



Date: 23 JANUARY 2025

ENGINEERING AND BUILDING SERVICES AGREEMENT NEGOTIATIONS – ADMINISTRATIVE PAYMENT

In conjunction with negotiations for a replacement WA Health System Engineering and Building Services Industrial Agreement 2023 (**EBS Agreement**), State Government has approved an administrative increase to wages consistent with Public Sector Wages Policy 2023.

Annual salaries in the EBS Agreement will be increased by 5% effective on and from 1 January 2025. Allowances escalated in line with salary rates will also be increased with effect from the same date. All other allowances prescribed within the EBS Agreement will be adjusted according to existing methodologies.

Updated EBS Agreement salary schedules reflecting the approved increase are attached, along with a schedule of amended allowances. A copy of the EBS Agreement can also be accessed at https://www.health.wa.gov.au/Articles/A_E/Awards-and-Agreements/.

Any queries can be directed to System-wide Industrial Relations, Department of Health.

**ADMINISTRATIVE WAGE INCREASE ARRANGEMENTS: WA HEALTH SYSTEM
ENGINEERING AND BUILDING SERVICES INDUSTRIAL AGREEMENT 2023**

CLASSIFICATIONS AND SALARIES

HOSPITAL MAINTENANCE TECHNICIAN	Current	5% increase on and from 1 January 2025
Level 1	\$55,634	\$58,416
Level 2	\$57,912	\$60,808
Level 3	\$60,987	\$64,036
Level 4	\$63,834	\$67,026
Level 5	\$68,163	\$71,571
Level 6	\$71,008	\$74,558
Level 7	\$73,856	\$77,549
Level 8	\$76,703	\$80,538
Level 8A	\$79,550	\$83,528
Level 9	\$82,397	\$86,517
Level 10	\$85,243	\$89,505

All Purposes Allowance (Schedule A – Salaries, cl (4))

Trade	Current	5% increase on and from 1 January 2025
Plumber	\$1,502	\$1,577
Electrical Fitter/Mechanic	\$1,579	\$1,658

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ALLOWANCES

The following allowances are increased in line with wage increases

Clause 26.3(b)

Permit Work

Current	On and from 1 January 2025
\$76.80	\$80.60

Clause 26.3(d)

Nominee Allowance

Current	On and from 1 January 2025
\$76.80	\$80.60

Clause 26.3(e)

Refrigerant Handling Allowance

Current	On and from 1 January 2025
\$277.50	\$291.38

The following allowances are increased in line with the equivalent allowances prescribed within [WA Health Services Engineering and Building Services Award 2004](#) and will apply on and from 1 January 2025

13.7(a)

Meal Breaks During Overtime

Current	On and from 1 January 2025
\$15.70	\$17.30

26.1(b)

Polychlorinated Biphenyls

Current	On and from 1 January 2025
\$2.74	\$3.01

26.1(c)(ii)

Asbestos

Current	On and from 1 January 2025
\$0.91	\$1.00

26.1(d)

Furnace Work

Current	On and from 1 January 2025
\$2.00	\$2.19

26.1(e)(i)

Construction Allowance

	Current	On and from 1 January 2025
26.1(e)(i)(1)	\$60.30 per week	\$66.00 per week
26.1(e)(i)(2)	\$54.50 per week	\$59.70 per week
26.1(e)(i)(3)	\$31.90 per week	\$34.90 per week

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26.1(f)(iv)

Asbestos Eradication

Current	On and from 1 January 2025
\$1.99	\$2.18

26.3(c)

Scaffolding Certificate Allowance

Current	On and from 1 January 2025
\$0.73	\$0.80

26.3(e)

Setter Out

Current	On and from 1 January 2025
\$7.05 per day	\$7.70 per day

Pursuant to cl 20.4 of the EBS Agreement, the following allowances were applied on 7 October 2024 and are currently in effect.

20.1

Leading Hand Allowance

	Current rate prescribed in EBS Agreement	On and from 7 October 2024
20.1(a) – Not less than 3, and not more than 10 other employees	\$54.60 per week	\$59.80 per week
20.1(b) – More than 10 and not more than 20 other employees	\$73.20 per week	\$80.20 per week
20.1(c) – More than 20 other employees	\$91.50 per week	\$100.20 per week