> <li>vi. has a knowledge of the construction process and understands the sequencing of construction functions;</li> <li>vii. is able to provide first aid assistance to other employees;</li> <li>viii. sheet metal soldering;</li> <li>ix. tack welding;</li> <li>x. operation of mobile equipment including forklifts, hand trolleys, pallet trucks, overhead cranes and winch operation;</li> <li>xi. ability to measure accurately;</li> <li>xii. assists one or more tradespersons;</li> </ul> <p>The CW/ECW 1 classification incorporates the following broadbanded award classifications:</p> <ul style="list-style-type: none"> <li>i. Adult trainee terrazzo worker</li> <li>ii. Aircon group 2</li> <li>iii. Aircon group 3</li> <li>iv. Aluminium alloy structural worker</li> <li>v. Assistant powder monkey</li> <li>vi. Assistant rigger</li> <li>vii. Bar bending machine operator</li> <li>viii. Bitumen worker</li> <li>ix. Builders' labourer group 4</li> <li>x. Cable jointer</li> <li>xi. Cement gun operator</li> <li>xii. Chainperson</li> <li>xiii. Concrete cutting or drilling machine operator</li> <li>xiv. Concrete floater</li> <li>xv. Concrete formwork stripper</li> <li>xvi. Concrete gang worker</li> <li>xvii. Concrete gun or pump operator</li> <li>xviii. Cook's offsider, work boat driver</li> <li>xix. Crane chaser</li> <li>xx. Demolition labourer</li> <li>xxi. Dresser and grinder</li> </ul>
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	<ul style="list-style-type: none"> <li>xxii. Drilling machine operator</li> <li>xxiii. Dump cart operator</li> <li>xxiv. Employee directly assisting a tradesperson</li> <li>xxv. Erector (wire mesh)</li> <li>xxvi. Fencer</li> <li>xxvii. Gantry hand or crane hand</li> <li>xxviii. General hand</li> <li>xxix. Geotextile/geomembrane worker level 1</li> <li>xxx. Insulator</li> <li>xxxi. Ironworker on construction</li> <li>xxxii. Jackhammerman</li> <li>xxxiii. Kerb and gutter layer</li> <li>xxxiv. Lagger 1st assembler B</li> <li>xxxv. Lagger 2nd six months</li> <li>xxxvi. Landscape labourer</li> <li>xxxvii. Linesperson</li> <li>xxxviii. Machinist (precast concrete manufacture)</li> <li>xxxix. Machinist grade 1 <ul style="list-style-type: none"> <li>xl. Mess attendant, camp attendant</li> <li>xli. Mixer driver (concrete)</li> <li>xl.ii. Mobile concrete pump hoseperson or line hand</li> <li>xl.iii. Mobile crane driver</li> <li>xl.iv. Painter brush hand</li> <li>xl.v. Pick or shovelman</li> <li>xl.vi. Plasterer, terrazzo or stonemason's assistant</li> <li>xl.vii. Roof layer (malthoid or similar material)</li> <li>xl.viii. Sheetmetal worker 2nd class</li> <li>xl.ix. Spray painter <ul style="list-style-type: none"> <li>l. Steel erector</li> <li>li. Stonemason assistant- factory (Queensland and Tasmania)</li> <li>lii. Terrazzo assistant</li> <li>liii. Tool/material storeman</li> <li>liv. Tradesperson's labourer</li> <li>lv. Welder 2nd class</li> </ul> </li> </ul> </li> </ul> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 1 (level d) or CW/ECW 2. Where possible, an employee at Levels 1 (level a), 1 (level b) and 1 (level c) will be provided with access to accredited structured training approved by the relevant Skills Council.</p>
<p><b>Construction worker level 2/Engineering construction worker level 2 (CW/ECW 2)</b></p>	<p>A CW/ECW 2 works under limited supervision in one or more skill streams contained within this award. A CW/ECW 2 will:</p> <ul style="list-style-type: none"> <li>i. have completed in accordance with RPL principles a Construction Skills Test equivalent to the required competency standards; or</li> <li>ii. have completed relevant structured training equivalent to the required competency standards; or</li> <li>iii. successfully completed an Engineering Construction Industry Certificate Level 2 consisting of a total of 20 appropriate modules, or formally recognised equivalent accredited training so as to enable the employee to perform work within the scope of this level; or</li> </ul>

- iv. obtained skills equivalent to the above gained through work experience subject to competency testing to the prescribed standard.

**Skills and duties**

- i. An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.
- ii. An employee at this level may be part of a self-directed WAT and may be responsible for the supervision of one or more employees working at CW/ECW 1 level.

An employee at this level:

- i. can interpret plans and drawings relevant to their functions;
- ii. assists with the provision of on-the-job training;
- iii. assumes responsibility for allocating tasks within a WAT within the area of the employee's skill, competence and training;
- iv. has some responsibility for the order and purchase of materials within defined parameters;
- v. is able to sequence functions relevant to the employee's WAT;
- vi. applies quality control techniques to the employee's own work and other employees within the WAT;
- vii. works from complex instructions and procedures;
- viii. co-ordinates work in a team environment or works individually under general supervision;
- ix. is responsible for assuring the quality of their work;
- x. works in a safe manner;
- xi. exercises discretion within their level of training;
- xii. understands the construction process in their sector and has a basic level of understanding of processes in other sectors;
- xiii. implements basic fault-finding and problem solving skills within the employee's sphere of work;
- xiv. interacts harmoniously with employees of other companies on-site;
- xv. anticipates and plans for changes to the work environment.

Indicative tasks which an employee at this level may perform include the following:

- i. calculates safe loads and stress factors;
- ii. measures accurately using specialised equipment;
- iii. non-trades maintenance of relevant plant and equipment;
- iv. anticipates and plans for constant changes to the work environment.
- v. materials handling;
- vi. operates machinery and equipment requiring the exercise of skill and knowledge beyond that of an employee at CW/ECW 1 (level d);
- vii. uses measuring and levelling instruments;
- viii. performs basic quality checks on the work of others;
- ix. oxy acetylene cutting.

The CW/ECW 2 classification incorporates the following broadbanded award classifications:

- i. Aircon group 1

	<ul style="list-style-type: none"> <li>ii. Concrete batching plant operator</li> <li>iii. Concrete finisher</li> <li>iv. Employee operating power driven portable saw</li> <li>v. Forklift over 4500kg</li> <li>vi. Foundation shaftworker</li> <li>vii. Geotextile/geomembrane worker level 2</li> <li>viii. Hoist or winch driver</li> <li>ix. Landscaper</li> <li>x. Manhole builder</li> <li>xi. Pitcher or beacher</li> <li>xii. Powder monkey</li> <li>xiii. Scaffolder</li> <li>xiv. Spotter</li> <li>xv. Steelfixer</li> <li>xvi. Storeman</li> <li>xvii. Tack welder</li> <li>xviii. Tool sharpener</li> <li>xix. Traffic controller</li> <li>xx. Wall builder</li> </ul> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 3.</p>
<p><b>Construction worker level 3/Engineering construction worker level 3 (Engineering construction tradesperson level 1) (CW/ECW 3)</b></p>	<p>A CW/ECW 3 works individually or in a team environment in one or more skill streams contained within this award. A CW/ECW 3 will:</p> <ul style="list-style-type: none"> <li>i. have successfully completed a relevant trade apprenticeship or its AQF equivalent; or</li> <li>ii. have successfully completed, in accordance with RPL principles, a Construction Skills Test for this level; or</li> <li>iii. have successfully completed the required competency standards; or</li> <li>iv. have successfully completed an Engineering Construction Industry Certificate Level 3 consisting of a total of 24 appropriate modules or formally recognised equivalent accredited training so as to enable the employee to perform work within the scope of this level; or</li> <li>v. obtained skills equivalent to the above gained through work experience subject to competency testing to the prescribed standard,</li> <li>vi. any one of which will qualify the employee as a CW/ECW 3.</li> </ul> <p><b>Skills and duties</b></p> <p>An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.</p> <p>An employee at this level may be responsible for the supervision of one or more employees working at CW/ECW 1 or CW/ECW 2 level.</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. understands and applies quality control techniques;</li> <li>ii. exercises good interpersonal and communication skills;</li> <li>iii. exercises measuring and calculation skills at a higher level than CW/ECW 2;</li> </ul>

- iv. exercises discretion within the scope of this grade;
- v. performs work of a trades or non-trades nature which is incidental or peripheral to the employee's main function and facilitates the completion of the whole task;
- vi. is able to inspect products and/or materials for conformity with established operational standards;
- vii. assists in the provision of on-the-job training;
- viii. understands and applies quality control techniques;
- ix. exercises good interpersonal communication skills;
- x. exercises discretion within the scope of this grade;
- xi. performs work under limited supervision either individually or in a team environment.

Indicative tasks which an employee may perform at this level include the following:

- i. allocates functions within a WAT;
- ii. production sequencing and materials handling of a level more advanced than CW/ECW 2;
- iii. trade skills associated with certificated trades within the scope of this award;
- iv. has a sound understanding of the construction process;
- v. specialised materials handling;
- vi. operates machinery and equipment requiring the exercise of skill and knowledge beyond that of an employee at CW/ECW 2;
- vii. performs work which is incidental or peripheral to the primary tasks and facilitates the completion of the whole task;
- viii. sheetmetal fabrication;
- ix. system assembly;
- x. welding and cutting;
- xi. mechanical installation.

The CW/ECW 3 classification incorporates the following broadbanded award classifications:

- i. Air compressor operator
- ii. Air-conditioning tradesperson
- iii. All winch driver
- iv. Artificial stoneworker
- v. Battery fitter
- vi. Bitumen sprayer
- vii. Boilermaker and/or structural steel tradesperson
- viii. Bricklayer
- ix. Bridge and wharf carpenter
- x. Carpenter
- xi. Caster
- xii. Concrete finisher, powered
- xiii. Concrete spreader, powered
- xiv. Crawler tractor with power operated attachments (up to and including 2000kg shipping mass)
- xv. Crusher operator aggregate (dimension stone quarries)
- xvi. Drainer
- xvii. Dumper, rear and bottom (up to and including 2 cubic metres struck capacity)
- xviii. Electric motor attendant



xix.	Electrical fitter
xx.	Electrical mechanic
xxi.	Fitter
xxii.	Fixer
xxiii.	Floor layer specialist
xxiv.	Floorsander
xxv.	Forklift driver
xxvi.	Form setter
xxvii.	Gardener
xxviii.	Geotextile/geomembrane worker level 3
xxix.	Glazier
xxx.	Hand sprayer, lance type
xxxi.	Joiner
xxxii.	Locksmith
xxxiii.	Machinist
xxxiv.	Marble and slateworker
xxxv.	Marker off
xxxvi.	Mobile concrete line pump operator
xxxvii.	Mobile hydraulic platform operator
xxxviii.	Motor mechanic
xxxix.	Operator, drilling machine, up to and including 155 mm diameter
xl.	Operator, pneumatic tyred tractor with power operated attachments (up to and including 15 kW net engine power)
xli.	Operators of other cranes up to and including 5 ton
xl.	Painter (including Artworker, Spraypainter, Shotblaster and Sandblaster)
xl.	Paviour (including segmental paving)
xliv.	Pipe layer (any kind of pipes)
xl.	Plant mechanic
xlvi.	Plasterer
xl.	Prefab tradesperson
xl.	Qualified/trade cook
xl.	Quarryworker (dimension stone quarries)
l.	Refrigeration mechanic
li.	Renderer in pipes, tunnels or covered drains
lii.	Rigger
liii.	Dogger
liv.	Roller, vibrating (under 4 ton)
lv.	Roof fixer
lvi.	Rooflayer (including Roof Slater)
lvii.	Second driver—Navy and dragline or dredge-type excavator
lviii.	Serviceperson
lix.	Sheetmetal worker 1st class
lx.	Shophand
lxi.	Slate ridge or roof fixer
lxii.	Stonemason
lxiii.	Tilelayer
lxiv.	Timberperson
lxv.	Tradesperson (radio)
lxvi.	Tradesperson (precast concrete manufacture)
lxvii.	Tradesperson landscaper
lxviii.	Trenching machine (small Ditch-Witch type)
lxix.	Welder 1st class

	<p>lxx. Welder special class</p> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 4.</p>
<p><b>Construction worker level 4/Engineering construction worker level 4 (Engineering construction tradesperson level II and Engineering construction technician level I) (CW/ECW 4)</b></p>	<p>A CW/ECW 4 works in one or more skill streams contained within this award.</p> <p>A CW/ECW 4 will:</p> <ul style="list-style-type: none"> <li>i. have successfully completed the relevant structured training in addition to the requirements of CW/ECW 3; or</li> <li>ii. have successfully completed, in accordance with RPL principles, a Construction Skills Test equivalent to the requirements of this level;</li> <li>iii. any one of which will qualify the employee as a CW/ECW 4, or is an: <ul style="list-style-type: none"> <li>a) Engineering construction tradesperson (electrical/ electronic) level II; or</li> <li>b) Engineering construction tradesperson (mechanical) level II; or</li> <li>c) Engineering construction tradesperson (fabrication) level II;</li> <li>d) who has completed the following training requirements: <ul style="list-style-type: none"> <li>a) three appropriate modules in addition to the training requirements of CW/ECW 3 level; or</li> <li>b) three appropriate modules towards an Advanced Certificate; or</li> <li>c) three appropriate modules towards an Associate Diploma; or</li> <li>d) any training which a registered provider (e.g. TAFE) or State training authority has recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or</li> <li>e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards; or</li> <li>f) tasks which an employee at this level may perform are subject to the employee having the appropriate Trade and Post Trade training to enable them to perform the particular tasks.</li> </ul> </li> </ul> </li> </ul> <p><b>Skills and duties</b></p> <p>An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.</p> <p>An employee at this level may be part of a self-directed WAT, and may be required to perform a range of duties across the skill streams contained within this award.</p> <p>An employee at this level:</p> <ul style="list-style-type: none"> <li>i. exercises skills attained through satisfactory completion of the training/work experience prescribed for this classification;</li> <li>ii. exercises discretion within the scope of this grade;</li> </ul>

- iii. works under limited supervision either individually or in a team environment;
- iv. understands and implements quality control techniques;
- v. provides guidance and assistance as part of a work team;
- vi. exercises advanced trades and non-trade skills relevant to the specific requirements of the industry or enterprise at a higher level than CW/ECW 3.

Indicative tasks which an employee may perform at this level include the following:

- i. exercises precision trade and non-trade skills using various materials and specialised techniques at a higher level than CW/ECW 3;
- ii. operates, and maintains plant and machinery;
- iii. is able to plan construction sequencing.

The CW/ECW 4 classification incorporates the following broadbanded award classifications:

- i. Bitumen sprayer (driver)
- ii. Compactor- up to but not exceeding 48 kW (65 hp)
- iii. Concrete paver
- iv. Crawler loader (up to and including 15,000 kg mass)
- v. Crawler tractor not using power operated attachments above class 3
- vi. Crawler tractor using power operated attachments class 3, 4, 5 and 6
- vii. Dumper, rear and bottom (above 2 cubic metres, up to and including 30 cubic metres struck capacity)
- viii. Electrician special class
- ix. Excavator up to and including 0.5 cubic metre capacity
- x. Floating crane- up to and including 10 ton
- xi. Forklift- up to but not exceeding 48 kW (65 hp)
- xii. Geotextile/geomembrane worker level 4
- xiii. Grader, power operated below 35 kW brake power
- xiv. Inspector
- xv. Instrument tradesperson complex systems
- xvi. Instrument tradesperson
- xvii. Joiner special class
- xviii. Joiner-setter out
- xix. Letter cutter
- xx. Loader, front end or overhead, up to and including 2.25 cubic metres
- xxi. Locomotive (not carrying passengers)
- xxii. Marker-setter out
- xxiii. Mechanical tradesperson special class
- xxiv. Mobile concrete boom pump operator
- xxv. Mobile crane- up to and including 10 ton
- xxvi. Operator, tractor- up to but not exceeding 48 kW (65 hp)
- xxvii. Operator, pneumatic tyred tractor- with power operated attachments (above 15 kW, up to and including 150 kW net engine power)
- xxviii. Operator of mobile crane with lifting capacity in excess of 8 ton and not exceeding 15 ton
- xxix. Operator, drilling machine- over 155 mm to 230 mm diameter
- xxx. Other cranes- over 5 ton and not exceeding 15 ton road roller

	<ul style="list-style-type: none"> <li>xxxi. Shaft or trench sinker</li> <li>xxxii. Pile driver</li> <li>xxxiii. Prefab setter</li> <li>xxxiv. Roadmarker operator</li> <li>xxxv. Road roller (8 ton and above)</li> <li>xxxvi. Road roller, vibrating (4 ton and above)</li> <li>xxxvii. Scraper (up to and including 10 cubic metres struck capacity)</li> <li>xxviii. Scraper, self-powered under 10 cubic metres struck capacity</li> <li>xxxix. Signwriter</li> <li>xl. Skid steer tractor—up to but not exceeding 48 kW (65 hp)</li> <li>xli. Specialist landscaper tradesperson</li> <li>xl.ii. Track laying, fixing or levelling machine (railway construction)</li> <li>xl.iii. Trench machine (depth up to 2.4 metres, and width up to 450 mm) and bucket wheel trencher with equivalent capacity in cubic metres per hour</li> <li>xliv. Tunneller 2</li> <li>xl. v. Winding and haulage driver</li> </ul> <p><b>Engineering Construction Technician Level I</b></p> <p>An Engineering construction technician level I being an employee who has the equivalent level of training and/or experience to a CW/ECW 4 tradesperson in the technical fields as defined but is engaged in detail draughting or routine planning or technical tasks requiring technical knowledge.</p> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 5.</p>
<p><b>Construction worker level 5/Engineering construction worker level 5 (Special class engineering construction tradesperson level I and Engineering construction technician level II) (CW/ECW 5)</b></p>	<p>A CW/ECW 5 works in one or more skill streams contained within this award.</p> <p>A CW/ECW 5 will:</p> <ul style="list-style-type: none"> <li>i. have successfully completed the relevant structured training in addition to the requirements of CW/ECW 4; or</li> <li>ii. have successfully completed, in accordance with RPL principles, a Skills Test equivalent to the requirements,</li> <li>iii. either of which will qualify the employee for a CW/ECW 5; or a</li> <li>iv. Special class engineering construction tradesperson (electrical/electronic) level I;</li> <li>v. Special class engineering construction tradesperson (mechanical) level I; or</li> <li>vi. Special class engineering construction tradesperson (fabrication) level I;</li> <li>vii. who has completed the following training requirements: <ul style="list-style-type: none"> <li>a) six appropriate modules in addition to the training requirements of CW/ECW 3 level; or</li> <li>b) six appropriate modules towards an Advanced Certificate; or</li> <li>c) six appropriate modules towards an Associate Diploma; or</li> <li>d) any training which a registered provider (e.g. TAFE) or State training authority has recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or</li> </ul> </li> </ul>

- e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.

**Skills and duties**

An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.

An employee at this level may be part of a self-directed WAT, and may be required to perform a range of duties across the skill streams contained in this award.

An employee at this level:

- i. exercises skills attained through satisfactory completion of the training/work experience prescribed for this classification;
- ii. exercises discretion within the scope of this grade;
- iii. provides trades guidance and assistance as part of a work team;
- iv. assists in the provision of training in conjunction with supervisors and trainers;
- v. understand and implements quality control techniques;
- vi. works under limited supervision either individually or in a team environment;
- vii. assists in the provision of training in conjunction with supervisors.

Indicative tasks which an employee may perform at this level include the following:

- i. exercises precision trade and/or operative skills using various materials and specialised techniques at a higher level than CW/ECW 4;
- ii. operates, and maintains complex plant and machinery;
- iii. is able to plan complex construction sequencing;
- iv. performs operations on a Computer-Aided Design and Computer Aided Manufacturing (CAD/CAM) terminal in the performance of routine modifications to the Numeric Control/Computer Numeric Control (NC/CNC) programs;
- v. installs, repairs and maintains, tests, modifies, commissions and/or fault finds on complex machinery and equipment which utilises hydraulic and/or pneumatic principles and in the course of such work, is required to read and understand hydraulic and pneumatic circuitry which controls fluid power systems;
- vi. works on complex or intricate circuitry which involves examining, diagnosing and modifying systems comprising inter-connected circuits.

The CW/ECW 5 classification incorporates the following broadbanded award classifications:

- i. Carver
- ii. Compactor- from 48 kW (65 hp),
- iii. Crawler loader (above 15,000 kg mass, up to and including 60,000 kg mass)
- iv. Crawler tractor using power operated attachments class 7, 8 and 9

	<ul style="list-style-type: none"> <li>v. Dragline/shovel excavator- up to but not exceeding 3.0 metre capacity</li> <li>vi. Dumper, rear and bottom (above 30 cubic metres, up to and including 120 cubic metres struck capacity)</li> <li>vii. Dumper- up to but not exceeding 100 ton</li> <li>viii. Excavator above 0.5 cubic metres</li> <li>ix. Excavator- hydraulic telescopic boom type</li> <li>x. Floating crane- over 10 but not exceeding 100 ton</li> <li>xi. Forklift- from 48 kW (65 hp) up to but not exceeding 220 kW (295 hp)</li> <li>xii. Geotextile/geomembrane worker level 5</li> <li>xiii. Grader</li> <li>xiv. Grader- from 96 kW (130 hp) up to but not exceeding 148 kW (200 hp)</li> <li>xv. Loader- front end and overhead, from 48 kW (65 hp) up to but not exceeding 370 kW (500 hp)</li> <li>xvi. Locomotive (carrying passengers)</li> <li>xvii. Mobile crane- over 10 but not exceeding 100 ton</li> <li>xviii. Operator, drilling machine, over 230 mm diameter</li> <li>xix. Operator, pneumatic tyred loader (over 105 kW, up to and including 500 kW net engine power)</li> <li>xx. Operator, pneumatic tyred tractor using power operated attachments in excess of 110 kW brake power</li> <li>xxi. Operator, tunnel boring machine; operator, tunnel excavating machine</li> <li>xxii. Other cranes- over 15 but not exceeding 100 ton</li> <li>xxiii. Refractory bricklayer</li> <li>xxiv. Scraper, self-powered over 10 cubic metres struck capacity</li> <li>xxv. Side boom/pipe layer- up to but not exceeding 220 kW (295 hp)</li> <li>xxvi. Skid steer tractor- from 48 kW (65 hp)</li> <li>xxvii. Special class trades</li> <li>xxviii. Tractor- from 48 kW (65 hp) up to but not exceeding 370 kW (500 hp)</li> <li>xxix. Trainee dogger/crane hand (fixed cranes)</li> <li>xxx. Trenching machine (greater than 2.4 metres depth and 450 mm width) and bucketwheel trencher with equivalent capacity in cubic metres per hour</li> </ul> <p><b>Engineering Construction Technician Level II</b> An Engineering construction technician level II is an employee who has equivalent level of training and/or experience to an Engineering construction tradesperson special class level I but is engaged in detail draughting or planning or technical work which requires the exercise of judgment and skill in excess of that required of an employee at CW/ECW 4 under the supervision of technical staff.</p> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 6.</p>
<p><b>Construction worker level 6/Engineering construction worker level 6 (Special class engineering construction tradesperson level II and Engineering construction technician level III ) (CW/ECW 6)</b></p>	<p>A CW/ECW 6 works in one or more skill streams contained within this award.</p> <p>A CW/ECW 6 will:</p> <ul style="list-style-type: none"> <li>i. have successfully completed the relevant structured training in addition to the requirements of CW/ECW 6; or</li> </ul>

- ii. (ii) have successfully completed, in accordance with RPL principles, a Construction Skills Test equivalent to the requirements of this level,
- iii. either of which will qualify the employee for a CW/ECW 6; or a
- iv. Special class engineering construction tradesperson (electrical/electronic) level II; or
- v. Special class engineering construction tradesperson (mechanical) level II; or
- vi. Special class engineering construction tradesperson (fabrication) level II;
- vii. who has completed the following training requirements:
  - a) nine appropriate modules in addition to the requirements of CW/ECW 3 level; or
  - b) nine appropriate modules towards an Advanced Certificate; or
  - c) nine appropriate modules towards an Associate Diploma; or
  - d) any training which a registered provider (e.g. TAFE) or State training authority has recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or
  - e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.

**Skills and duties**

An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.

An employee at this level may be part of a self-directed WAT, and may be required to perform a range of duties across the skill streams contained within this award.

An employee at this level:

- i. exercises skills attained through satisfactory completion of the training/work experience prescribed for this classification;
- ii. exercises discretion within the scope of this grade;
- iii. provides trades guidance and assistance as part of a work team;
- iv. provides training in conjunction with supervisors and trainers;
- v. works under limited supervision either individually or in a team environment;
- vi. understands and implements quality control techniques.

Indicative tasks which an employee may perform at this level include the following:

- i. operates plant and equipment at a higher level of skill than CW/ECW 5;
- ii. exercises high precision trade and/or operative skills using various materials and specialised techniques at a higher level than CW/ECW 5;

	<ul style="list-style-type: none"> <li>iii. implements quality control techniques;</li> <li>iv. plans complex construction sequencing;</li> <li>v. works on machines or equipment which utilise complex mechanic or hydraulic and/or pneumatic circuitry and controls or a combination thereof;</li> <li>vi. works on machinery or equipment which utilises complex electrical/electronic circuitry and controls;</li> <li>vii. works on instruments which make up a complex control system which utilises some combination of electrical/electronic, mechanical or fluid power principles;</li> <li>viii. applies advanced computer numerical control techniques in machining or cutting or welding or fabrication;</li> <li>ix. exercises intermediate CAD/CAM skills in the performance of routine modifications to programs;</li> <li>x. works on complex or intricate interconnected electrical circuits at a level above CW/ECW 5;</li> <li>xi. works on complex radio/communication equipment.</li> </ul> <p>The CW/ECW 6 classification incorporates the following broadbanded award classifications:</p> <ul style="list-style-type: none"> <li>i. Dumper- from 100 ton struck capacity</li> <li>ii. Electronics tradesperson</li> <li>iii. Instrumentation and control tradesperson</li> <li>iv. Loader- front end and overhead, from 370 kW (500 hp) up to but not exceeding 450 kW (600 hp)</li> <li>v. Mobile crane with lifting capacity in excess of 100 ton and not exceeding 140 ton</li> <li>vi. Operator (dragline/shovel excavator- from 3 cubic metres, side boom/pipe layer- from 220 kW (295 hp)</li> <li>vii. Operator of mobile crane with lifting capacity in excess of 140 ton and not exceeding 180 ton</li> <li>viii. Tractor- from 370 kW (500 hp) up to but not exceeding 450 kW (600 hp)</li> </ul> <p><b>Engineering Construction Technician Level III</b> An Engineering construction technician level III is an employee who has equivalent level of training and/or experience to an Engineering construction tradesperson special class level II but is engaged in one of the following areas:</p> <ul style="list-style-type: none"> <li>i. detail draughting or planning or technical duties requiring judgement and skill in excess of that required of a Technician at CW/ECW 5 level under the supervision of Technical Staff; or</li> <li>ii. possesses a level of training and/or experience at CW/ECW 6 level and exercises cross skilling in technical fields as defined.</li> </ul> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 7.</p>
<p><b>Construction worker level 7/Engineering construction worker level 7 (Special class engineering construction tradesperson level III) (CW/ECW 7)</b></p>	<p>A CW/ECW 7 works in one or more skill streams contained within this award.</p> <p>A CW/ECW 7 will:</p> <ul style="list-style-type: none"> <li>i. have successfully completed the relevant structured training in addition to the requirements of CW/ECW 6; or</li> </ul>



- ii. have successfully completed, in accordance with RPL principles, a Construction Skills Test equivalent to the requirements of this level,
- iii. either of which will qualify the employee for a CW/ECW 7; or is a
- iv. Special class engineering construction tradesperson Level III is a:
- v. Special class engineering construction tradesperson (electrical/electronic) Level III; or
- vi. Special class engineering construction tradesperson (mechanical) level III; or
- vii. Special class engineering construction tradesperson (fabrication) level III;
- viii. who has completed:
  - a) ten and a half appropriate modules of an Advanced Certificate; or
  - b) ten and a half appropriate modules of an Associate Diploma; or
  - c) ten and a half appropriate modules in addition to the requirements of ECW3
  - d) any training which a registered provider (e.g. TAFE) or State training authority has recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or
  - e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.

**Skills and duties**

An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.

An employee at this level may be part of a self-directed WAT and may be required to perform a range of duties across the skill streams contained within this award.

An employee at this level:

- i.
- ii. exercises skills attained through satisfactory completion of the training prescribed for this classification;
- iii. exercises discretion within the scope of this grade;
- iv. provides training in conjunction with supervisors and trainers;
- v. understand and applies quality control techniques;
- vi. prepares complex reports;
- vii. contributes to the design of work, and the application of labour;
- viii. assists in the supervision or organisation of WATs;
- ix. is able to provide trade guidance and assistance as part of a work team; and
- x. works under limited supervision either individually or in a team environment.

	<p>Indicative tasks which an employee may perform at this level include the following:</p> <ol style="list-style-type: none"> <li>i. works on plant and equipment at a higher level of skill than CW/ECW 6;</li> <li>ii. exercises high precision trade and/or operative skills using various materials and specialised techniques at a higher level than CW/ECW 6;</li> <li>iii. implements quality control techniques;</li> <li>iv. plans complex construction sequencing;</li> <li>v. works on machines or equipment which utilise complex mechanic or hydraulic and/or pneumatic circuitry and controls or a combination thereof;</li> <li>vi. works on machinery or equipment which utilises complex electrical/electronic circuitry and controls;</li> <li>vii. works on instruments which make up a complex control system which utilises some combination of electrical/electronic mechanical or fluid power principles;</li> <li>viii. applies advanced computer numerical control techniques in machining or cutting or welding or fabrication;</li> <li>ix. exercises intermediate CAD/CAM skills in the performance of routine modifications to programs;</li> <li>x. working on complex or intricate interconnected electrical circuits at a level above CW/ECW6;</li> <li>xi. working on complex radio/communication equipment.</li> </ol> <p>The CW/ECW 7 classification incorporates the following broadbanded award classifications:</p> <ol style="list-style-type: none"> <li>i. Dogger-crane hand (fixed cranes)</li> <li>ii. Mobile crane with lifting capacity in excess of 180 ton and not exceeding 220 ton</li> <li>iii. Operator, tower crane driver, operator of tractor- from 450 kW (600 hp)</li> <li>iv. Operator, mobile crane with lifting capacity in excess of 220 ton)</li> <li>v. Sub-foreperson</li> </ol> <p>An employee at this level may be undergoing training so as to qualify as a CW/ECW 8.</p>
<p><b>Construction worker level 8/Engineering construction worker level 8 (Advanced engineering construction tradesperson level I and Engineering construction technician level IV) (CW/ECW 8)</b></p>	<p>A CW/ECW 8 works in one or more skill streams contained within this award.</p> <p>A CW/ECW 8 will:</p> <ol style="list-style-type: none"> <li>i. have successfully completed the relevant structured training in addition to the requirements of CW/ECW 7; or</li> <li>ii. have successfully completed, in accordance with RPL principles, a Construction Skills Test equivalent to the requirements of this level,</li> <li>iii. either of which will qualify the employee for a CW/ECW 8; or is an</li> <li>iv. Advanced engineering construction tradesperson (electrical/electronic) level I; or</li> <li>v. Advanced engineering construction tradesperson (mechanical) level I; or</li> </ol>

- vi. Advanced engineering construction tradesperson (fabrication) level I;
- vii. who has completed:
  - a) 12 appropriate modules of an Advanced Certificate; or
  - b) 12 appropriate modules of an Associate Diploma; or
  - c) 12 appropriate modules in addition to the requirements of CW/ECW 3; or
  - d) any training which a registered provider (e.g. TAFE) or State training authority has recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or
  - e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.

**Skills and duties**

An employee at this level performs work to the extent of their skills, competence and training. Employees will acquire skills both formal and informal over time and with experience, and will undertake indicative tasks and duties within the scope of skills they possess.

An employee at this level may be part of a self-directed WAT, and may be required to perform a range of duties across the three skill streams contained within this award.

An employee at this level:

- i. exercises skills attained through satisfactory completion of the training prescribed for this classification;
- ii. exercises discretion within the scope of this grade;
- iii. designs training programs in conjunction with relevant supervisors and trainers;
- iv. understands and applies quality control techniques;
- v. prepares complex reports;
- vi. contributes to the design of work and the application of labour;
- vii. undertakes quality control and work organisation at a level higher than for CW/ECW7;
- viii. provides trade guidance and assistance as part of a work team;
- ix. assists in the provision of training to employees in conjunction with supervisors/trainers;
- x. performs maintenance planning and predictive maintenance work not in Technical Fields;
- xi. works under limited supervision either individually or in a team environment;
- xii. prepares reports of a technical nature on specific tasks or assignments as directed;
- xiii. exercises broad discretion within the scope of this level.

Indicative tasks which an employee may perform at this level include the following:

	<ul style="list-style-type: none"> <li>i. works on plant and equipment at a higher level of skill than CW/ECW 7;</li> <li>ii. exercises high precision trade and/or operative skills using various materials and specialised techniques at a higher level than CW/ECW 7;</li> <li>iii. implements quality control programs;</li> <li>iv. plans complex construction sequencing;</li> <li>v. works on combinations of machines or equipment which utilises complex electrical or electronic, mechanical or fluid power principles;</li> <li>vi. works on instruments which make up a complex control system which utilises some combination of electrical, electronic, mechanical or fluid power principles and electronic circuitry containing complex analogue and/or digital control systems utilising integrated circuitry;</li> <li>vii. applies computer integrated manufacturing techniques involving a higher level of computer operating and programming skills than for CW/ECW 7;</li> <li>viii. works on various forms of machinery and equipment which are electronically controlled by complex digital and/or analogue control systems using integrated circuitry.</li> </ul> <p>The CW/ECW 8 classification incorporates the following broadbanded award classifications:</p> <ul style="list-style-type: none"> <li>i. Carpenter-diver</li> <li>ii. Foreperson (as defined)</li> </ul> <p><b>Engineering Construction Technician Level IV</b> Engineering Construction Technician level IV means an employee who has equivalent level of training and skills to an Advanced engineering construction tradesperson level II but is engaged in one of the following areas to the extent of that training:</p> <ul style="list-style-type: none"> <li>i. detail draughting involving originality of thought which requires the exercise of judgment and skill in excess of that required of an Engineering construction technician at CW/ECW 7 level under the supervision of Technical and/or Professional staff; or</li> <li>ii. is engaged in planning or technical duties requiring judgment and skill in excess of that required of a Technician at CW/ECW 7 level under the supervision of Technical and/or Professional staff; or</li> <li>iii. exercises a level of cross skilling in technical fields.</li> </ul>
<p><b>Engineering construction worker level 9 (Advanced engineering construction tradesperson level II and Engineering construction technician level V) (ECW 9)</b></p>	<p>An Advanced engineering construction tradesperson level II is an:</p> <ul style="list-style-type: none"> <li>i. Advanced engineering construction tradesperson (electrical/electronic) level II; or</li> <li>ii. Advanced engineering construction tradesperson (mechanical) level II; or</li> <li>iii. Advanced engineering construction tradesperson (fabrication) level II;</li> <li>iv. who has completed: <ul style="list-style-type: none"> <li>a) an Advanced Certificate; or</li> <li>b) 15 appropriate modules of an Associate Diploma; or</li> <li>c) 15 appropriate modules in addition to the requirements of CW/ECW 3; or</li> </ul> </li> </ul>

- d) any training which a registered provider (e.g. TAFE) or by a State training authority has been recognised as equivalent to an accredited course which the appropriate industry training board recognises for this level. This can include advanced standing through recognition of prior learning and/or overseas qualifications; or
- e) will have skills equivalent to the above gained through work experience subject to competency testing to the prescribed standards.

An Advanced engineering construction tradesperson level II works above and beyond a Tradesperson at CW/ECW 8 and to the level of their training:

- i. provides technical guidance or advice within the scope of this level;
- ii. prepares reports of a technical nature on specific tasks or assignment as directed or within the scope of discretion at this level;
- iii. has an overall knowledge and understanding of the operating principle of the systems and equipment on which the tradesperson is required to carry out their task;
- iv. assists in the provision of on-the-job training in conjunction with supervisors and trainers.

Indicative tasks which an employee may perform at this level, subject to the employee having the appropriate Trade and Post Trade Training to enable the employee to perform them, are:

- i. through a systems approach able to exercise high level diagnostic skills on complex forms of machinery, equipment or instruments which utilise some combination of electrical, electronic, mechanical or fluid power principles;
- ii. set up, commission, maintain and operate sophisticated maintenance, production and test equipment and/or systems involving the application of computer operating skills at a higher level than a CW/ECW8;
- iii. works on various forms of machinery and equipment electronically controlled by complex digital and/or analogue control systems using integrated circuitry;
- iv. works on complex electronics or instruments or communications equipment or control systems which utilise electronic principles and electronic circuitry containing complex analogue and/or digital control systems using integrated circuitry.

#### **Engineering Construction Technician Level V**

An Engineering construction technician level V has the level of training and skills to an Advanced engineering construction tradesperson level II but is engaged in one of the following areas:

- i. undertakes draughting or planning which requires the exercise of judgment and skill in excess of that required of an Engineering technician level IV at CW/ECW 8; or
- ii. exercises a level of cross skilling in technical fields as defined, consistent with the training and experience at this grade.