

Queensland Construction Productivity

QLD

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MASTER
ELECTRICIANS
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Introduction

Master Electricians Australia (MEA) is a peak industry association representing electrical contractors and is recognised by industry, government and the community as a leading business partner, knowledge source and advocate. You can visit our website at www.masterelectricians.com.au

MEA commends the Queensland Government for its commitment to improving productivity within the construction industry. We have taken the opportunity to highlight significant challenges impeding construction productivity for the electrical industry, including issues relating to Energy Queensland (EQL), security of payment and unfair contract terms, and small business challenges including workforce retention in competition with larger entities.

These challenges compound existing supply and demand pressures, driving up costs and delaying construction timelines. As the Government works to increase housing supply and prepare for the Queensland Olympics, it is vital to reduce unnecessary red tape that places undue burden on small and medium (SME) electrical contractors which ultimately impacts the broader Queensland construction economy.

Current Conditions in the Housing Market, Residential Development Sector, Infrastructure Delivery and Construction Sector in Queensland, Including in Both Housing and Non-Residential Construction as They Relate to the Delivery of Additional Housing Supply and Housing Affordability.

Supply Connection Timeframes for New Developments, Repairs and Upgrades

The Problem

Our members have raised concerns regarding energy supply connections to properties in new developments, as well as in projects where design or technical requirements change during construction across Queensland. Key issues that our members have anecdotally reported include:

- **Prolonged delays** in energy connections, sometimes extending up to more than six months.
- **Last-minute rescheduling** of site visits relating to connections, including weekend bookings at additional cost.
- **Inconsistent compliance assessments** due to varying interpretations of the Connections Manual and Australian Wiring Rules across different EQL depots. As a result, electricians are frequently issued defect notices, many of which are erroneous. However, no simple review process exists and generally the original defect issuer is unable to be contacted, leaving electricians to submit rectification forms and rely on a different EQL representative, who may apply a different interpretation for approval during a subsequent visit. This has the effect of delaying connections for customers and is unnecessary in most cases. For example, new property connections could be performed with supply turned off at the building's main switch until the issue is resolved. The current process results in avoidable delays to housing completions.
- **EQL's processes for alterations and repairs** can lead to perverse outcomes. For example, if a part is no longer available and the solution involves the nearest equivalent replacement, a technical assessment can be required by EQL which can cost thousands of dollars.
- **EQL Connections Manual** (the Manual) outlines the requirements for network connections which are separate requirements to the Wiring Rules. Non-

conformance with the Manual may result in EQL refusing to connect a property. Changes to the Manual can also affect existing connections; for example, EQL may decline a meter alteration if the meter position no longer complies with the updated Manual, even if the original installation complied with the previous Manual and the Wiring Rules.

- *A lack of clarity around Guaranteed Service Level (GSL) commitments* with numerous exceptions and departures from EQL's obligation to meet GSL connection timeframes.
- *Lack of coordination or control of metering* since the introduction of 'power of choice' (being federal regulation removing the ability of DNSPs like EQL to provide metering services). The impact of 'power of choice' is that customers face increased wait times for connections and alterations to existing connections (e.g. metering upgrade) and particularly adversely affects sites with multiple customers (e.g. apartments). As an example, if a 6-unit property wishes to install solar panels requiring metering alterations, customers could be with 6 different retailers with potentially 6 different metering providers. This will require a metering coordinator to find a date that will suit all 6 metering providers. While the coordinator's role is to try to obtain the smallest amount possible to arrange this, it is often not working in practice and the coordinator's details are not available to the electrical contractor who is coming to do the wiring work. It is MEA's understanding that delays of 6 months or more can occur.

MEA has raised these problems with EQL who have listened to our issues and we appreciate the consultative approach undertaken by EQL. We also appreciate the collaboration MEA has with EQL in getting information out to our members when changes occur. However, we understand issues continue to be experienced by the electrical industry which are significantly impacting project timelines and causing increased costs. This ultimately negatively implicates the broader Queensland economy.

The Solution

Timely Connections – MEA urges the Queensland Government to investigate the driving factors behind the delays. Ultimately, we seek better operational efficiencies and scheduling. We understand natural disasters contribute to delays. Promotion of escalation procedures so customers are aware would be useful.

GSL Timeframe Compliance – Improving transparency around GSLs to drive compliance and ensure consumers understand their rights to penalty payments for delayed connections would assist. In addition, industry consultation on when GSLs do not apply would be useful. We also encourage government intervention to protect vulnerable customers from being exploited through contract clauses that waive standard timeframe obligations.

Compliance With Wiring Rules – We would like to see EQL implement a free and more efficient review mechanism to allow electricians to contest defect notices and supply requirements which they believe to be in error. EQL and metering providers should also be required to specify the exact nature of the defect and sections of the Wiring Rules / Connections Manual that are alleged to be non-compliant in the notice. EQL should also review its procedures to ensure that property connections, repairs and alterations proceed where possible, rather than the notice becoming a default reason for unnecessary delays.

Changes to Connections Manual - In order for changes to be made to the EQL Connections Manual, we believe an advisory board should be established with representatives from industry and the Electrical Safety Office to consider feedback received during consultation periods and determine the appropriateness of changes. Currently, EQL does consult, however there is no requirement to take on board any feedback from consultation or to consider whether the Connections Manual has requirements over and above the Wiring Rules, impacts on metering rules, unnecessary costs without proven safety gains, or other impacts causing lack of productivity in housing and other sectors. In addition, there should be 'grandfathering' for installations that were compliant when initially connected and a simpler more

streamlined process for exemptions. In the most recent edition of the Manual, the EQL phone contact line for applying for a variation (exemption) was removed and the Manual included a positive duty on the electrical contractor to redesign/rewire without needing a 'variation' (i.e. exemption).

Metering providers – As 'power of choice' is a federal matter, we believe Queensland could improve upon the issues by allowing electrical contractors to apply to become Authorised Service Providers (ASPs) for the purpose of providing metering services. NSW has this model in place. If the electrical contractor can provide the metering services, in the example of the 6-unit property, one contractor could be doing the wiring and the metering on site (with or without retailers sending a contractor out to confirm correctness of metering work after connection), and the job could be completed significantly faster.

EQL Supply Connection for Terrace Houses

The Problem

In an unprecedented move, EQL introduced in 2024 a requirement for either:

- (a) Individual freehold terrace houses (or other properties e.g. strip of shops) proposing individual electricity supplies to not be constructed with any touching element; or
- (b) A letter from a Registered Professional Engineer of Queensland (RPEQ) stating that freehold terrace houses with any touching elements (also impacting commercial properties) meet EQL's requirements and comply with the Wiring Rules in order to provide separate meter connections to these properties. EQL requires the letter to be provided at least 10 business days before an Electrical Works Request (EWR) submission.

This is despite an electrical contractor's requirement to provide a certificate of compliance, and the Electrical Safety Office (ESO) advising (on multiple occasions) that separate meter connections to touching freehold terrace houses or commercial

shops would be in compliance with the Wiring Rules (AS/NZS 3000) and electrically safe.

EQL's interpretation of The Wiring Rules has not been adopted by any regulator or any other Distribution Network Service Provider (DNSP) in Australia as far as we are aware. EQL's requirement leads to delays in connections, changes in design and hesitation to undertake electrical repair work for fear a reconnection will not be approved by EQL.

MEA has raised this issue with EQL and had many meetings and discussions attempting to resolve it. Unfortunately, at the time of submission the issue remains unresolved (please refer to Appendix 1).

MEA views EQL's actions as excessive and beyond the requirements of the national Wiring Rules, adding unnecessary red tape that will not help the State's need of new housing supply, as well as impacting commercial premises (such as 'strip of shops') type construction with separate meters.

The Solution

MEA seeks removal of EQL's requirements in relation to these connections (as these are over and above the Wiring Rules and the requirements of the Electrical Safety Office) to better support terrace house and commercial shop construction and to ensure electricians are not hesitant to undertake repair work for fear the property will not be reconnected.

EQL Notices of Defect

The Problem

When electricians receive a notice of defect, it often lacks sufficient detail. For example, it may simply state "not as per AS/NZS 3000" without identifying the specific clause or nature of the non-compliance. Attempts to seek clarification are frequently met with the unhelpful response that the electrician should know.

Furthermore, it is not uncommon for a second notice to identify a different alleged defect that was not raised during the initial inspection, despite no changes having been made to the installation in the interim.

This practice undermines confidence in the inspection process, increases costs for contractors, and delays project timelines.

MEA has raised these issues with EQL, who have listened to our concerns however we understand the issues continue to be experienced by the electrical industry. EQL has typically required examples of notices to take the matter further, however our members are reluctant to do this as they fear reprisal and more connection problems in the future if they raise complaints. Recent consultation with EQL has opened up the prospect of providing hypothetical examples and we will be working on this together with EQL.

The Solution

As requested above, we would like EQL to ensure clear, specific details for each defect, including references to relevant standards, and ensure all defects are identified during the initial inspection. A free and rapid review process should also be implemented. This would improve transparency, reduce unnecessary costs and delays, and increase confidence in the process.

Energex Electrical Persons Accreditation

The Problem

An Authorised Person (AP) (Electrical) is allowed to work closer to electric lines than an untrained person due to additional training.

Previously, electricians could complete this during the onboarding process, however, they must now complete the T0911 training course at a Registered Training Organisation (RTO) to apply to become an Energex AP. This has created a more costly and time-consuming exercise.

Key issues:

- **RTO Resource Capacity Constraints** – Limited class intake makes it difficult for electricians to secure a course spot, often taking months.
- **Non-Transferable Qualification** - If an electrician has completed the course with a previous employer, it cannot be transferred to a new one.
- **Course Relevance** - Topics covered in the T0911 course (e.g., identifying voltage, distinguishing electric lines, safety systems) are already part of the Cert III Electrotechnology apprenticeship, making the course more relevant for non-electrical personnel. Tasks that would be relevant to electricians, such as pulling pole fuses and accessing green pillars, are not covered in T0911.

This creates resource and scheduling challenges for electrical contractors, as fewer APs are available to perform these tasks. The costs of training (course fees and wages) and the administrative burden further complicate staffing, especially since contractors may not know an AP is needed until they arrive on site.

MEA has raised this issue with EQL and is working with the Commissioner for Electrical Safety (the Commissioner) on a solution.

The Solution

MEA advocates for the T0911 course completion requirement for licensed electrical workers to become an Energex AP to be removed.

MEA is collaborating closely with the Commissioner to remove this requirement and, in its place, introduce a more effective short training course for electricians. We note that this proposal has not yet been finalised. We seek a prompt implementation of this transition.

Builder Pre-Qualification and Site Inductions

The Problem

Each head contractor requires subcontractors to complete their own specific pre-qualification and site induction processes. This results in duplicated effort, administrative overload, and delays for subcontractors working across multiple sites.

The Solution

Government to work with builders and head contractors towards a standardised, industry-wide pre-qualification and site induction process. This would streamline compliance, reduce duplication, and ensure coverage across all participating head contractor sites.

Key Trends in the Sector Including Input Costs, Prices, Competition, Supply Chain Developments, Productivity, and Relevant Comparisons with Other Jurisdictions and, Where Possible, Across Queensland Regions

Security of Payment

The Problem

General Issue - The construction industry is facing increasing insolvencies. Notably, “in Australia, subcontractors complete over 80 per cent of construction work, [asserted to be] the highest portion in the world to pass financial risk down the construction contracting chain.”¹ The flow-on-effects of failures are broad, impacting the completion of projects.

In addition, our recent industry survey (please refer to Appendix 2) shows that slow and non-payment remain an issue for construction industry subcontractors (including electricians) which includes failure of builders/head contractors to return retention money.

However, despite these significant risks to not only the subcontractors, but the wider economy, there is a lack of effective measures to ensure subcontractors are in fact paid for work in a timely manner including where a builder goes insolvent.

When a subcontractor is not paid, that subcontractor still has to pay for materials used, payment of staff, business and compliance costs, and the earnings of the small business owner are foregone. This can easily lead into the tens of thousands of dollars, meaning when a head contractor goes bust it is not just inconvenient to the unpaid subcontractors but can lead to closure of their business and associated pressures on families and marriages. This further exacerbates supply and demand issues within Queensland’s construction sector.

¹ Department of Transport and Planning “Government Response to the Parliamentary Inquiry into employers and contractors who refuse to pay their subcontractors for completed work” Victorian Government [October 2024], at 3

Queensland's SOP Framework - Earlier this year the Queensland Minister for Housing and Public Works announced an indefinite pause on the rollout of retention trust accounts as well as project trust accounts.

While MEA understands the complexities with the Queensland trust account framework, we are disappointed to see the pause on retention protections in particular. Currently, a retention trust account and a project trust account are required for private sector building projects over \$10 million in value and government projects over \$1 million. The security of payment measures were due to extend to private sector projects over \$3 million from 1 March 2025 and over \$1 million (with cascading retention trust accounts) from 1 October 2025. These extensions have unfortunately been placed on an indefinite hold.

Retention money belonging to subcontractors remains unprotected on the majority of projects. We must take measures to protect subcontractor payments and retention money, including on residential projects.

In addition, where non-cash retention (e.g. bank guarantees) is provided, head contractors often delay returning these, or fail to return them altogether. This has a big impact on subcontractors, who quite often will need to place cash into a security account to obtain the bank guarantee in the first place. Non-return ties up a subcontractor's cashflow unnecessarily.

The Solution

- *Retention Fund* - Holding of retention money by a central authority, similar to the Government rental bond scheme where rental bond is held by the Residential Tenancies Authority (RTA). This would involve a process where an existing government entity adopts similar processes to the RTA whereby the processes for lodging payments and receiving retention back are fast, simple and available online. Legislative change and online processes would be required but could be based on existing processes and be managed within an existing body. This central holding facility should apply to all retentions held by

contracting parties in the construction industry. The earnings on the fund could contribute to funding the administration costs.

- **Harmonised Laws** - Australian jurisdictions to agree to implement harmonised security of payment legislation. This could be achieved by model legislation such as work health and safety laws.
- **Payment Scheme** – MEA would like to see the Federal Government establish a scheme for subcontractor payments following insolvency of the head contractor based on the Fair Entitlements Guarantee (FEG). As stated above, for small business owners, non-payment of contractual payments means they do not receive a wage. An FEG-like scheme is appropriate for small business payments following head contractor insolvency. MEA would like to see Queensland support such as scheme at the federal level.
- **Non-Cash Security** - Security of payment legislation should include provisions that the contracted party (e.g. subcontractor) may at any time elect to substitute non-cash security (e.g. bank guarantee) with cash retention. Queensland already has a legislative right to substitute cash security with non-cash security, we believe it should go both ways.

Unfair Contract Terms

The Problem

Subcontract terms in the construction industry are typically heavily weighted in favour of the head contractor. While commercial arrangements are a matter for the parties, there are key initiatives where Government intervention can make a meaningful impact.

For example:

- Subcontractor practical completion should not be linked to head contractor practical completion. This can result in harsh situations such as a subcontractor waiting many months to receive a practical completion payment and return of 50% of retention due to matters unrelated to their scope of work.
- 'Standard form' contracts are rarely used without amendments, and often these are substantial changes. Subcontractors should not have to engage

lawyers to review contracts for each tender process to check for changes to standard forms. Departures from standard form contracts must be easily identifiable by way of tracked changes, departures schedule or special conditions of contract.

- It is common for a head contractor to reschedule works or for there to be substantial delays on a project that are not due to any factors within a subcontractor's control. Often subcontractors are not entitled to delay damages in these circumstances. While subcontracts often provide for an extension of time they typically do not provide for delay costs for the subcontractor. Yet, subcontractors incur costs whether it be on site, off site, labour costs, loss of other work, etc. It has become very difficult for subcontractors to price this risk in up front due to the wide-ranging possible delays.

The Solution

- **Government Contracts: Prolongation Costs** – Government construction contracts should include a requirement for subcontractors to be compensated for delays outside their reasonable control.
- **Practical completion** – The Queensland Government should make a regulation under s. 67GB of the *Queensland Building and Construction Commission Act 1991* (QBCC Act) to prohibit contractual clauses that tie subcontractor 'practical completion' to head contractor 'practical completion'.
- **Standard Contract Changes** – The Queensland Government should make a regulation under s.67GA of the *QBCC Act* requiring changes to a standard form of building contract be identified in a schedule to the contract, and any changes not so identified will be unenforceable by the party proposing the form of contract.
- **Unfair Terms** - The Queensland Government should include in a regulation made under s. 67GB of the *QBCC Act* that any building contract terms determined as unfair at the federal level are also considered unfair in Queensland building contracts to ensure all contracts are captured.

Limited Use of Technology

The Problem

The construction industry generally has been very slow to adopt new methods and technologies that would improve productivity, from prefabricated, standardised components to digitised conformance and traceability practices (such as QR codes on products and common data models). There are many and varied reasons for this including contracting models impacting risk and low margins.

The Solution

- *Government Procurement to Lead the Way* – Government should consult closely with industry to develop procurement policies to accelerate the update of data sharing and digitised conformance and traceability information.

Factors Shaping Queensland's Productivity Performance Including Commonwealth, State and Local Government Legislation and Regulation, Industrial Relations Matters, Procurement Policies and Labour Force Needs (Individually, Cumulatively or Through Duplication) and Opportunities for Improvement

EBA Accredited Service Providers

The Problem

In mid-2024, the Energy Trades Union (ETU) and EQL finalised an Enterprise Bargaining Agreement (EBA) with substantial impacts on private contractors without industry consultation.

A key concern is that the EBA broadens the types of workers that must be paid EQL EBA rates when performing 'core works' (such as new property connections and relocation projects) (Please refer to Attachment 1). Whereas previously, only employees of Accredited Service Providers (ASPs) were required to be paid EBA rates, the 2024 EBA also includes employees of ASP subcontractors.

The impact of the change is increased project costs and timelines to construction projects. In addition, contractors and subcontractors had to change their processes and pricing structures.

MEA raised concerns with EQL and the former Queensland Government, including joint approaches with other industry bodies. In response to these concerns, EQL did engage with industry including MEA and its impacted members, and we are appreciative of the information and consultation that occurred once issues were raised, including additional time for application of changes for Ergon works, although the ultimate outcome could not be amended.

The Solution

When negotiating the next EBA in 2028, MEA calls on the Queensland Government, as majority shareholder of EQL, to request EQL to reconsider the requirement that

workers of contractors and subcontractors must be paid the same EQL EBA rates on EQL contracts and consult with industry prior to making decisions on such matters.

MEA also requests the Queensland Government to consider a procurement code to address barriers for subcontractors working on government-funded projects.

Output Time

The Problem

MEA has noted increasing restrictions on employees performing overtime on construction sites in Queensland. This has negatively impacted project schedules and costs. As a consequence, employers may be required to hire additional staff to compensate for reduced working hours, resulting in increased personnel costs and placing further pressure on overall project budgets. This also places pressure on the existing skilled trade shortage.

MEA understands many workers would like to perform short periods of overtime for additional pay.

The Solution

Given these changes and the growing body of anecdotal evidence, we see a need for the Queensland Productivity Commission to undertake a review of hours worked vs hours reasonably able to be worked on construction sites due to industrial practices. We do not advocate for unreasonably long hours, however a 40-to-50-hour week (which would include some paid breaks and paid overtime) is often desired by workers in the sector to maximise income while these projects are available.

Queensland Government Building Policies

The Problem

The Queensland Government's building procurement policies lead to productivity impacts in their implementation despite their good intentions. Issues include:

- *Apprentice / Trainee Policy* - Contractors are required to ensure a certain number of apprentices and trainees on government projects (which is passed down to subcontractors to implement), though there is no requirement that they be new to the industry (e.g., 1st year apprentices). As a result, larger businesses working on government projects are incentivised to entice 3rd or 4th year apprentices from local small businesses, offering higher wages. This leads to small businesses going through the more difficult early years with an apprentice with greater levels of supervision and less productivity of the business, only for the apprentice to leave once they become more productive.
- *Targets for Female Employees* - Targets are worthy, provided the hard work is done to increase the pool of women in the sector, and not result in bidding wars for an already small pool of women in the construction sector, particularly in the regions.
- *General Implementation Issues* - Contractors tender on the basis of meeting certain targets but little is done throughout a project to work as an entire project team to ensure those targets are met in a way that is productive and useful to industry as a whole.

The Solution

MEA believes government building policies should be reviewed in relation to how they are implemented, including:

- Requirement for a certain proportion of apprentices on government projects to be 1st year apprentices.
- Ensure the pool of apprentices and female workers is growing.
- Government to work with contractors to ensure tendered strategies meet targets.

Impact on Small and Medium Scale Subcontractors in Regional Areas to Compete for Government Tenders Due to Regulatory Requirements

Government Procurement Policies

The Problem

While this problem is government policy, not regulation, the Queensland Government's building procurement policies identified above impact regional areas including:

- **Local Content** - The rules around which businesses meet the 'local content' requirements are unclear, and genuinely local small businesses can miss out on government project work to businesses based outside the region.
- **Apprentice / Trainee Policy** - The issue of more experienced apprentices being incentivised to work for larger contractors on government projects identified above can be exacerbated in the regions.

The Solution

MEA believes government building policies should be reviewed in relation to how they are implemented, including clarification of local content and apprentice/trainee requirements.

Factors that Limit the Availability of Suitable Labour for Building and Civil Construction, Skills Development of the Labour Force and Matching of Labour Supply with Sector Demand, and How Policy Settings Can Be Improved

Apprentices and Skilled Workers

The Problem

Small electrical contractors train the bulk of new apprentices. We hear from industry that larger electrical contractors and EQL offer materially higher wages to apprentices when they enter their 3rd and 4th year of training, or when they become trained electricians. This results in small businesses receiving minimal return on their investment, despite having committed substantial time and supervision.

This practice not only discourages small businesses from taking on apprentices but also undermines broader workforce development efforts to address the electrical skills shortage.

The Solution

MEA recommends the Queensland Government provide targeted financial support to SME businesses for the training and supervision of 1st and 2nd year electrical apprentices. This funding would help offset the cost of lost productivity from qualified electrical workers who dedicate time to apprentice supervision. Such support would encourage more SMEs to take on 1st year apprentices despite the risk of losing those apprentices as they become more productive. Funding could be contingent on businesses demonstrating appropriate training and supervision standards.

Supporting Small Business in Construction

The Problem

CEDA's recent report attributes lost productivity in the construction sector to small and micro businesses, asserting that they:

- Have lower productivity than large businesses based on ratio of revenue to number of workers.
- Are favoured by the tax system, encouraging a concentration of small enterprises.
- Lack resources to invest in innovation, assets, and training.
- Cannot achieve economies of scale.

MEA strongly rejects these conclusions, noting that:

- Large businesses routinely subcontract to smaller firms to deliver projects, therefore increasing revenue due to receiving payments for subcontracted work. The subcontractor businesses are the ones achieving the output.
- Despite limited resources, small businesses are leaders in apprentice training. However, they often lose apprentices to larger firms in the final training stages, bearing the cost without long-term benefit.
- Smaller firms face higher relative financial risks, compounded by delayed or missed payments, often due to poor practices by larger contractors (see our Security of Payment section).
- Small businesses typically carry out residential and maintenance work that larger firms are unable or unwilling to take on.

The Solution

We must support the critical subcontractor economy with targeted financial support to assist in costs of apprentice training, regulatory compliance and best operational practices. Small businesses are the lifeblood of the construction economy and should be both celebrated and supported.

In particular, MEA call on the Queensland Government to support small businesses with the following policies:

- **Investment Confidence** - Government to make the small business instant-asset write off permanent and increase the threshold. These changes will provide the

confidence and support for SMEs to increase productivity of their operations and support cash flow at a time of increasing financial pressures.

- **Subsidies and Grants** - Government to offer enhanced support to SMEs to assist in covering costs associated with compliance, such as investing in safety and compliance systems, training, and other necessary resources.
- **Education and Training Programs** - Provide SMEs with access to subsidised or free education and training programs focused on compliance and business skills which can empower them to better understand and meet requirements. This could be delivered through online courses, workshops, or partnerships with industry experts.
- **Financial Support for Engaging 1st & 2nd Year Apprentices** – Provide SMEs with financial support to assist with the training hours spent by a qualified electrical worker in the business supervising the apprentice during the early years when greater direct supervision is required, to encourage SMEs to engage 1st year apprentices.

Access to training

The Problem

The ongoing electrical skills shortage crisis underscores the need for greater use of technology in training.

Given the progress of technologies such as Virtual Reality (VR), the continued requirement for face-to-face training is a drain on resources in a sector that has limited qualified trainers (requiring qualified electricians to become trainers) and limited physical training facilities.

The Solution

MEA urges the Queensland Government to accept and incorporate VR as a training tool to enable aspects of electrical training (which could start with non-accredited training) to be delivered via technology remotely.

MEA understands it is possible to verify a 'play' of a training video via VR and for a trainer to remotely view the experience and assess an outcome. This would reduce the pressure on trainers and physical training places.

Access to Australian Standards

The Problem

Queensland has incorporated multiple Australian Standards into the Electrical Safety legislation and regulations. However, despite it being a legal requirement for electrical contractors to maintain access to the most current version of these Standards, they are not freely available.

MEA is fortunate to have a purchase arrangement in place with a Standards distributor, and pays to provide access to the electrical Australian Standards to its members as part of membership. However not all electricians are members of MEA. While it provides an advantage to MEA in its membership offering, MEA advocates for outcomes that positively impact industry as a whole.

In addition to Standards not being freely available, not-for-profit organisations like MEA expend considerable amounts contributing to the development of Standards, including significant time imposts on senior staff and travel costs. MEA estimates for our organisation alone this cost is well over \$100,000 a year. On top of that we then pay to access Standards for our members.

There are multiple consequences that flow from industry stakeholders being charged to access Australian Standards in accordance with these legal obligations, including:

- **Safety & Compliance** – A risk to the public that the highest standards of electrical safety are not implemented by some contractors who lack access to the Wiring Rules.
- **Financial Cost** – SMEs operate with limited resources and are increasingly challenged by rising industry costs and external pressures, including economic downturns, climate-related events, escalating insurance premiums, and the

collapse of large construction companies. The added cost of accessing mandatory Australian Standards can be prohibitively high for many SMEs.

- **Piracy** - A proliferation of pirated copies of the Standards, potentially with out-of-date information, is likely to be occurring further jeopardising safety.

The Parliament of Australia has previously cautioned that restricted access to Standards within the building and construction sector poses a significant risk to both regulatory compliance and the quality of work. The 2018 Senate Economic Reference Committee report *Non-conforming Building Products: the need for a coherent and robust regulatory regime* made the following recommendation:

“The committee strongly recommends that the Commonwealth government consider making all Australian Standards and codes freely available”².

The Solution

MEA, in conjunction with other construction industry associations, calls on all State, Territory, and Federal Governments to partner together and fund the development of Australian Standards, ensuring they are freely accessible to the construction industry (including electrical sector) to support compliance with legal and regulatory obligations.

We anticipate this will enhance stakeholder safety, reduce financial burden on SMEs, strengthen industry confidence and reduce non-compliant work, alleviating costly and time-consuming rectification work.

² Senate Economics References Committee. *Non-conforming building products: The need for a coherent and robust regulatory regime*. Commonwealth of Australia. [2018], at 103
<https://www.aph.gov.au/Parliamentary_Business/Committees/Senate/Economics/Non-conforming45th/Report>

Conclusion

MEA commends the Queensland Government for its ongoing commitment to improving productivity in the construction industry. We urge the Government to address several critical issues that are directly impeding progress and placing unnecessary cost and time pressures on the electrical sector.

The matters raised in this submission contribute to inflated project costs, delayed timelines, and rising cost-of-living pressures. MEA urges the Queensland Government to ease the regulatory and administrative burden on electrical contracting SMEs to promote fair competition, strengthen workforce resilience, and ensure timely project delivery. We further call for targeted financial and administrative support to boost SME investment confidence in apprenticeship training to expand workforce capacity.

With major initiatives underway to increase housing supply, maintain energy security and prepare for the 2032 Queensland Olympics, it is critical that the Government reduce red tape and back small and medium electrical contractors central to Queensland's construction success.

Appendix 1 – EQL Supply Connection Issues for Terrace House Connection: Letter from EQL.

10 September 2024



Kate Raymond
CEO
Master Electricians Australia
PO Box 2438
Fortitude Valley QLD 4006

Dear Kate

Re: Provision of DNSP service and connection points for lots with abutting structures (Terrace Housing)

Energy Queensland Limited (**Energy Queensland**) set standards intended to ensure safe, cost-effective outcomes for all customers connecting to our networks and to promote industry uniformity through standardisation of practices throughout Queensland and that includes application of AS/NZS 3000. This letter sets out the requirements for electricity supply connection of terrace housing in Queensland, in light of the recent discussions with Master Electricians Australia.

Developments not yet commenced

Option 1

For developments or lots yet to be constructed, a common switchboard with sub-mains and switchboards for all terrace houses with full body corporate framework can be applied complying to AS/NZS 3000 and Queensland Electricity Connection Manual (**QECM**). This design will remove requirements for individual pillar/services installation in front of the allotment and could potentially be a cost-effective solution for terrace housing.

Option 2

For developments or lots yet to be constructed, each installation must not be equipotentially bonded to an adjacent installation.

For a Distribution Network Service Provider (**DNSP**) service point and connection point to be provided per lot requires the demonstration of compliance to AS/NZS 3000 and QECM 5.2.5.1 (g).

Demonstration that each premises is electrically separated shall be in the form of a letter / memo from a Registered Professional Engineer of Queensland (**RPEQ**) detailing the following:

Energy Queensland Limited ABN 96 612 535 583

Head Office Level 6, 420 Flinders Street, Townsville QLD 4810 PO Box 1090, Townsville QLD 4810 www.energyq.com.au

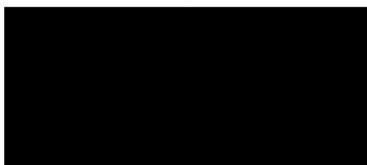
- Building and structural design elements to ensure the electrical earthing system for each lot remains separated.
- Control measures in place to ensure the electrical separation is maintained into the future.

A copy of the letter / memo from the RPEQ shall be provided to Energex / Ergon Energy Network on application for connection via the Electrical Partners Portal and a copy left in the Main Switchboard.

Developments already constructed or underway

For sites that are already constructed or construction is underway, Energex / Ergon Energy Network will review and carry out required earthing modelling to assess what risk mitigations are practicable, accounting for the status of the project, nature of electrical risk, and the practicality of risk mitigation options. Further specifics of what is required will be dependent upon discussions that Energy Queensland is proposing with the Electrical Safety Office.

Yours sincerely



Chief Engineer

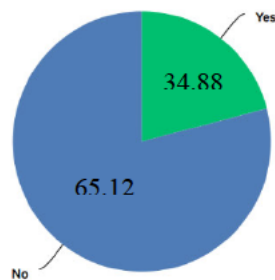
Appendix 2 – Security of Payment: Industry Survey Review

A 2025 industry survey on security of payment³ found non-payment of subcontractors remains a critical issue across the electrical, fire, HVAC and plumbing construction sectors.

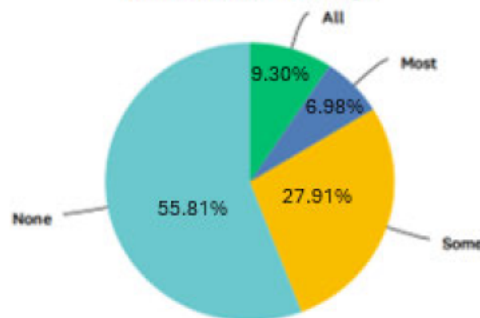
Over 60% of surveyed respondents identified that in the last 5 years they had been unpaid due to contractor insolvency.

Unpaid subcontractors were from a mix of commercial and residential sectors (or both). Of these, 65% responded they did not receive any of the money owed. Retention money contributed to non-payments, with 44% of respondents stating that at least part of the amount owed was retention money.

Did you receive some of the money owing



What part of the amount unpaid was retention money?



Of those with amounts unpaid, 21% were unpaid were by a residential builder. Additional details from the survey include:



³ Joint survey of industry associations conducted by MEA in conjunction with MPAQ, NFIA, AMCA, FPAA, ACIF and ECA WA.

Respondents were given the option of providing a comment on the impact of non-payment. Responses include:

- *Mental health, marriage breakdown. Business significantly struggled.*
- *Stress, bad cash flow, less profit, HR issues*
- *Very stressful and frustrating, particularly when we work very hard in good faith and not be paid for reasons unknown. This has also impacted our personal finances.*
- *Reduced profits, restriction on business activity.*
- *Large time loss in follow ups*
- *Indignation and fury that he (owner of business that didn't pay subcontractor) was allowed to start a new business with no ramifications whilst we were substantially out of pocket.*
- *Frustrated and angry about doing the right thing by others and not getting same in return.*
- *Loss of profit margin and reduction in cashflow*
- *The main concerning point is that when the process starts to collect overdue payments from this contractor, it can actually be used against you when it goes into liquidation as the liquidators have rights to those funds you gained under the pretense that you were aware of the financial position and the funds are part of the liquidated asset collection*
- *Losing \$100k in the first 18 months of business is devastating but we recovered. Currently owed 20k from residential builder, coming up to 2 years so here we go again.*
- *It had me stressed somewhat. But only made me watch more carefully who we work for and to hold onto certification till all invoices have been paid in full.*
- *Was quite stressful with my directors and tendering for future jobs for builders*
- *Money gone*
- *I became very stressed*
- *Developed trust issues with outside contractors without formal training*
- *Financial stress for the business to cover materials and labour costings*

Find out more about the policies MEA is promoting to improve security of payment for subcontractors [here](#).

5 August 2024



Circular – Information Regarding Core Work Wage Increases and Allowances **(5 Level Contractor Classification Structure)**

Energy Queensland is a Government Owned Corporation which includes electricity distribution network service providers Energex and Ergon Energy; Ergon Energy Retail; and Yurika.

For your information, the *Energy Queensland Union Collective Agreement 2020* which covers Energex, Ergon Energy and Yurika has been replaced by the *Energy Queensland Union Collective Agreement 2024*, which became operative from 9 July 2024.

As per the contractual terms, where Core Work (as defined in Schedule 9 of the *Energy Queensland Union Collective Agreement 2024*) is being carried out on the Energy Queensland network, the Contractor must ensure that all Contractor's Associates (including subcontractors) undertaking Core Work are paid rates of pay and allowances which in aggregate shall be no less favourable than those that apply to the same or similar classifications of employees of Energy Queensland undertaking similar work.

For avoidance of any potential doubt, in relation to the Obligation Regarding Rates of Pay and Allowances:

- The aggregate will be based and calculated on a comparison of the rates of pay and allowances for the time performing core work by each contractor employee and/or subcontractor employee against the rates of pay and allowances that would be applicable to an EQL Group Buyers' classification of employees for the same or similar work performed, assessed over the equivalent of an EQL pay fortnight.

The aggregate calculation excludes:

- All types and periods of leave accrued and/or taken, including any annual leave loading; and
- Non-working days / Rostered Days Off (RDO) or equivalent of any contractor employee and/or subcontractor employee, except where core work is completed; and
- Any superannuation entitlements and/or payments made to a contractor employee and/or subcontractor employee.

Contractors (and subcontractors) who complete core work for Energy Queensland are to apply rates of pay and allowances to their employees based upon the "5 Level Contractor Classification Structure" which in aggregate should be no less than the following:

RATES OF PAY

The hourly rates of pay include the Annualised Allowance (AGA) and the Attraction & Retention Allowance (AR).

Level 1 – Trades Assistant: An employee at this level performs manual functional support duties under routine supervision. The employee may work in one of a range of duties including labouring, basic stores, cleaning or assisting tradespersons. For the purposes of Core Work this level equates to Salary Point 2.0 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Power Worker. Level 1 is appropriate for new starters or inexperienced trades assistants that are completing labouring, basic stores, cleaning or assisting tradespersons. The employee should progress to a minimum of Level 2 Salary Point 3.0 as they gain experience and perform activities such as tree trimming, store work, truck attendant duties and pole inspection. This level also includes Field Assistants.

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$50.03	\$62.43	\$52.28	\$65.24	\$54.11	\$67.52	\$55.74	\$69.55

- **Level 2 – Tree Trimmer, Store person, Truck Attendant, and Pole Inspector:** An employee at this level performs work from instructions and procedures under general supervision. The employee may work in one of a range of duties including tree trimming, store work, truck attendant duties, pole inspection, and training to become a linesperson / jointer and assisting tradespersons. For the purposes of Core Work this level equates to Salary Point 3.0 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Technical Stream, Power Worker.

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$51.97	\$64.86	\$54.31	\$67.77	\$56.21	\$70.15	\$57.90	\$72.25

- **Level 3 – Tradesperson:** An employee at this level shall be an experienced tradesperson holding a trade qualification as a linesperson, jointer, electrical fitter, electrical mechanic or equivalent. The employee shall perform routine, non-complex trade work under general supervision. For the purposes of Core Work this level equates to Salary Point 5.2 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Technical Service Person.

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$60.36	\$75.35	\$63.08	\$78.74	\$65.29	\$81.50	\$67.25	\$83.94

- **Level 4 – Tradesperson:** An employee at this level shall be skilled in a substantial range of activities on a range of complex equipment types. The employee will have trade qualifications and shall be either multi-skilled or experienced in trade tasks. The employee may perform technical duties in areas such as sub-station, switching, and connection of non-complex installations, specialist line work and specialist jointing. The employee may be required to work without continuous supervision and to provide technical guidance to others in their work team. For the purposes of Core Work this level equates to Salary Point 6.2 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Technical Service Person. (Including Live Line Vegetation)

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$63.04	\$78.70	\$65.88	\$82.24	\$68.19	\$85.12	\$70.23	\$87.67

- **Level 5 – Supervisor*, Specialist:** An employee at this level shall work as a specialist and/or supervise and where necessary train, other employees. The employees shall possess a high level of interpersonal and/or technical skills. For the purposes of Core Work this level equates to Salary Point 9.0 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Technical Service Person.

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$69.30	\$86.51	\$72.42	\$90.41	\$74.95	\$93.57	\$77.20	\$96.38

* For avoidance of any potential doubt, a Field Supervisor Allowance (see "ALLOWANCES" – also applies to Supervisor roles)

Electrical Apprentice (Under 21 years of age)

Apprentice Level	Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR
First Year	\$33.72	\$35.24	\$36.47	\$37.56
Second Year	\$39.26	\$41.03	\$42.47	\$43.74
Third Year	\$44.81	\$46.83	\$48.47	\$49.92
Fourth Year	\$50.36	\$52.62	\$54.46	\$56.10

Electrical Adult Apprentice

Apprentice Level	Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR
First Year	\$45.55	\$47.60	\$49.26	\$50.74
Second Year	\$46.61	\$48.70	\$50.41	\$51.92
Third Year	\$47.67	\$49.81	\$51.56	\$53.10
Fourth Year	\$50.36	\$52.62	\$54.46	\$56.10

Civil Supervisor* (supervision of non-electrical workers): An employee at this level will supervise non-electrical workers. For the purposes of Core Work this level equates to Salary Point 6.0 of the *Energy Queensland Union Collective Agreement 2024*. Schedule 1, Energy Queensland Salaries, Supervisor.

Full Time Effective 9 July 2024 Hourly rate & AGA & AR	Casual Effective 9 July 2024 Hourly rate & AGA & AR	Full Time Effective 1 March 2025 Hourly rate & AGA & AR	Casual Effective 1 March 2025 Hourly rate & AGA & AR	Full Time Effective 1 March 2026 Hourly rate & AGA & AR	Casual Effective 1 March 2026 Hourly rate & AGA & AR	Full Time Effective 1 March 2027 Hourly rate & AGA & AR	Casual Effective 1 March 2027 Hourly rate & AGA & AR
\$61.26	\$76.46	\$64.01	\$79.91	\$66.25	\$82.70	\$68.24	\$85.18

* For avoidance of any potential doubt, a Field Supervisor Allowance (see "ALLOWANCES" – also applies to Supervisor roles)

HOURS OF WORK

The ordinary hours of work will not exceed an average of 36 hours per week (Monday to Friday) to be worked between 6.00am and 6.30pm over a nine (9) day fortnight. Approved time worked in excess of 36 hours per week or before the ordinary starting time or after the ordinary ceasing time will be deemed overtime and will be paid for at double the base rate.

ALLOWANCES

The following outlines other typical allowances that may apply to the same or similar classifications engaged in core work (noting the rates above include the Annualised Allowance (AGA) and Attraction and Retention Allowance (AR)).

Working Away from Home Meal Allowances

Energy Queensland will provide accommodation, a daily meal allowance and an incidental allowance for each overnight absence. These allowance rates will be in accordance with the rates from Australian Taxation Office (ATO) increases for tier two (2) country centres [Table 2] as varied from time to time through the relevant annual Taxation Determination.

There may be occasions where an employee may claim individual meal allowances, such as during travel or where not all meals are provided. The applicable individual meal allowances are:

- Breakfast;
- Lunch; and/or
- Dinner.

In isolated and remote areas, Energy Queensland will provide meal allowances at rates provided and adjusted in accordance with Australian Taxation Office (ATO) increases for high-cost country centres [Table 2] as varied from time to time through the relevant annual Taxation Determination.

Remote or Isolated Regions are defined as Remote Australian locations or Very Remote Australia locations as provided by the Australian Bureau of Statistics (ABS) – “Remoteness Structure – Australian Statistical Geography Standard” as amended from time to time.

“**Attachment 1**” outlines the specific ABS Remote Australia and Very Remote Australia locations where the aforementioned meal allowance/s for **Remote and Isolated** would apply.

Individual meal allowances can be claimed on the first and last day of travel (where meals are not provided) as outlined below.

First Day:

- The breakfast meal allowance may be claimed where the employee is travelling away from their home base, and the employee is required to begin work and/or travel prior to their normal rostered start time;
- The lunch meal allowance may be claimed where the employee is required to begin travel prior to their rostered lunch break; and
- The dinner meal allowance may be claimed as applicable for each overnight absence.

Last Day:

- Where the employee is travelling back to home base, the breakfast and lunch meal allowances may be claimed as applicable; and
- The dinner meal allowance can only be claimed where an employee continues to travel and/or work one (1) hour or more after their normal finishing time.

Energy Queensland will ensure employees are provided with the following minimum standard of accommodation; a well maintained serviced, air-conditioned single motel room with radio/television, ensuite bath/shower, toilet facilities and a refrigerator for the storage of employee's food and beverages.

Accommodation Allowance

Employees required to work away from home delivering regulated and unregulated program of work may elect an option to receive an accommodation allowance in lieu of Energy Queensland providing or booking accommodation.

Energy Queensland requires core work contractors to provide an allowance equivalent to or greater than the accommodation amount provided for in the relevant Australian Taxation Office Taxations Determination Tier 2 Table 2 as varied from time to time (with consideration to High Cost Country centres where applicable).

Overtime Meal Allowance

All employees required to work overtime for more than one (1) hour, will be paid the amount specified in the table below for each meal between the ordinary ceasing time and the completion of overtime work, unless a reasonable meal is provided for them.

All employees called out within one and a-half (1.5) hours of their normal ceasing time and who are required to work more than one (1) hour, will be entitled to meal allowance as specified in the table below and in addition will be allowed thirty (30) minutes as soon as possible, thereafter, without deduction of pay, to partake of a meal.

9 July 2024	1 March 2025	1 March 2026	1 March 2027
\$19.68	\$20.57	\$21.29	\$21.93

Supplementary Accommodation Allowance

Where Energy Queensland is unable to provide accommodation to the minimum standard, employees will be entitled to claim the supplementary accommodation allowance under any one of the following circumstances:

1. When employees are required to prepare or supply meals and maintain their accommodation facilities when working in remote or isolated regions where serviced commercial accommodation is not provided; or
2. When employees are placed in accommodation where Energy Queensland's minimum accommodation standard could not be provided, and the length of stay is for two (2) or more overnight absences; or
3. When employees are placed into accommodation on a twin share basis for each overnight absence.

The supplementary accommodation allowance will be as follows:

Effective Date	Amount (per overnight absence)
9 July 2024	\$28.63
1 March 2025	\$29.92
1 March 2026	\$30.97
1 March 2027	\$31.90

The supplementary accommodation allowance for employees working on a continuous away roster will be as follows where minimum accommodation standard is not met.

Effective Date	Amount (per overnight absence)
9 July 2024	\$29.76
1 March 2025	\$31.10
1 March 2026	\$32.19
1 March 2027	\$33.16

Field Supervisor Stream Allowance

Energy Queensland acknowledges the importance of the providing a career path for tradespersons into leadership roles within Operations.

The following allowances will apply for employees who are appointed to Work Group Leader, Field Construction Officer, Work Group Officer, Low Voltage Outage Officers, Network Performance Officer, Commercial & Industrial Officer, and Apprentice Program Lead, Electrical Supervisor, Works Coordinator and Team leader positions in Yurika.

9 July 2024	1 March 2025	1 March 2026	1 March 2027
\$7,000 per annum	\$7,315 per annum	\$7,571.03 per annum	\$7,798.16 per annum

This allowance will be paid for all-purposes

Note – This allowance is applicable for all supervisors (i.e. electrical supervisor – Level 5 rate of pay and civil supervisor roles - above) and is paid for all purposes and therefore is added into employee's base rate of pay including for the calculation of overtime. As such, an hourly equivalent will be the annual rate divided by annual hours (36 hours x 52 weeks = 1,872 hours).

Field Based Experience Allowance – Trade

Energy Queensland recognises that senior trade-based experience is a combination of several factors that are consistently applied and are typically gained through years of working in a particular field or industry. These factors include but not limited to:

1. Demonstrated ability to work autonomously and effectively troubleshoot and solve complex problems.
2. Demonstrated leadership, knowledge and commitment to leading and embedding a strong and positive safety culture.
3. Demonstrated ability to utilise expertise to positively drive changes that improve safety within operational delivery.

Any employee will be provided with an Experience Allowance from the top of Grade 5.2 in recognition of the above factors.

	9 July 2024	1 March 2025	1 March 2026	1 March 2027
After 3 years' experience	\$1,670	\$1,746	\$1,807	\$1,861
After 5 years' experience	\$3,347	\$3,498	\$3,621	\$3,730
After 7 years' experience	\$5,015	\$5,241	\$5,425	\$5,588

Note – This allowance is applicable for all single trade tradespersons who do not have a progression pathway above the equivalent of Level 3 rate of pay above (i.e. EQL SP 5.2) and has been employed for the years outlined above noting they would have achieved additional experience, competencies and skills.

Where it is applicable, this allowance is paid for all purposes and therefore is added into employee's base rate of pay including for the calculation of overtime. As such, an hourly equivalent will be the annual rate divided by annual hours (36 hours x 52 weeks = 1,872 hours).

Healthy Lifestyle Allowance

Employees working continuous working away from home arrangements will be entitled to an allowance of up to \$3,000 per annum payable for employees working on continuous working away roster arrangements. The Healthy Lifestyle Allowance is designed to support employees in maintaining their overall health and wellbeing while working away from home. Eligible employees may utilise this allowance to cover expenses related to gym passes, access to fitness classes, and other services aimed at promoting a healthy lifestyle during their roster swings away from home.

***Note** – This allowance is applicable for all employees working on continuous away from home work roster patterns. Where it is applicable, this allowance is effectively an annual payment of \$3,000 annual payment. As such, it also could be paid on an hourly equivalent basis, which will be the annual rate divided by annual hours (36 hours x 52 weeks = 1,872 hours) or paid at a fortnightly equivalent payment.*

Substation and Test Department Allowance

In addition to the base rates prescribed, employees employed at substations or in test departments will be paid the following all-purpose allowance:

Technical Employees engaged in “trade”; and/or electrical/electronic technician work and Power workers (Per Week)			
9 July 2024	1 March 2025	1 March 2026	1 March 2027
\$32.28	\$33.73	\$34.91	\$35.96

Power Station Allowance

In addition to the base rates prescribed, employees employed at power stations, will be paid the following all-purpose allowance:

Technical Employees engaged in “trade”; and/or electrical/electronic technician work and Power workers (Per Week)			
9 July 2024	1 March 2025	1 March 2026	1 March 2027
\$45.54	\$47.59	\$49.26	\$50.74

Travel Time

The following will apply to all employees who are required to travel outside ordinary rostered hours of work:

- Where employees are required to travel to and from their depot to the work site [other than Start and Finish on the Job Arrangements], outside the normal spread of working hours, time spent in such travel will be paid for at overtime rates [double time].
- Where an employee is required to travel to another location outside ordinary hours of work, and during the course of such travel is scheduled to exercise normal roster duties, the employee will be paid for at overtime rates.

Where it is necessary for employees to travel outside of ordinary working hours, in any other circumstance, time spent in such travel will be paid at overtime rates.

Employees required to work on any day away from their usual place of work will commence work at the usual starting time at the place designated and will be paid:

- For time prior to departure in accordance with airline requirements to check in prior to departure; and
- For time reasonably spent travelling both ways between their homes and their designated place of work in excess of the time normally spent by them travelling both ways between their homes and their normal place of work.

When employees are required to travel in the above circumstances, in wet clothes, as a result of working in the rain, without having had the opportunity to change into dry clothing, Work in Rain provisions will apply.

Work in the Rain

Where in the performance of work, an employee clothes become wet from rain will be paid double rates for all work so performed and such payment will continue until the employee is able to change into dry clothing or until work ceases, whichever is the earlier. Where the employee has to have their lunch in wet clothing, then they will be paid double time for such lunch period.

Tool Allowances

The following Tool Allowances will be paid to technical employees who are required to supply and use their own tools in the following classes of employment:

	Per Week – 9 July 2024	Per Week – 1 March 2025	Per Week – 1 March 2026	Per Week – 1 March 2027
(i) Electrical work (general), electrical work (instrumentation and process control), mechanical work (general), mechanical work (automotive)	\$31.40	\$32.81	\$33.96	\$34.98
(ii) Electrical work (automotive), electronic work, turning, sheet metal work	\$23.48	\$24.54	\$25.40	\$26.16
(iii) Cable jointing, electrical line work, welding	\$15.83	\$16.54	\$17.12	\$17.63

Where an employee is classified in the Power Worker Stream in a trades assistant type role directly supporting tradespersons or is in an equipment operations role and is required to supply and use their own tools to complete their own work, they will be entitled to tool allowance at rate iii.

Tool allowances will not be paid while employees are absent on annual leave or long service leave.

Availability Duty Allowance

On-call Employee means an employee who outside ordinary working hours is required to be available at all times to perform emergency work.

Supervisor On Call means an employee who is required outside ordinary hours to receive calls relative to emergency and/or breakdown work.

Where Energy Queensland requires an employee to be on an availability duty roster on a continuous basis to perform duties of an on-call employee they will be entitled to be paid an Availability Duty Allowance.

Roster Frequency	Effective from 9 July 2024	Effective from 1 March 2025	Effective from 1 March 2026	Effective from 1 March 2027
One (1) week in three (3) weeks or more frequent	\$80 per day	\$83.60 per day	\$86.53 per day	\$89.13 per day
One (1) week in four (4) weeks or less frequent	\$75 per day	\$78.38 per day	\$81.12 per day	\$83.55 per day
Saturday and Sunday	\$100 per day	\$104.50 per day	\$108.16 per day	\$111.40 per day

Employees who are not permanent members of the Availability duty roster will be able to claim the Availability Duty Allowance rate applicable for one (1) in four (4) or less frequent for each day they are required to be available.

Employee in Charge Allowance

Energy Queensland recognises on-site leadership of employees within the technical stream classified as Power Workers, Technical Serviceperson sub-streams, through the payment of an Employee In Charge (EIC) allowance. To qualify for the payment of the EIC Allowance, employees will accept and demonstrate the application of the following responsibilities:

- Supervision and responsibility for two (2) or more employees and /or workers;
- Control of the worksite including compliance to legislative requirements within their area of responsibility;
- On job co-ordination and completion of allocated work tasks including guidance of employee behaviour;
- Effective utilisation of resources to meet job specifications; and
- Collecting, recording and submitting of information associated with work activities in an accurate and timely manner.

An employee accepting the above responsibilities, who is appointed on a full-time basis as the EIC will be paid an annual all-purpose EIC allowance.

An employee accepting the above responsibilities on a daily basis, in an acting or temporary capacity, will be paid a daily rate. This daily rate will be calculated for the purposes of overtime for the days claimed.

Permanent EIC's or EIC's appointed on a daily basis shall assume the role of Person In Charge of Work (PICW) as required on a HazChat or similar. Employee's other than EIC's who are required to perform the role of PICW with responsibility for two (2) or more other employees and/or workers required to sign onto the HazChat may claim the EIC daily rate on a pro rata basis for each hour worked as the PICW.

EIC payment table outlined below:

Appointment	Effective from 9 July 2024	Effective from 1 March 2025	Effective from 1 March 2026	Effective from 1 March 2027
EIC Daily Rate	\$36.98	\$38.64	\$39.99	\$41.19
Appointed EIC - Annual Rate	\$8,652.86	\$9,042.24	\$9,358.72	\$9,639.48

It is critical to Energy Queensland that contractors employed to work on the networks will not expose Energy Queensland to the risk of industrial disputation. Energy Queensland will complete periodic rates of pay and allowance compliance audits under the contract terms.

Should you have any enquiries please contact Daniel Reichelt, Industrial Relations Manager on Telephone [REDACTED] or Email [REDACTED]

Attachment 1 – Isolated and Remote Locations – Queensland

AUSTRALIAN BUREAU OF STATISTICS – REMOTENESS STRUCTURE

('CG_LOCALITY_2022_RA_2021.csv')

[ASGS Edition 3 \(2021\) Correspondence Files | Resources | data.gov.au - beta](#)

LOCATION	STATE	REMOTENESS CATEGORY
Abergowrie	QLD	Remote Australia
Abingdon Downs	QLD	Very Remote Australia
Adavale	QLD	Very Remote Australia
Albinia	QLD	Remote Australia
Albion	QLD	Very Remote Australia
Almaden	QLD	Very Remote Australia
Alpha	QLD	Very Remote Australia
Alsace	QLD	Remote Australia
Amaroo	QLD	Very Remote Australia
Amber	QLD	Very Remote Australia
Amby	QLD	Remote Australia
Amity	QLD	Remote Australia
Anakie Siding	QLD	Remote Australia
Arafura Sea	QLD	Very Remote Australia
Aramac	QLD	Very Remote Australia
Arbouin	QLD	Very Remote Australia
Arcadia Valley	QLD	Remote Australia
Archer River	QLD	Very Remote Australia
Arcturus	QLD	Remote Australia
Argyll	QLD	Remote Australia
Augathella	QLD	Very Remote Australia
Aurukun	QLD	Very Remote Australia
Badu Island	QLD	Very Remote Australia
Baffle West	QLD	Remote Australia
Bakers Bend	QLD	Very Remote Australia
Ballaroo	QLD	Remote Australia
Bamaga	QLD	Very Remote Australia
Barcaldine	QLD	Very Remote Australia
Bargunyah	QLD	Remote Australia
Barkly	QLD	Very Remote Australia
Baroondah	QLD	Remote Australia
Barwidgi	QLD	Very Remote Australia
Basalt	QLD	Remote Australia
Bauhinia	QLD	Remote Australia
Bayrick	QLD	Very Remote Australia
Bedourie	QLD	Very Remote Australia
Begonia	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Beilba	QLD	Remote Australia
Belcong	QLD	Remote Australia
Bellevue	QLD	Very Remote Australia
Bellfield	QLD	Very Remote Australia
Belyando	QLD	Very Remote Australia
Bilyana	QLD	Remote Australia
Bindebango	QLD	Remote Australia
Bingegang	QLD	Remote Australia
Birdsville	QLD	Very Remote Australia
Black Jack	QLD	Very Remote Australia
Blackall	QLD	Very Remote Australia
Blackbull	QLD	Very Remote Australia
Blackdown	QLD	Remote Australia
Bloomfield	QLD	Remote Australia
Blythdale	QLD	Remote Australia
Boatman	QLD	Very Remote Australia
Bogie	QLD	Remote Australia
Boigu Island	QLD	Very Remote Australia
Bollon	QLD	Very Remote Australia
Bolwarra	QLD	Very Remote Australia
Boulia	QLD	Very Remote Australia
Bountiful Islands	QLD	Very Remote Australia
Bowen	QLD	Remote Australia
Braemeadows	QLD	Remote Australia
Breakaway	QLD	Remote Australia
Broadmere	QLD	Remote Australia
Buckingham	QLD	Very Remote Australia
Buckland	QLD	Very Remote Australia
Bulleringa	QLD	Very Remote Australia
Bulloo Downs	QLD	Very Remote Australia
Bulwer	QLD	Remote Australia
Bundi	QLD	Remote Australia
Bundoora	QLD	Remote Australia
Bungaban	QLD	Remote Australia
Bungeworgorai	QLD	Remote Australia
Bungil	QLD	Remote Australia
Bungunya	QLD	Remote Australia
Burketown	QLD	Very Remote Australia
Burleigh	QLD	Very Remote Australia
Burrar Islet	QLD	Very Remote Australia
Burton	QLD	Remote Australia
Bymount	QLD	Remote Australia
Cairdbeign	QLD	Remote Australia
Caldervale	QLD	Very Remote Australia
Camboon	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Cambridge	QLD	Very Remote Australia
Cameron Corner	QLD	Very Remote Australia
Camooweal	QLD	Very Remote Australia
Campaspe	QLD	Remote Australia
Campaspe	QLD	Very Remote Australia
Cape Tribulation	QLD	Remote Australia
Capella	QLD	Remote Australia
Carbine Creek	QLD	Remote Australia
Cardstone	QLD	Remote Australia
Cardwell	QLD	Remote Australia
Carmila	QLD	Remote Australia
Carnarvon Park	QLD	Remote Australia
Carnarvon Park	QLD	Very Remote Australia
Caroline Crossing	QLD	Very Remote Australia
Carpentaria	QLD	Very Remote Australia
Carrandotta	QLD	Very Remote Australia
Carruchan	QLD	Remote Australia
Chaffey	QLD	Remote Australia
Charleville	QLD	Very Remote Australia
Cheeseborough	QLD	Remote Australia
Cheltenham	QLD	Remote Australia
Chillagoe	QLD	Very Remote Australia
Chirnside	QLD	Remote Australia
Clairview	QLD	Remote Australia
Clara Creek	QLD	Very Remote Australia
Claraville	QLD	Very Remote Australia
Clarke Creek	QLD	Remote Australia
Clermont	QLD	Remote Australia
Clermont	QLD	Very Remote Australia
Clifford	QLD	Remote Australia
Cloncurry	QLD	Remote Australia
Cloncurry	QLD	Very Remote Australia
Cockatoo	QLD	Remote Australia
Coen	QLD	Very Remote Australia
Collaroy	QLD	Remote Australia
Collinsville	QLD	Remote Australia
Cona Creek	QLD	Very Remote Australia
Conjuboy	QLD	Very Remote Australia
Consuelo	QLD	Remote Australia
Consuelo	QLD	Very Remote Australia
Cooktown	QLD	Remote Australia
Cooladdi	QLD	Very Remote Australia
Coominglah	QLD	Remote Australia
Coomrith	QLD	Remote Australia
Coongoola	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Coorada	QLD	Remote Australia
Coorumbene	QLD	Remote Australia
Coral Sea	QLD	Remote Australia
Coral Sea	QLD	Very Remote Australia
Coralie	QLD	Very Remote Australia
Cordelia	QLD	Remote Australia
Corfield	QLD	Very Remote Australia
Cornwall	QLD	Remote Australia
Cotherstone	QLD	Remote Australia
Cow Bay	QLD	Remote Australia
Cowan Cowan	QLD	Remote Australia
Cracow	QLD	Remote Australia
Crinum	QLD	Remote Australia
Croydon	QLD	Very Remote Australia
Crystalbrook	QLD	Very Remote Australia
Cunnamulla	QLD	Very Remote Australia
Curtis Island	QLD	Remote Australia
Cuttaburra	QLD	Very Remote Australia
Dagmar	QLD	Remote Australia
Dajarra	QLD	Very Remote Australia
Dalbeg	QLD	Remote Australia
Dalrymple Creek	QLD	Remote Australia
Damper Creek	QLD	Remote Australia
Dargal Road	QLD	Remote Australia
Dauan Island	QLD	Very Remote Australia
Daymar	QLD	Remote Australia
Dedin	QLD	Remote Australia
Degarra	QLD	Remote Australia
Desailly	QLD	Very Remote Australia
Diamantina Lakes	QLD	Very Remote Australia
Dimbulah	QLD	Remote Australia
Dingo	QLD	Remote Australia
Dingo Pocket	QLD	Remote Australia
Dirranbandi	QLD	Very Remote Australia
Diwan	QLD	Remote Australia
Dixie	QLD	Very Remote Australia
Doomadgee	QLD	Very Remote Australia
Dotswood	QLD	Remote Australia
Dowar Islet	QLD	Very Remote Australia
Dromedary	QLD	Remote Australia
Duchess	QLD	Very Remote Australia
Dunk	QLD	Remote Australia
Dunkeld	QLD	Remote Australia
Dunwich	QLD	Remote Australia
Durham	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Durham Downs	QLD	Remote Australia
Dutton River	QLD	Very Remote Australia
Dysart	QLD	Remote Australia
Eaglefield	QLD	Remote Australia
East Creek	QLD	Very Remote Australia
Edward River	QLD	Very Remote Australia
Eidsvold West	QLD	Remote Australia
Eight Mile Creek	QLD	Remote Australia
Einasleigh	QLD	Very Remote Australia
Elgin	QLD	Very Remote Australia
Ellerbeck	QLD	Remote Australia
Elphinstone	QLD	Remote Australia
Emerald	QLD	Remote Australia
Eromanga	QLD	Very Remote Australia
Erub Island	QLD	Very Remote Australia
Esmeralda	QLD	Very Remote Australia
Eulo	QLD	Very Remote Australia
Eumamurrin	QLD	Remote Australia
Eurella	QLD	Remote Australia
Eurombah	QLD	Remote Australia
Eurong	QLD	Remote Australia
Euthulla	QLD	Remote Australia
Evans Landing	QLD	Very Remote Australia
Farrars Creek	QLD	Very Remote Australia
Fielding	QLD	Very Remote Australia
Fisher	QLD	Remote Australia
Flinton	QLD	Remote Australia
Forest Creek	QLD	Remote Australia
Forestvale	QLD	Very Remote Australia
Fork Lagoons	QLD	Remote Australia
Forsayth	QLD	Very Remote Australia
Forty Mile	QLD	Remote Australia
Forty Mile	QLD	Very Remote Australia
Fossilbrook	QLD	Very Remote Australia
Four Ways	QLD	Very Remote Australia
Frankfield	QLD	Remote Australia
Frankfield	QLD	Very Remote Australia
Fraser Island	QLD	Remote Australia
Gamboola	QLD	Very Remote Australia
Gangalidda	QLD	Very Remote Australia
Garrawalt	QLD	Remote Australia
Gemini Mountains	QLD	Remote Australia
Georgetown	QLD	Very Remote Australia
Georgina	QLD	Very Remote Australia
Ghinghinda	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Gidya	QLD	Very Remote Australia
Gilbert River	QLD	Very Remote Australia
Gilberton	QLD	Very Remote Australia
Gindie	QLD	Remote Australia
Gladstone Harbour	QLD	Remote Australia
Glebe	QLD	Remote Australia
Glen Ruth	QLD	Remote Australia
Glenden	QLD	Remote Australia
Glenhaughton	QLD	Remote Australia
Glenmoral	QLD	Remote Australia
Glenmorgan	QLD	Remote Australia
Goomally	QLD	Remote Australia
Gordonstone	QLD	Remote Australia
Gowrie Station	QLD	Very Remote Australia
Great Sandy Strait	QLD	Remote Australia
Greenvale	QLD	Remote Australia
Gregory	QLD	Remote Australia
Gregory	QLD	Very Remote Australia
Gregory	QLD	Very Remote Australia
Groganville	QLD	Very Remote Australia
Grosmont	QLD	Remote Australia
Guijar Islet	QLD	Very Remote Australia
Gulf of Carpentaria	QLD	Very Remote Australia
Guluguba	QLD	Remote Australia
Gunnawarra	QLD	Remote Australia
Gunnawarra	QLD	Very Remote Australia
Gunnewin	QLD	Remote Australia
Gunpowder	QLD	Very Remote Australia
Gwambegwine	QLD	Remote Australia
Hail Creek	QLD	Remote Australia
Halifax	QLD	Remote Australia
Hannaford	QLD	Remote Australia
Happy Valley	QLD	Remote Australia
Harrami	QLD	Remote Australia
Hawkins Creek	QLD	Remote Australia
Healy	QLD	Remote Australia
Hebel	QLD	Very Remote Australia
Helens Hill	QLD	Remote Australia
Hervey Range	QLD	Remote Australia
Hibernia	QLD	Remote Australia
Highbury	QLD	Very Remote Australia
Highland Plains	QLD	Remote Australia
Hinchinbrook	QLD	Remote Australia
Hinchinbrook	QLD	Very Remote Australia
Hodgson	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Holroyd River	QLD	Very Remote Australia
Homestead	QLD	Remote Australia
Homestead	QLD	Very Remote Australia
Hope Vale	QLD	Remote Australia
Hope Vale	QLD	Very Remote Australia
Horn	QLD	Very Remote Australia
Howitt	QLD	Very Remote Australia
Hughenden	QLD	Very Remote Australia
Hull Heads	QLD	Remote Australia
Humboldt	QLD	Remote Australia
Humeburn	QLD	Very Remote Australia
Hurricane	QLD	Very Remote Australia
Hutton Creek	QLD	Remote Australia
Iama Island	QLD	Very Remote Australia
Ilfracombe	QLD	Very Remote Australia
Inglestone	QLD	Remote Australia
Injinoo	QLD	Very Remote Australia
Injune	QLD	Remote Australia
Innot Hot Springs	QLD	Remote Australia
Iron Range	QLD	Very Remote Australia
Isisford	QLD	Very Remote Australia
Isla	QLD	Remote Australia
Jackson	QLD	Remote Australia
Jackson North	QLD	Remote Australia
Jackson South	QLD	Remote Australia
Jardine River	QLD	Very Remote Australia
Jarra Creek	QLD	Remote Australia
Jericho	QLD	Very Remote Australia
Jobs Gate	QLD	Very Remote Australia
Julia Creek	QLD	Very Remote Australia
Jundah	QLD	Very Remote Australia
Kalkadoon	QLD	Remote Australia
Karron	QLD	Very Remote Australia
Karumba	QLD	Very Remote Australia
Kemmis	QLD	Remote Australia
Kennedy	QLD	Remote Australia
Keriri Island	QLD	Very Remote Australia
Khosh Bulduk	QLD	Remote Australia
Kilcummin	QLD	Remote Australia
Kilmorey Falls	QLD	Very Remote Australia
Kimberley	QLD	Remote Australia
Kinnoul	QLD	Remote Australia
Kioma	QLD	Remote Australia
Kirrama	QLD	Remote Australia
Koombooloomba	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Koorungal	QLD	Remote Australia
Kooroomool	QLD	Remote Australia
Kowanyama	QLD	Very Remote Australia
Kunwarara	QLD	Remote Australia
Kuridala	QLD	Very Remote Australia
Kynuna	QLD	Very Remote Australia
Laglan	QLD	Very Remote Australia
Lakefield	QLD	Very Remote Australia
Lakeland	QLD	Remote Australia
Langlo	QLD	Very Remote Australia
Langsborough	QLD	Remote Australia
Lannercost	QLD	Remote Australia
Lansdowne	QLD	Very Remote Australia
Lansdowne	QLD	Remote Australia
Lanskey	QLD	Remote Australia
Laura	QLD	Very Remote Australia
Lawn Hill	QLD	Very Remote Australia
Lilyvale	QLD	Remote Australia
Linden	QLD	Very Remote Australia
Lizard	QLD	Very Remote Australia
Llanarth	QLD	Very Remote Australia
Lochington	QLD	Remote Australia
Lockhart River	QLD	Very Remote Australia
Long Pocket	QLD	Remote Australia
Longreach	QLD	Very Remote Australia
Lotus Creek	QLD	Remote Australia
Lowesby	QLD	Remote Australia
Lowestoff	QLD	Remote Australia
Lucinda	QLD	Remote Australia
Lumeah	QLD	Very Remote Australia
Lumholtz	QLD	Remote Australia
Lyndhurst	QLD	Very Remote Australia
Lyndhurst	QLD	Very Remote Australia
Lyndside	QLD	Very Remote Australia
Mabuiag Island	QLD	Very Remote Australia
Macfarlane	QLD	Very Remote Australia
Mackenzie River	QLD	Remote Australia
Malpas-Trenton	QLD	Very Remote Australia
Mantuan Downs	QLD	Very Remote Australia
Mapoon	QLD	Very Remote Australia
Maramie	QLD	Very Remote Australia
Marathon	QLD	Very Remote Australia
Marlborough	QLD	Remote Australia
Masig Island	QLD	Very Remote Australia
Maxwelton	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
May Downs	QLD	Remote Australia
McKinlay	QLD	Very Remote Australia
Meandarra	QLD	Remote Australia
Menzies	QLD	Remote Australia
Menzies	QLD	Very Remote Australia
Menzies	QLD	Remote Australia
Mer Island	QLD	Very Remote Australia
Mica Creek	QLD	Remote Australia
Middlemount	QLD	Remote Australia
Middleton	QLD	Very Remote Australia
Miles End	QLD	Remote Australia
Millaroo	QLD	Remote Australia
Millstream	QLD	Remote Australia
Millstream	QLD	Very Remote Australia
Mimosa	QLD	Remote Australia
Min Min	QLD	Very Remote Australia
Minerva	QLD	Remote Australia
Mingela	QLD	Remote Australia
Minnamoolka	QLD	Remote Australia
Minnie Downs	QLD	Very Remote Australia
Mission River	QLD	Very Remote Australia
Mitchell	QLD	Remote Australia
Mitchell	QLD	Very Remote Australia
Moa Island	QLD	Very Remote Australia
Mooga	QLD	Remote Australia
Moreton Bay	QLD	Remote Australia
Moreton Island	QLD	Remote Australia
Mornington	QLD	Remote Australia
Morven	QLD	Very Remote Australia
Mount Abundance	QLD	Remote Australia
Mount Bindango	QLD	Remote Australia
Mount Britton	QLD	Remote Australia
Mount Carbine	QLD	Very Remote Australia
Mount Coolon	QLD	Remote Australia
Mount Enniskillen	QLD	Very Remote Australia
Mount Fox	QLD	Remote Australia
Mount Gardiner	QLD	Remote Australia
Mount Garnet	QLD	Remote Australia
Mount Howe	QLD	Very Remote Australia
Mount Hutton	QLD	Remote Australia
Mount Isa	QLD	Remote Australia
Mount Isa	QLD	Very Remote Australia
Mount Isa City	QLD	Remote Australia
Mount Macarthur	QLD	Remote Australia
Mount Moffatt	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Mount Mulgrave	QLD	Very Remote Australia
Mount Mulligan	QLD	Very Remote Australia
Mount Surprise	QLD	Very Remote Australia
Mount Wyatt	QLD	Remote Australia
Muckadilla	QLD	Remote Australia
Mulgrave	QLD	Remote Australia
Munderra	QLD	Very Remote Australia
Mungabunda	QLD	Remote Australia
Mungallala	QLD	Very Remote Australia
Mungallala South	QLD	Very Remote Australia
Munro Plains	QLD	Remote Australia
Murray Upper	QLD	Remote Australia
Murweh	QLD	Very Remote Australia
Muttaburra	QLD	Very Remote Australia
Nandowrie	QLD	Very Remote Australia
Nanum	QLD	Very Remote Australia
Nebine	QLD	Very Remote Australia
New Mapoon	QLD	Very Remote Australia
Newlands	QLD	Remote Australia
Nicholson	QLD	Very Remote Australia
Nicholson	QLD	Very Remote Australia
Nive	QLD	Very Remote Australia
Noah	QLD	Remote Australia
Noccundra	QLD	Very Remote Australia
Noorama	QLD	Very Remote Australia
Noorindoo	QLD	Remote Australia
Normanton	QLD	Very Remote Australia
North Bungunya	QLD	Remote Australia
North Stradbroke Island	QLD	Remote Australia
North Talwood	QLD	Remote Australia
Northhead	QLD	Very Remote Australia
Nychum	QLD	Very Remote Australia
Oberina	QLD	Remote Australia
Ogmore	QLD	Remote Australia
Oombabeer	QLD	Remote Australia
Opalton	QLD	Very Remote Australia
Orallo	QLD	Remote Australia
Orange Hill	QLD	Remote Australia
Orion	QLD	Remote Australia
Oxford	QLD	Remote Australia
Palm Island	QLD	Remote Australia
Palm Island	QLD	Very Remote Australia
Palmer	QLD	Very Remote Australia
Paluma	QLD	Remote Australia
Parknook	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Parkside	QLD	Remote Australia
Pasha	QLD	Remote Australia
Peacock Siding	QLD	Remote Australia
Peak Vale	QLD	Remote Australia
Peak Vale	QLD	Very Remote Australia
Peel Island	QLD	Remote Australia
Pelham	QLD	Remote Australia
Pentland	QLD	Very Remote Australia
Petford	QLD	Remote Australia
Pickanjinie	QLD	Remote Australia
Pioneer	QLD	Remote Australia
Piturie	QLD	Very Remote Australia
Point Lookout	QLD	Remote Australia
Pony Hills	QLD	Remote Australia
Porcupine	QLD	Very Remote Australia
Pormpuraaw	QLD	Very Remote Australia
Poruma Island	QLD	Very Remote Australia
Prairie	QLD	Very Remote Australia
Prince of Wales	QLD	Very Remote Australia
Punsand	QLD	Very Remote Australia
Quetta	QLD	Very Remote Australia
Quilpie	QLD	Very Remote Australia
Ravensworth	QLD	Very Remote Australia
Rawbelle	QLD	Remote Australia
Red River	QLD	Very Remote Australia
Redford	QLD	Very Remote Australia
Reid River	QLD	Remote Australia
Retro	QLD	Remote Australia
Rewan	QLD	Remote Australia
Rewan	QLD	Very Remote Australia
Rhydding	QLD	Remote Australia
Richmond	QLD	Very Remote Australia
Riversleigh	QLD	Very Remote Australia
Roche Creek	QLD	Remote Australia
Rockingham	QLD	Remote Australia
Rocky Point	QLD	Very Remote Australia
Rolleston	QLD	Remote Australia
Rookwood	QLD	Very Remote Australia
Rossville	QLD	Remote Australia
Rubyvale	QLD	Remote Australia
Rungoo	QLD	Remote Australia
Ryan	QLD	Remote Australia
Saibai Island	QLD	Very Remote Australia
Sapphire Central	QLD	Remote Australia
Savannah	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Saxby	QLD	Very Remote Australia
Scottville	QLD	Remote Australia
Scrubby Creek	QLD	Very Remote Australia
Seisia	QLD	Very Remote Australia
Selwyn	QLD	Very Remote Australia
Seventy Mile	QLD	Remote Australia
Shelburne	QLD	Very Remote Australia
Shoalwater	QLD	Remote Australia
Shoalwater	QLD	Very Remote Australia
Simmie	QLD	Remote Australia
Soldiers Hill	QLD	Remote Australia
Somerset	QLD	Very Remote Australia
Sommariva	QLD	Very Remote Australia
South Talwood	QLD	Remote Australia
South Wellesley Islands	QLD	Very Remote Australia
Southern Cross	QLD	Remote Australia
Southern Cross	QLD	Remote Australia
Southwood	QLD	Remote Australia
Spreadborough	QLD	Remote Australia
Spring Creek	QLD	Remote Australia
Springfield	QLD	Very Remote Australia
Springlands	QLD	Remote Australia
Springsure	QLD	Remote Australia
Spurgeon	QLD	Remote Australia
St George	QLD	Remote Australia
St Lawrence	QLD	Remote Australia
Staaten	QLD	Very Remote Australia
Stamford	QLD	Very Remote Australia
Stanage	QLD	Remote Australia
Stanage	QLD	Very Remote Australia
Starcke	QLD	Very Remote Australia
Stewart Creek Valley	QLD	Remote Australia
Stokes	QLD	Very Remote Australia
Stonehenge	QLD	Very Remote Australia
Strathfield	QLD	Remote Australia
Strathmore	QLD	Very Remote Australia
Sturt	QLD	Very Remote Australia
Sunset	QLD	Remote Australia
Surat	QLD	Remote Australia
Suttor	QLD	Remote Australia
Swans Lagoon	QLD	Remote Australia
Sweers Island	QLD	Very Remote Australia
Talaroo	QLD	Very Remote Australia
Taldora	QLD	Very Remote Australia
Tambo	QLD	Very Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Tanbar	QLD	Very Remote Australia
Tangorin	QLD	Very Remote Australia
Tarawera	QLD	Remote Australia
Taroom	QLD	Remote Australia
Taylors Beach	QLD	Remote Australia
Teelba	QLD	Remote Australia
Thallon	QLD	Remote Australia
Thargomindah	QLD	Very Remote Australia
The Gap	QLD	Remote Australia
The Gap	QLD	Remote Australia
The Gums	QLD	Remote Australia
The Keppels	QLD	Remote Australia
The Percy Group	QLD	Remote Australia
The Percy Group	QLD	Very Remote Australia
Theresa Creek	QLD	Remote Australia
Thornton Beach	QLD	Remote Australia
Three Rivers	QLD	Very Remote Australia
Thursday Island	QLD	Very Remote Australia
Tieri	QLD	Remote Australia
Tingun	QLD	Remote Australia
Togara	QLD	Remote Australia
Toko	QLD	Very Remote Australia
Torrens Creek	QLD	Very Remote Australia
Torres Strait	QLD	Very Remote Australia
Townview	QLD	Remote Australia
Trebonne	QLD	Remote Australia
Trunding	QLD	Very Remote Australia
Tuen	QLD	Very Remote Australia
Tully Heads	QLD	Remote Australia
Turrawulla	QLD	Remote Australia
Tyrconnel	QLD	Very Remote Australia
Ugar Island	QLD	Very Remote Australia
Umagico	QLD	Very Remote Australia
Unnamed Locality	QLD	Remote Australia
Unnamed Locality	QLD	Very Remote Australia
Upper Daintree	QLD	Remote Australia
Upper Dawson	QLD	Remote Australia
Upper Stone	QLD	Remote Australia
Upper Warrego	QLD	Very Remote Australia
V Gate	QLD	Very Remote Australia
Valkyrie	QLD	Remote Australia
Valley of Lagoons	QLD	Remote Australia
Victoria Vale	QLD	Very Remote Australia
Waikola	QLD	Remote Australia
Wairuna	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Walhallow	QLD	Remote Australia
Wallaman	QLD	Remote Australia
Wallumbilla	QLD	Remote Australia
Wallumbilla North	QLD	Remote Australia
Wallumbilla South	QLD	Remote Australia
Wandoan	QLD	Remote Australia
Warburton	QLD	Very Remote Australia
Warburton	QLD	Very Remote Australia
Ward	QLD	Very Remote Australia
Warenda	QLD	Very Remote Australia
Warkon	QLD	Remote Australia
Warraber Islet	QLD	Very Remote Australia
Warrami	QLD	Remote Australia
Waua Islet	QLD	Very Remote Australia
Waverley	QLD	Very Remote Australia
Wealwandangie	QLD	Very Remote Australia
Weengallon	QLD	Remote Australia
Weipa Airport	QLD	Very Remote Australia
Wellesley	QLD	Remote Australia
Wellesley Islands	QLD	Very Remote Australia
Wenlock	QLD	Very Remote Australia
Weribone	QLD	Remote Australia
West Wellesley Islands	QLD	Very Remote Australia
Westgrove	QLD	Remote Australia
Westmar	QLD	Remote Australia
Wharps	QLD	Remote Australia
Whitsundays	QLD	Remote Australia
Whitsundays	QLD	Very Remote Australia
Widgeegoara	QLD	Very Remote Australia
Willows	QLD	Remote Australia
Wills	QLD	Very Remote Australia
Winchester	QLD	Remote Australia
Windeyer	QLD	Very Remote Australia
Windorah	QLD	Very Remote Australia
Winston	QLD	Remote Australia
Winton	QLD	Very Remote Australia
Woleebee	QLD	Remote Australia
Wolfgang	QLD	Remote Australia
Womalilla	QLD	Very Remote Australia
Womblebank	QLD	Very Remote Australia
Woolgar	QLD	Very Remote Australia
Woorabinda	QLD	Remote Australia
Wooroona	QLD	Remote Australia
Wrotham	QLD	Very Remote Australia
Wujal Wujal	QLD	Remote Australia

LOCATION	STATE	REMOTENESS CATEGORY
Wyandra	QLD	Very Remote Australia
Wycombe	QLD	Remote Australia
Wyuna	QLD	Remote Australia
Yagoonya	QLD	Very Remote Australia
Yandarlo	QLD	Very Remote Australia
Yaraka	QLD	Very Remote Australia
Yarraden	QLD	Very Remote Australia
Yowah	QLD	Very Remote Australia
Yuleba	QLD	Remote Australia
Yuleba North	QLD	Remote Australia
Yuleba South	QLD	Remote Australia