

# FLAT RATE COMPARISON

## PERMANENT FULL TIME & CASUAL RATES

Updated 6/05/2025

**WA BRANCH**

**MAKE SURE YOU KNOW WHAT YOUR 'REAL' RATE IS WHEN WORKING ON FLAT OR CASUAL RATES.** Taking into account your hours of work per week is crucial in determining what the equivalent permanent, full time hourly rate is by comparison, for those worked hours. *These rates are calculated based on a 38 hour week.*

Permanent Full Time Base Rate in red	\$55 flat	Flat \$ [-] Award \$	\$60 flat	Flat \$ [-] Award \$	\$65 flat	Flat \$ [-] Award \$	\$70 flat	Flat \$ [-] Award \$	\$75 flat	Flat \$ [-] Award \$	\$80 flat	Flat \$ [-] Award \$	\$85 flat	Flat \$ [-] Award \$
40 hrs [M-F 8 hrs]	<b>\$42.93</b>	\$12.07	<b>\$46.83</b>	\$15.98	<b>\$50.73</b>	\$19.88	<b>\$54.63</b>	\$23.78	<b>\$58.54</b>	\$27.68	<b>\$62.44</b>	\$31.59	<b>\$66.34</b>	\$35.49
45 hrs [M-F 8 hrs]	<b>\$40.82</b>	\$9.97	<b>\$44.54</b>	\$13.68	<b>\$48.25</b>	\$17.39	<b>\$51.96</b>	\$21.11	<b>\$55.67</b>	\$24.82	<b>\$59.38</b>	\$28.53	<b>\$63.09</b>	\$32.24
50 hrs [M-F 10 hrs]	<b>\$38.53</b>	\$7.67	<b>\$42.11</b>	\$11.25	<b>\$45.61</b>	\$14.76	<b>\$49.12</b>	\$18.27	<b>\$52.63</b>	\$21.78	<b>\$56.14</b>	\$25.29	<b>\$59.65</b>	\$28.80
55 hrs [M-F 10 hrs] [Sat 5 hrs]	<b>\$36.67</b>	\$5.81	<b>\$40.00</b>	\$9.15	<b>\$43.33</b>	\$12.48	<b>\$46.67</b>	\$15.81	<b>\$50.00</b>	\$19.15	<b>\$53.33</b>	\$22.48	<b>\$56.67</b>	\$25.81
60 hrs [M-F 12 hrs]	<b>\$34.29</b>	\$3.43	<b>\$37.40</b>	\$6.55	<b>\$40.52</b>	\$9.67	<b>\$43.64</b>	\$12.78	<b>\$46.75</b>	\$15.90	<b>\$49.87</b>	\$19.02	<b>\$52.99</b>	\$22.13
84 hrs [M-S 12 hrs]	<b>\$29.81</b>	-\$1.05	<b>\$32.52</b>	\$1.66	<b>\$35.23</b>	\$4.37	<b>\$37.94</b>	\$7.08	<b>\$40.65</b>	\$9.79	<b>\$43.35</b>	\$12.50	<b>\$46.06</b>	\$15.21

**All purpose EW5 \$30.85**  
**All purpose Casual EW5 \$38.58**

For casual rate with any applicable penalties, multiply the permanent, full time base rate above in red by 25% and add together. See below table. **Never work for less than you are worth!** And don't forget that good Union EA's have site allowances, travel allowances, IP and severance pay to factor in as well.

Casual Base Rate in red	\$55 flat	Flat \$ [-] Award \$	\$60 flat	Flat \$ [-] Award \$	\$65 flat	Flat \$ [-] Award \$	\$70 flat	Flat \$ [-] Award \$	\$75 flat	Flat \$ [-] Award \$	\$80 flat	Flat \$ [-] Award \$	\$85 flat	Flat \$ [-] Award \$
40 hrs [M-F 8 hrs]	<b>\$53.66</b>	\$15.09	<b>\$58.54</b>	\$19.97	<b>\$63.41</b>	\$24.85	<b>\$68.29</b>	\$29.73	<b>\$73.17</b>	\$34.60	<b>\$78.05</b>	\$39.48	<b>\$82.93</b>	\$44.36
45 hrs [M-F 8 hrs]	<b>\$51.03</b>	\$12.46	<b>\$55.67</b>	\$17.10	<b>\$60.31</b>	\$21.74	<b>\$64.95</b>	\$26.38	<b>\$69.59</b>	\$31.02	<b>\$74.23</b>	\$35.66	<b>\$78.87</b>	\$40.30
50 hrs [M-F 10 hrs]	<b>\$48.16</b>	\$9.59	<b>\$52.63</b>	\$14.06	<b>\$57.02</b>	\$18.45	<b>\$61.40</b>	\$22.84	<b>\$65.79</b>	\$27.22	<b>\$70.18</b>	\$31.61	<b>\$74.56</b>	\$35.99
55 hrs [M-F 10 hrs] [Sat 5 hrs]	<b>\$45.83</b>	\$7.27	<b>\$50.00</b>	\$11.43	<b>\$54.17</b>	\$15.60	<b>\$58.33</b>	\$19.77	<b>\$62.50</b>	\$23.93	<b>\$66.67</b>	\$28.10	<b>\$70.83</b>	\$32.27
60 hrs [M-F 12 hrs]	<b>\$42.86</b>	\$4.29	<b>\$46.75</b>	\$8.19	<b>\$50.65</b>	\$12.08	<b>\$54.55</b>	\$15.98	<b>\$58.44</b>	\$19.87	<b>\$62.34</b>	\$23.77	<b>\$66.23</b>	\$27.67
84 hrs [M-S 12 hrs]	<b>\$37.26</b>	-\$1.31	<b>\$40.65</b>	\$2.08	<b>\$44.03</b>	\$5.47	<b>\$47.42</b>	\$8.85	<b>\$50.81</b>	\$12.24	<b>\$54.19</b>	\$15.63	<b>\$57.58</b>	\$19.01

**REMEMBER, IF ON FLAT RATES, THE MORE HOURS YOU WORK ON YOUR NOMINATED FLAT RATE, THE MORE THE PERMANENT FULL-TIME RATE DROPS BY COMPARISON.**



**Electrical Trades Union**  
3 Focal Way, Bayswater WA 6053  
P: 08 9440 3522  
Material authorised by A.Woodage, ETU WA

**ADAM WOODAGE**  
State Secretary  
M: 0403 601 997  
E: adam@etuwa.com.au

**STEVEN GRAHAM**  
Supply & General Trades  
M: 0438 792 865  
E: steve@etuwa.com.au

**ANDY GIDDENS**  
Assistant Secretary  
M: 0457 236 555  
E: andy@etuwa.com.au

**ROB DE GRAAF**  
Lifts & Apprentices  
M: 0475 575 551  
E: rob@etuwa.com.au

**AIDAN COOMEY**  
North West  
M: 0447 111 466  
E: aidan@etuwa.com.au

**RORY CUMINS**  
Dry Fire & Commercial  
M: 0488 653 911  
E: rory@etuwa.com.au

**KEVIN O'DONNELL**  
North West  
M: 0487 700 077  
E: kevin@etuwa.com.au

**SIMON BREZOVNIK**  
South West & Kwinana  
M: 0418 638 718  
E: simon@etuwa.com.au

**BRANT SOFTLEY**  
Lead Organiser - North West  
M: 0492 484 495  
E: brant@etuwa.com.au

**RORY DAWSON**  
General Trades  
M: 0429 611 132  
E: rorydawson@etuwa.com.au

**IAN GILL**  
Lead Organiser - Hydrocarbons & ECI  
M: 0403 601 996  
E: ian@etuwa.com.au

**ARE YOU A MEMBER?**  
IF NOT, SCAN THIS QR CODE TO JOIN THE ETU NOW!

