

Gas fitter

Job Description

A free job description template for the Gas industry

Company Name: _____

Location: _____

Employment Type: _____

Reports To: _____

Date: _____

DISCLAIMER

This gas fitter job description template is designed to reflect Australian workplace standards and gas industry practices at the time of publication. Confirm the applicable modern award for your business and ensure compliance with all relevant employment, licensing and gas safety laws.

1. Position overview

A gas fitter installs, tests, commissions, services and repairs gas appliances, meters, regulators and pipework across domestic, commercial and industrial settings. The role combines advanced technical trade skills with a strong focus on gas safety and compliance, including leak detection and make-safe work.

In Australia, gas fitters are typically classified under the Gas Industry Award 2020 (MA000061). As an advanced, trade-qualified role, a gas fitter is usually classified around Level 5 on the award's single classification ladder, reflecting the technical skill and licensing the work requires. Note that MA000061 excludes gas manufacturing, LP gas and electrical-power-industry work, so confirm the correct award for your operation.

This template provides a foundation for creating clear, compliant job descriptions that attract licensed candidates while setting appropriate expectations for the role. Once hired, manage your field team efficiently with rostering software and time and attendance tracking.

2. Key responsibilities

Installation

Installing gas appliances, meters, regulators and pipework in domestic, commercial and industrial settings to AS/NZS gas standards.

Testing and commissioning

Pressure-testing systems, commissioning appliances and verifying safe and correct operation before handover.

Servicing and repair

Diagnosing faults, servicing gas appliances and carrying out repairs to keep systems safe and efficient.

Leak detection and make-safe

Carrying out leak detection, isolating supply and completing make-safe work to protect occupants and property.

Compliance

Ensuring all work complies with AS/NZS gas standards, state licensing requirements and workplace health and safety procedures.

Documentation

Completing compliance certificates, job records and reports accurately for each installation, service or repair.

3. Skills and attributes

- Technical expertise: Strong practical knowledge of gas appliances, pipework, regulators and AS/NZS gas standards across a range of settings.
- Safety focus: Rigorous approach to gas safety, leak detection, make-safe procedures and confined-space work.
- Problem solving: Ability to diagnose faults, troubleshoot systems and apply the right repair or replacement.
- Communication: Clear communication with customers, site staff and colleagues, plus professional customer service on site.
- Time management: Ability to manage a schedule of jobs, respond to on-call work and prioritise urgent make-safe callouts.
- Attention to detail: Accuracy in testing, measurement and compliance documentation to meet regulatory requirements.

4. Qualifications and requirements

The qualifications for gas fitter positions are largely mandatory and state-based, given the licensing and safety requirements attached to gas work. Some additional certifications are preferred or desirable.

- Gas-fitting licence (required) — A current state-based gas-fitting licence is required to carry out gas work
- Trade qualification (required) — A relevant trade qualification such as a Certificate III in Gas, or Plumbing with a gas endorsement
- Driver's licence (required) — A current driver's licence for travel between job sites
- Working rights (required) — Eligibility to work in Australia
- White card — Construction induction (white card) is desirable for site-based work
- First aid certificate — Current first aid certification is desirable

5. Working conditions

- Field and site work across domestic, commercial and industrial locations
- On-call and availability duty for urgent make-safe callouts
- Some shift and weekend work depending on the business
- Use of personal protective equipment (PPE) at all times
- Confined-space entry and gas-safety procedures
- Physical work including lifting, kneeling and working in varied conditions

6. Award information

Gas industry award 2020

Most gas fitter positions are covered by the Gas Industry Award 2020 (MA000061). This modern award sets minimum pay rates, penalty rates, allowances and conditions for employees in the gas supply industry. View current Gas Award pay rates.

MA000061 uses a single eight-level classification ladder. Level 1 sits at \$26.44 per hour (\$1,004.90 per week) and rates rise to Level 8 at \$36.89 per hour (\$1,401.80 per week). A trade-qualified gas fitter is typically classified around Level 5, reflecting advanced technical work. Casual employees receive a 25% loading. Importantly, the award excludes gas manufacturing, LP gas and electrical-power-industry work, so confirm the correct award applies. Use award interpretation software to calculate pay accurately.

Penalties and allowances

Under MA000061, penalty rates apply for Saturday (150%), Sunday (200%) and public holiday (250%) work, plus afternoon shift (115%) and night shift (130%) loadings. Overtime is paid at 150% for the first two hours and 200% after that.

An availability duty allowance of \$290.97 per week applies where employees are rostered to be on call, which is common for gas fitters carrying out urgent make-safe work. Confirm current figures against the Fair Work Gas Industry Award and use award interpretation to apply penalties and allowances correctly.

7. Frequently asked questions

About the role

Q: What does a gas fitter do?

A gas fitter installs, tests, commissions, services and repairs gas appliances, meters, regulators and pipework across domestic, commercial and industrial settings. They also carry out leak detection and make-safe work, ensure compliance with AS/NZS gas standards and document each job. In Australia, the role is typically covered by the Gas Industry Award 2020 (MA000061).

Q: What award covers gas fitters in Australia?

Most gas fitter positions are covered by the Gas Industry Award 2020 (MA000061). Importantly, this award excludes gas manufacturing, LP gas and electrical-power-industry work, so businesses in those areas should check which modern award applies. View current Gas Award pay rates to confirm classifications.

Q: What classification level should I use for a gas fitter?

MA000061 uses a single eight-level classification ladder from Level 1 (\$26.44 per hour) to Level 8 (\$36.89 per hour). A trade-qualified gas fitter carrying out advanced technical work is typically classified around Level 5. Confirm the level against the duties and responsibilities in the Gas Award pay rates guide.

Q: Do I need to include pay rates in a job description?

It's not legally required, but including indicative pay rates can attract more applicants and set clear expectations. You can reference the applicable award rate or use phrases like 'Award rates plus penalties' or 'Competitive rate based on experience and licensing.' Check the current Gas Award rates for guidance.

Qualifications

Q: Do gas fitters need a licence in Australia?

Yes. A current, state-based gas-fitting licence is mandatory to carry out gas work in Australia. Licensing is administered at the state and territory level, so requirements and licence classes vary by jurisdiction. Always verify a candidate's licence is valid for the type of gas work and the location where they will be working.

Q: What qualifications should I require vs prefer for a gas fitter?

Mandatory requirements should include a current gas-fitting licence, a relevant trade qualification (such as a Certificate III in Gas or Plumbing with a gas endorsement), a driver's licence and working rights in Australia. Preferred qualifications typically include a construction induction (white card) and first aid certification. Because gas work is licensed and safety-critical, avoid softening the licensing requirement.

Q: What trade qualification does a gas fitter need?

Gas fitters generally hold a Certificate III in Gas, or a plumbing qualification with a gas-fitting endorsement, alongside their state-based licence. The exact qualification pathway depends on the jurisdiction and the type of gas work. Confirm the candidate's qualification supports the licence class required for your business.

Q: Can I hire a gas fitter without a licence?

No — gas work must be carried out by a licensed gas fitter. You may employ apprentices or trainees working toward a licence under appropriate supervision, but licensed gas work cannot be performed by unlicensed staff. Always confirm licensing before assigning gas-fitting duties.

Employment

Q: Should I hire casual or permanent gas fitters?

This depends on your business needs. Casual gas fitters offer flexibility and suit variable demand, but come with a 25% casual loading under the Gas Industry Award. Permanent part-time or full-time staff provide consistency for scheduled service and installation work. Many businesses use a mix — permanent staff for core work and casuals for peaks or on-call cover.

Q: What penalty rates apply to gas fitters?

Under MA000061, penalty rates apply for Saturday (150%), Sunday (200%) and public holiday (250%) work, plus afternoon shift (115%) and night shift (130%) loadings. Overtime is paid at 150% for the first two hours and 200% after that. Use award interpretation software to calculate these accurately.

Q: What is the availability duty allowance?

The Gas Industry Award includes an availability duty allowance of \$290.97 per week for employees rostered to be on call. This is common for gas fitters who respond to urgent make-safe callouts. Confirm current figures against the Fair Work Gas Industry Award and apply it correctly in payroll.

Q: What should I include in a gas fitter employment contract?

Key elements include the position title and classification level, employment type (casual, part-time or full-time), hourly rate or salary, the applicable award, licensing requirements, reporting structure, main duties and work locations. For casuals, include the 25% loading. Use digital employment contracts to simplify the process.

Rostering

Q: How do I roster gas fitters across multiple job sites?

Field-based gas fitters often move between domestic, commercial and industrial sites in a single day. Use rostering software to assign jobs, share schedules and keep everyone updated. Our guide to rostering gas staff walks through the process for gas businesses.

Q: How do I manage on-call and availability duty rosters?

On-call cover for urgent make-safe work needs to be scheduled fairly and tracked for the availability duty allowance. Use rostering software to rotate on-call duty across your team and record who is rostered, so payroll applies the correct allowance each week.

Q: How do I track hours for field-based gas fitters?

Because gas fitters work off-site, accurate time capture matters for payroll and penalty rates. Use time and attendance tools with mobile clock-in so field staff can record start, finish and break times from the job, feeding straight into award interpretation.

Q: How do I manage gas fitter availability for rostering?

Collect availability preferences during onboarding and update them regularly. Use staff availability management to track when each team member can work and who is available for on-call cover. Clear policies about minimum availability and change requests simplify roster creation and reduce last-minute gaps.