

Appendix J:- Indicative Gross Hourly Rate Guide

AJ.1 The following table is an indicative hourly rate guide to the total costs involved in employing a Registered Plumber or a Refrigeration Mechanic under the Agreement:-

Factors	From the first pay period on or after 1 March 2021
Weekly Wage (As at 1 March 2021)	\$1,865.52
Fares Allowance (As at 1 March 2021)	\$123.95
Travel Allowance (As at 1 March 2021)	\$259.10
Total (Weekly Wage)	\$2,248.57
Annual Leave Loading	\$30.27
Averaged Site Allowance (\$4.30 per hour)	\$154.80
Superannuation	\$219.42
CoInvest	\$55.37
WorkCover	\$168.03
Payroll Tax	\$131.36
Redundancy (As at 1 October 2020)	\$100.00
Additional / Member Benefits (As at 1 October 2020)	\$28.70
Insurance (Income Protection / Trauma Insurance / Journey Accident) (As at 1 October 2020)	\$27.13
Training Levy (includes GST) (As at 1 October 2020)	\$37.41
Total	\$3,201.06
Average Loaded Wage (As at 1 March 2021)	\$113.51

Notes:-

1. The Averaged Site Allowance is based on a site allowance of \$4.30;
2. The percentage for Superannuation (9.5%), CoInvest (2.7%), Workcover (6.204%) and Payroll tax (4.85%) reflects the current percentages;
3. The Redundancy / ITP Insurance / Portable Sick leave reflects the applicable rate as at the first pay period on or after 1 October 2020; and
4. The Average Weekly Productive Hours (28.3 hours per week) is derived by deducting the yearly annual leave, personal / carer's (sick) leave, picnic day, rostered days off and other absences to determine the Average Weekly Productive Hours.