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## GENERAL ORDERS—

2001 WAIRC 03333

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS  
COMMISSION

**PARTIES** (COMMISSION'S OWN MOTION)  
-v-  
MINISTER FOR LABOUR  
RELATIONS, TRADES AND LABOR  
COUNCIL OF WESTERN  
AUSTRALIA, AUSTRALIAN MINES  
& METALS ASSOCIATION INC.,  
CHAMBER OF COMMERCE &  
INDUSTRY OF WESTERN  
AUSTRALIA

**CORAM** COMMISSION IN COURT SESSION  
CHIEF COMMISSIONER W S  
COLEMAN  
SENIOR COMMISSIONER G L  
FIELDING  
COMMISSIONER J F GREGOR

**DELIVERED** WEDNESDAY, 25 JULY 2001

**FILE NO/S** APPLICATION 752 OF 2001

**CITATION NO.** 2001 WAIRC 03333

**Result** State Wage Case Increase – Principles,  
Safety Net Adjustment and Adult  
Minimum Award Wage

**Representation** Mr P Wilding and with him Mr S  
Barklamb, on behalf of the Minister for  
Labour Relations  
Mr A Cooke, Trades and Labor Council  
Mr R Gifford, Australian Mines and  
Metals Association (Inc)  
Mr G Bull, Chamber of Commerce and  
Industry of Western Australia

### *General Order.*

The Commission, constituted for the purpose of section 51 of the Industrial Relations Act, 1979 ("the Act") having heard from Mr A Cooke on behalf of the Trades and Labor Council, Mr R Gifford on behalf of the Australian Mines and Metals Association, Mr G Bull on behalf of the Chamber of Commerce and Industry of Western Australia and Mr P Wilding and with him Mr S Barklamb on behalf of the Minister for Labour Relations and having concluded that there are no good reasons not to give effect to the National Wage Decision issued as the "Safety Net Review – Wages May 2001" [Print PR002001],

Now THEREFORE, pursuant to the powers conferred under the Act hereby orders—

1. THAT the General Order which issued in Matter No. 654 of 2000 [(2000) 80 WAIG 3379] is cancelled with effect on and from 1 August 2001.
2. THAT the Statement of Principles under the General Order in Matter No. 654 of 2000 be replaced by the Statement of Principles – June 2001 (copy attached).
3. THAT rates of pay in the awards be increased on the following basis—
  - (a) a \$13.00 per week increase in award rates up to and including \$490.00 per week;
  - (b) a \$15.00 per week increase in award rates above \$490.00 per week up to and including \$590.00 per week; and
  - (c) a \$17.00 per week increase in award rates above \$590.00 per week.

These increases shall be payable from the beginning of the first pay period commencing on or after 1<sup>st</sup> August 2001 AND shall be subject to absorption in the same terms as the previous State Wage Decision.

AND where wages are expressed as an hourly, fortnightly, annualised or other amount, that rate shall be increased by a relevant amount having regard to the \$13.00 per week, \$15.00 per week or \$17.00 per week increase in pay for full time employees pursuant to the relevant award

Increases made under State Wage Case Principles prior to June 2001, except those resulting from enterprise agreements, are not to be used to offset the arbitrated safety net adjustments of \$13.00 per week, \$15.00 per week or \$17.00 per week.

4. All relevant awards which contain the required Minimum Adult Award Wage provision shall have

that clause or sub-clause amended to establish the Minimum Adult Award Wage for full time employees at the rate of \$413.40 per week payable from the beginning of the first pay period commencing on or after 1 August 2001.

Any increase arising from the increase in the Minimum Adult Award Wage in line with the arbitrated safety net adjustment is subject to absorption in the same terms as that increase.

- 5a. The rates of pay in the awards listed in the attached Schedule are hereby varied in the manner set out in the attached Schedule to give effect to clauses 3 and 4 hereof.
- 5b. The liberty to apply to the Commission is reserved until 25<sup>th</sup> July 2001 to correct any error in awards in the Schedule to give effect to the General Order.

(Sgd.) W.S. COLEMAN,  
[L.S.] Commission In Court Session.

#### Schedule

#### STATEMENT OF PRINCIPLES – June 2001

##### **1. Role of Arbitration and the Award Safety Net**

Existing wages and conditions in awards and relevant agreements of the Commission constitute the safety net which protects employees who may be unable to reach an industrial agreement.

##### **2. When an Award or relevant Agreement may be varied or another Award made without the claim being regarded as above or below the Safety Net:**

In the following circumstances an award or relevant agreement may, on application, be varied or another award made without the application being regarded as a claim for wages and/or conditions above or below the award safety net—

- (a) to include previous State Wage Case increases in accordance with Principle 3.
- (b) to incorporate test case standards in accordance with Principle 4.
- (c) to adjust allowances and service increments in accordance with Principle 5.
- (d) to adjust wages pursuant to work value changes in accordance with Principle 6.
- (e) to reduce standard hours to 38 per week in accordance with Principle 7.
- (f) to adjust wages for arbitrated safety net adjustments in accordance with Principle 8.
- (g) to vary an Award or relevant Agreement to include the Minimum Adult Wage in accordance with Principle 9.
- (h) a consent variation to a single enterprise specific award or a consent replacement award to a single enterprise specific award under Principle 10 giving effect to structural efficiency initiatives or productivity based arrangements.

##### **3. Previous State Wage Case Increases**

Increases available under previous State Wage Case Decisions such as structural efficiency adjustments, and previous arbitrated safety net adjustments will, on application, still be accessible.

Minimum rates adjustments may also be progressed under this principle.

##### **4. Test Case Standards**

Test Case Standards established and/or revised by the Commission may be incorporated in an award. Where disagreement exists as to whether a claim involves a test case standard, those asserting that it does, must make an application and justify its referral. The Chief Commissioner will decide whether the claim should be dealt with by a Commission in Court Session.

##### **5. Adjustment of Allowances and Service Increments**

Existing allowances which constitute a reimbursement of expenses incurred may be adjusted from time to time where appropriate to reflect the relevant change in the level of such expenses.

Adjustment of existing allowances which relate to work or conditions which have not changed and of service increments will be determined in each case in accordance with State Wage Decisions.

Allowances which relate to work or conditions which have not changed and service increments may be adjusted as a result of the arbitrated safety net increase in Clause 8 of this Section.

In circumstances where the Commission has determined that it is appropriate to adjust existing allowances relating to work or conditions which have not changed and service increments for a monetary safety net increase, the method of adjustment shall be that such allowances and service increments should be increased by a percentage derived as follows: divide the monetary safety net increase by the rate of pay for the key classification in the relevant award immediately prior to the application of the safety net increase to the award rate and multiply by 100.

Existing allowances for which an increase is claimed because of changes in the work or conditions will be determined in accordance with the relevant provisions of the Work Value Changes Principle of this Statement of Principles.

New allowances to compensate for the reimbursement of expenses incurred may be awarded where appropriate having regard to such expenses.

Where changes in the work have occurred or new work and conditions have arisen, the question of a new allowance, if any, shall be determined in accordance with the relevant principles of this Statement of Principles. The relevant principles in this context may be Work Value Changes Principle or First Award and Extensions to an Existing Award Principle.

New service increments may only be awarded to compensate for changes in the work and/or conditions and will be determined in accordance with the relevant parts of the Work Value Changes Principle of this Statement of Principles.

##### **6. Work Value Changes**

- (a) Changes in work value may arise from changes in the nature of the work, skill and responsibility required or the conditions under which work is performed. Changes in work by themselves may not lead to a change in wage rates. The strict test for an alteration in wage rates is that the change in the nature of the work should constitute such a significant net addition to work requirements as to warrant the creation of a new classification or upgrading to a higher classification.

In addition to meeting this test a party making a work value application will need to justify any change to wage relativities that might result not only within the relevant internal award classifications structure but also against external classifications to which that structure is related. There must be no likelihood of wage "leapfrogging" arising out of changes in relative position.

These are the only circumstances in which rates may be altered on the ground of work value and the altered rates may be applied only to employees whose work has changed in accordance with this provision.

In applying the Work Value Changes Principle, the Commission will have regard to the need for any alterations to wage relativities between awards to be based on skill, responsibility and the conditions under which work is performed.

- (b) Where new or changed work justifying a higher rate is performed only from time to time by persons covered by a particular classification or

where it is performed only by some of the persons covered by the classification, such new or changed work should be compensated by a special allowance which is payable only when the new or changed work is performed by a particular employee and not by increasing the rate for the classification as a whole.

- (c) The time from which work value changes in an award should be measured is the date of operation of the second structural efficiency adjustment allowable under the September 1989 State Wage Decision [69 WAIG 2917].
- (d) Care should be exercised to ensure that changes which were or should have been taken into account in any previous work value adjustments or in a structural efficiency exercise are not included in any work evaluation under this provision.
- (e) Where the tests specified in (1) are met, an assessment will have to be made as to how that alteration should be measured in money terms. Such assessment should normally be based on the previous work and the nature and extent of the change in work.
- (f) The expression "the conditions under which the work is performed" relates to the environment in which the work is done.
- (g) The Commission should guard against contrived classifications and over-classification of jobs.
- (h) Any changes in the nature of the work, skill and responsibility required or the conditions under which the work is performed, taken into account in assessing an increase under any other provision of this Statement of Principles, shall not be taken into account in any claim under this provision.

#### **7. Standard Hours**

In approving any application to reduce standard hours to 38 per week, the Commission will satisfy itself that the cost impact is minimised.

#### **8. Arbitrated Safety Net Adjustments**

Where the minimum rates adjustment process in an award has been completed, the Commission may consider an application for the base rate, supplementary payment and arbitrated safety net adjustments to be combined so that the award specifies only the total minimum rate for each classification.

By consent of all parties to an award, where the minimum rates adjustment has been completed, award rates may be expressed as hourly rates as well as weekly. In the absence of consent, a claim that award rates be so expressed may be determined by arbitration.

The arbitrated safety net adjustment arising from the decision in Matter No 752 of 2001 is—

- (a) \$13.00 per week increase in award rates up to and including \$490.00 per week;
- (b) \$15.00 per week increase in award rates above \$490.00 per week up to and including \$590.00 per week; or
- (c) \$17.00 per week increase in award rates above \$590.00 per week

The arbitrated safety net adjustment may be applied to a registered multi enterprise industrial agreement ("industrial agreement"). Application must be made for the safety net adjustment in the case of an industrial agreement.

The following provision must be included in any amendment to an industrial agreement to provide for the arbitrated safety net adjustment.

#### **ARBITRATED SAFETY NET ADJUSTMENTS**

- (a) Unless otherwise provided the \$13.00 per week, \$15.00 per week or \$17.00 per week arbitrated safety net adjustments from the decision in matter No 752 of 2001 is to be added to the wage rates in this clause.
- (b) This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and

conditions are regulated by this industrial agreement and which are above the wage rates prescribed in it provided that absorption which is contrary to the terms of an agreement is not required.

- (c) Above award payments include wages payable under enterprise agreements.
- (d) Any union party to this industrial agreement is bound to accept absorption of the arbitrated safety net adjustment in accordance with this provision.
- (e) Increases made under State Wage Case Principles prior to June 2001, except those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### **9. Minimum Adult Award Wage**

A minimum adult award wage clause will be required to be inserted in any new award.

The minimum adult wage clause will be as follows—

#### **MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The minimum adult award wage for full time adult employees is \$413.40 per week.
- (3) The minimum adult award wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions to June 2001 including the \$13.00 per week, \$15.00 per week or \$17.00 per week arbitrated safety net adjustment from Matter No. 752 of 2001.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the minimum adult award wage according to the hours of worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the minimum adult award wage of \$413.40 per week.
  - (a) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements or other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) A liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (7) Subject to this clause the minimum adult award wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime, all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

#### **10. Making or Varying an Award or issuing an Order which has the effect of varying wages or conditions above or below the safety net**

An application or reference for a variation in wages or conditions above or below the safety net will be referred to the Chief Commissioner for determination by the Commission in Court Session.

A party seeking such a claim must support it with material justifying—

- why the matter has not been progressed and/or finalised pursuant to s.41 of the Act;
- why the matter has not been pursued under any other Principle set out in this Statement; and
- how in the discharge of its statutory function to consider varying above or below the safety net the Commission should take into account, to the extent that it is relevant, each of the matters identified in section 26 of the Act.

Provided that where parties to a single enterprise specific award apply to vary the award by consent or consent to a replacement award to give effect to structural efficiency initiatives or productivity based arrangements the Chief Commissioner may allocate the matter to a single Commissioner.

#### **11. First Award and Extension to an existing Award**

The following shall apply to the making of a first award and an extension to an existing award:—

- (a) In the making of a first award, the main consideration shall be that the award meets the needs of the particular industry or enterprise while ensuring that employees' interests are also properly taken into account. Structural efficiency considerations shall apply in the making of such an award.
- (b) A new award shall have a clause providing for the minimum award wage [see Clause 9 of this Section] included in its terms.
- (c) In the extension of an existing award to new work or to award-free work the rates applicable to such work will be assessed by reference to the value of work already covered by the award, providing structural efficiency considerations including the minimum rates adjustment provisions where relevant have been applied to the award.

#### **12. Economic Incapacity**

Any respondent or group of respondents to an award may apply to reduce and/or postpone the application of any increase in labour costs determined under this Statement of Principles on the ground of very serious or extreme economic adversity. The merit of such application shall be determined in the light of the particular circumstances of each case and any material relating thereto shall be rigorously tested. The impact on employment at the enterprise level of the increase in labour costs is a significant factor to be taken into account in assessing the merit of an application. A party making such an application must make and justify an application as a Special Case. It will then be a matter for the Chief Commissioner to decide whether it should be dealt with by a Commission in Court Session.

#### **13. Duration**

This Statement of Principles will operate until reviewed.

## **VARIATION SCHEDULES—**

### **ABORIGINAL MEDICAL SERVICE EMPLOYEES' AWARD**

#### **NO. A26 OF 1987**

#### **1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 26.—WAGES

The minimum weekly rate of wage payable to employees covered by this award shall include the base rate plus the arbitrated safety net adjustments expressed hereunder:

		Base Rate Per Week \$	Arbitrated Safety Net Adjustments Per Week \$	Total Per Week \$	
(1)	(a)	Health Worker Grade 1, Level 1			
		1st six months of employment	383.70	88.00	471.70
		2nd six months of employment	388.20	88.00	476.20
		2nd year of employment	397.00	88.00	485.00
		3rd year of employment	405.50	88.00	493.50
	(b)	Health Worker Grade 1, Level 2			
		1st year of employment	409.80	88.00	497.80
		2nd year of employment	414.20	88.00	502.20
		3rd year of employment	423.40	90.00	513.40
		5th year of employment	437.06	90.00	527.06
(2)		Health Worker Grade 2			
		1st year of employment	437.06	90.00	527.06
		2nd year of employment	457.77	90.00	547.77
		3rd year of employment	477.90	88.00	565.90
		4th year of employment	512.90	88.00	600.90
		6th year of employment	537.40	88.00	625.40
		8th year of employment	561.40	88.00	649.40
(3)		Health Worker Grade 3			
		1st year of employment	512.90	88.00	600.90
		2nd year of employment	537.40	88.00	625.40
		3rd year of employment	561.40	88.00	649.40
		5th year of employment	570.40	88.00	658.40
		6th year of employment	603.84	88.00	691.84
		8th year of employment	650.40	88.00	738.40
(4)	(a)	Health Workers Grade 4, Level 1			
		1st year of employment	650.40	88.00	738.40
		2nd year of employment	675.40	86.00	761.40
		3rd year of employment	706.90	86.00	792.90
		4th year of employment	766.78	86.00	852.78
		6th year of employment	805.12	86.00	891.12
	(b)	Health Worker Grade 4 Level 2			
		1st year of employment	706.90	86.00	792.90
		2nd year of employment	766.78	86.00	852.78
		3rd year of employment	805.12	86.00	891.12
		5th year of employment	865.38	86.00	951.38
(5)	Junior Employees: Junior employees shall receive the following percentage of the 1st year rate:				
			%		
		Under 17 years of age	73		
		Under 18 years of age	81		
		Under 19 years of age	87		
(6)	(a)	The ordinary rate of wage prescribed in subclause (1) hereof shall be increased by \$8.60 per week when a registered enrolled nurse has obtained a post basic certificate approved by the Nurses Board of Western Australia and he/she is required to use the knowledge gained in that certificate as part of his/her employment.			
	(b)	The ordinary rate of wage prescribed in subclause (1) hereof shall be increased by \$6.90 per week when a registered enrolled nurse becomes proficient to do work deemed extraordinary by the employer or the Western Australian Industrial Relations Commission.			
	(c)	The on call allowance shall be paid to health workers for each on call period they are rostered to.			
(7)	Any employee who has passed the examination for registration prescribed by the Nurses Board of Western Australia shall, for the purposes of this clause, be deemed to be an enrolled nurse.				
(8)	Supervisory Allowance				
	A health worker Grade 1 or Grade 2 who is appointed to supervise other employees and to be responsible for the operation of a clinic, health unit or outpost shall be paid an hourly allowance based on the ordinary wage prescribed for the classification in which they are employed increased by 4.5%.				
(9)	Where an enrolled nurse is engaged as a health worker and that enrolled nurse wishes to maintain their enrolled nurse registration, the employer shall provide work in a nursing situation each year to enable them to maintain their registration with their nurses' board.				

- (10) Specialist Allowance  
Where a health worker is performing specialist duties, for example has responsibility for a special project or program, which require independent application of a high level of theoretical or specialist knowledge, that health worker shall be paid an allowance equal to 7% of the Health Worker Grade 4 Level 1, 1st year of employment for the period that worker is exercising those skills.
- |  | Base Rate<br>Per Week<br>\$  | Arbitrated<br>Safety Net<br>Adjustments<br>Per Week<br>\$ | Total<br>Per Week<br>\$ |
|--|--|---|-------------------------|
| (11) Gardener  |  |   |                         |
| 1st year of employment   | 374.60   | 88.00   | 462.60                  |
| 2nd year of employment   | 379.60   | 88.00   | 467.60                  |
| 3rd year of employment and thereafter  | 383.80   | 88.00   | 471.80                  |
| (12) Domestic  |  |   |                         |
| 1st year of employment   | 374.60   | 88.00   | 462.60                  |
| 2nd year of employment   | 379.60   | 88.00   | 467.60                  |
| 3rd year of employment and thereafter  | 383.80   | 88.00   | 471.80                  |
| (13) Cook  |  |   |                         |
| 1st year of employment   | 394.90   | 88.00   | 482.90                  |
| 2nd year of employment   | 399.20   | 88.00   | 487.20                  |
| 3rd year of employment and thereafter  | 403.30   | 88.00   | 491.30                  |
| (14) Driver of Motor Vehicle (under 1.2 tonnes)  |  |   |                         |
| 1st year of employment   | 394.80   | 88.00   | 482.80                  |
| 2nd year of employment   | 398.60   | 88.00   | 486.60                  |
| 3rd year of employment and thereafter  | 401.70   | 88.00   | 489.70                  |
| (15) Driver of Motor Vehicle (exceeding 1.2 tonnes capacity but not exceeding 3 tonnes capacity)   |  |   |                         |
| 1st year of employment   | 399.10   | 88.00   | 487.10                  |
| 2nd year of employment   | 402.80   | 88.00   | 490.80                  |
| 3rd year of employment and thereafter  | 406.00   | 88.00   | 494.00                  |
| (16) Bus Driver (under 25 passengers)  |  |   |                         |
| 1st year of employment   | 401.20   | 88.00   | 489.20                  |
| 2nd year of employment   | 404.90   | 88.00   | 492.90                  |
| 3rd year of employment and thereafter  | 408.10   | 88.00   | 496.10                  |
| (17) Storeperson (Grade 1)   |  |   |                         |
| 1st year of employment   | 388.90   | 88.00   | 476.90                  |
| 2nd year of employment   | 392.80   | 88.00   | 480.80                  |
| 3rd year of employment and thereafter  | 396.20   | 88.00   | 484.20                  |
| (18) Leading hands shall be paid the ordinary wage prescribed for the classification in which they are employed increased by:  |  |   |                         |
| (a)  | \$15.55 per week when in charge of not less than three and not more than 10 other employees; |   |                         |
| (b)  | \$23.25 per week when in charge of more than 10 and not more than 20 other employees; and    |   |                         |
| (c)  | \$30.95 per week when in charge of more than 20 employees.                                   |   |                         |
| (19) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.<br>These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.<br>Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments. |  |   |                         |
| (20) Where the term "year of employment" has been used in this clause, it shall mean all service whether full time or part time and shall include service of an equivalent nature in any Aboriginal Health Organisation.<br>Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service.  |  |   |                         |
| (21) When an employee transfers from one grade or level to another, the employee shall be placed at the next highest rate of pay from the wage they were previously receiving and subclause (20) of this clause shall not apply in these circumstances.  |  |   |                         |

**ABORIGINAL POLICE AIDES AWARD  
NO. R 31 OF 1979**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 6.—SALARIES

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (1) The rates payable in respect of the ordinary hours of duty shall be as prescribed hereunder:

	Existing Salary \$	Arbitrated Safety Net Adjustment \$	Total Salary P/A \$
Police Aide	26884	3965.00	30849.00
First Class Aide	27946	3965.00	31911.00
Senior Aide	30487	3965.00	34452.00

Hours worked in excess of forty (40) in a week on a voluntary basis at sporting or other public events shall be considered ordinary hours of duty and paid in accordance with the hourly rate prescribed in subclause (3) of this clause.

- (2) Salaries shall be paid by direct funds transfer to the credit of an account nominated by the employee at a bank, building society or credit union approved by the Under Treasurer or an Accountable Officer.  
 Provided that where such form of payment is impracticable or where some exceptional circumstances exist, and by agreement between the Minister and the Union, payment by cheque may be made.
- (3) (a) For the purpose of ascertaining the rate per fortnight the total annual salary shall be multiplied by 12 and divided by 313.
- (b) For the purpose of ascertaining the rate per day the rate per fortnight shall be divided by 10.
- (c) For the purpose of ascertaining the rate per hour the annual salary prescribed in subclause (1) of this clause shall be divided by three hundred and thirteen (313), multiplied by twelve (12) and divided by eighty (80).
- (4) A part-time employee shall be paid a proportion of the appropriate full-time salary contained in this clause dependent on the number of ordinary hours worked. The salary shall be calculated in accordance with the following formula—

$$\frac{\text{Hours worked per fortnight}}{80} \times \frac{\text{Full-time fortnightly salary}}{1}$$

**ACTIV FOUNDATION (SALARIED OFFICERS) AWARD  
NO. 13 OF 1977**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**SCHEDULE B—MINIMUM SALARIES**

- (1) Subject to the provision of Clause 10.—Salaries and to the provisions of this schedule the minimum annual salaries for employees bound by the award are set out hereinafter.
- (2) **Minimum Salaries**

<b>LEVELS</b>	<b>CURRENT</b>	<b>ASNA</b>	<b>NEW</b>
Level 1 Under 17 Years Of Age	11363	1447.00	12810.00
17 Years Of Age	13270	1690.00	14960.00
18 Years Of Age	15490	1972.00	17462.00
19 Years Of Age	17929	2283.00	20212.00
20 Years Of Age	20135	2563.00	22698.00
21 Years Of Age 1st Year Of Service	22117	2816.00	24933.00
22 Years Of Age 2nd Year Of Service	22771	2816.00	25587.00
23 Years Of Age 3rd Year Of Service	23421	2816.00	26237.00
24 Years Of Age 4th Year Of Service	24069	2921.00	26990.00
Level 2	24720	2921.00	27641.00
	25371	2921.00	28292.00
	26120	2817.00	28937.00
	26638	2817.00	29455.00
	27403	2817.00	30220.00
Level 3	28307	2817.00	31124.00
	29010	2817.00	31827.00
	29749	2817.00	32566.00
	30928	2817.00	33745.00
Level 4	31545	2817.00	34362.00
	32470	2817.00	35287.00
	33421	2817.00	36238.00
	34772	2817.00	37589.00
Level 5	35476	2817.00	38293.00
	36443	2817.00	39260.00
	37438	2713.00	40151.00
	38462	2713.00	41175.00
Level 6	40434	2713.00	43147.00
	41898	2713.00	44611.00
	43978	2713.00	46691.00

LEVELS	CURRENT	ASNA	NEW
Level 7	45091	2713.00	47804.00
	46501	2713.00	49214.00
	47962	2713.00	50675.00
Level 8	50097	2713.00	52810.00
	51847	2713.00	54560.00
Level 9	54495	2713.00	57208.00
	56337	2713.00	59050.00
Level 10	58354	2713.00	61067.00
	61598	2713.00	64311.00
Level 11	64189	2713.00	66902.00
	66824	2713.00	69537.00
Level 12	70437	2713.00	73150.00
	72878	2713.00	75591.00
	75662	2713.00	78375.00

An employee, who is 21 years of age or older on appointment to a classification equivalent to Level 1, may be appointed to the minimum rate of pay based on years of service, not on age.

(3) Salaries—Specified Callings and Other Professionals

- (a) Employees, who possess a relevant tertiary level qualification, or equivalent as agreed between the union and the employers, and who are employed in the callings of Librarian, Program Development, or any other professional calling as agreed between the union and employers, shall be entitled to Annual Salaries as follows:

LEVELS	CURRENT	Jun-98 ASNA	NEW
LEVEL 3/5	28307	2817.00	31124.00
	29749	2817.00	32566.00
	31545	2817.00	34362.00
	33421	2817.00	36238.00
	36443	2817.00	39260.00
LEVEL 6	38462	2713.00	41175.00
	40434	2713.00	43147.00
	41898	2713.00	44611.00
LEVEL 7	43978	2713.00	46691.00
	45091	2713.00	47804.00
	46501	2713.00	49214.00
LEVEL 8	47962	2713.00	50675.00
	50097	2713.00	52810.00
LEVEL 9	51847	2713.00	54560.00
	54495	2713.00	57208.00
LEVEL 10	56337	2713.00	59050.00
	58354	2713.00	61067.00
LEVEL 11	61598	2713.00	64311.00
	64189	2713.00	66902.00
LEVEL 12	66824	2713.00	69537.00
	70437	2713.00	73150.00
	72878	2713.00	75591.00
	75662	2713.00	78375.00

- (b) Subject to subclause (d) of this clause, on appointment or promotion to the Level 3/5 under this clause—

- (i) Employees, who have completed an approved three academic year tertiary qualification, relevant to their calling, shall commence at the first year increment.
- (ii) Employees, who have completed an approved four academic year tertiary qualification, relevant to their calling, shall commence at the second year increment.
- (iii) Employees, who have completed an approved Masters or PHD degree relevant to their calling, shall commence on the third year increment.

Provided that employees who attain a higher tertiary level qualification after appointment shall not be entitled to any advanced progression through the range.

- (c) The employer and union shall be responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this clause and shall maintain a manual setting out such qualifications.
- (d) The employer in allocating levels pursuant to clause (3) of this schedule may determine a commencing salary above level 3/5 for a particular calling/s.

(4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**AERATED WATER AND CORDIAL  
MANUFACTURING INDUSTRY AWARD 1975  
NO. 10 OF 1975**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**10.—WAGES**

- (1) For employees employed pursuant to this Award by Coca-Cola Bottlers (Perth) Ltd, Cadbury Schweppes Pty Ltd and Pepsi-Seven Up Bottlers Australia Pty Ltd only the minimum weekly rate of pay shall include the base rate plus the supplementary payment per week, operative from the first pay period commencing on or after 1st August 2001.

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Rate
	\$	\$	\$
(a) Production Employee—Grade 1 Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who may be required to regularly carry out any general duties together with the specific duties listed hereunder: Specific Duties—Grade 1. <ul style="list-style-type: none"> <li>• Employees engaged in bottling or canning line operations who are not in charge of operating machines.</li> <li>• Operators of bottle washing machines.</li> <li>• Inspecting or sighting empty or full bottles.</li> <li>• Stacking cases on pallets.</li> <li>• Fruit Juice extracting.</li> <li>• General Hand.</li> </ul>	385.40	88.00	473.40
(b) Production Employee—Grade 2 Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who in addition to the duties of a Production Employee—Grade 1 may be required to regularly carry out the specific duties listed hereunder. Specific Duties—Grade 2 <ul style="list-style-type: none"> <li>• Syrup and/or cordial makers mixing recipes or formulae who are not solely responsible for ensuring adherence to quality standards of batches.</li> </ul>	410.00	88.00	498.00

	<ul style="list-style-type: none"> <li>• Operators of Filling machines.</li> <li>• Operators of labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines.</li> <li>• Employees engaged on routine line testing.</li> <li>• Forklift Driver</li> <li>• Truck Driver</li> </ul>			
	<p>Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid \$4.00 for such a week in addition to the rate of wage prescribed above.</p>			
(c)	<p>Production Employee—Grade 3.</p> <p>Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who in addition to the duties of a Production Employee—Grade 2 may be required to regularly carry out the specific duties listed hereunder.</p> <p>Specific Duties—Grade 3</p> <ul style="list-style-type: none"> <li>• Syrup and/or cordial makers mixing recipes or formulae who are solely responsible for ensuring adherence to quality standards of batches.</li> <li>• Operators of bottle washing, filling, labelling, palletising or depalletising, case packing or unpacking, carton or multi packing machines or forklifts who are competent and required to operate at least three such different machines one of which may be a forklift truck.</li> <li>• Driver Forklift carrying truck.</li> </ul>	430.50	90.00	520.50
(d)	<p>Provided that, where an employee will, as a result of the implementation of the new grading structure receive an increase in excess of that allowed by the Structural Efficiency Principle, the additional amounts will be phased in as follows:</p> <ul style="list-style-type: none"> <li>• the increases will be phased in over four equal instalments which will become payable at not less than six monthly intervals.</li> <li>• the first instalment will not be available earlier than 23 February, 1990.</li> </ul>			
(2)	<p>For all other employees employed pursuant to this Award and not specified in subclause (1) of this clause, the minimum rate shall include the base rate plus the arbitrated safety-net adjustment per week, operative from the first pay period commencing on or after 1 August 2001.</p>			
(a)	<p>Cordial and/or syrup maker mixing recipe or formulae who is responsible for ensuring that the correct qualities and quantities of ingredients are included in batches</p>	392.50	88.00	480.50
(b)	<p>Filler operator:</p>			
	(i) for lines with a rate capacity of under 150 units per minute	378.50	88.00	466.50
	(ii) for all other lines	387.30	88.00	475.30
(c)	Driver of motor vehicle	387.70	88.00	475.70
	<p>Provided that drivers who are required to collect money during any week or portion of a week as part of their duties and account for it shall be paid \$3.70 for such week in addition to the rate of wage prescribed above.</p>			
(d)	<p>Driver of Fork Lift—</p>			
	(i) less than three months' experience	377.00	88.00	465.00
	(ii) thereafter	387.60	88.00	475.60
(e)	Employees operating labelling, palletising or de-palletising, case packing or unpacking or carton packing machines	380.60	88.00	468.60
(f)	Employees engaged on routine line testing	370.40	88.00	458.40
(g)	Employees engaged on bottling or canning line operations including operating bottle washer, removing empty bottles from cases or placing empty bottles on conveyors, sighting, inspecting, filling cases with full bottles and stacking on pallets, fruit juice extracting, cordial and/or syrup room.	362.70	88.00	450.70
(h)	All others	357.70	88.00	445.70

- (3) Junior Employees:
- (a) Except as provided for in paragraph (b) of this subclause junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged.
- |                           | %           |
|---------------------------|-------------|
| 16 years of age and under | 50          |
| At 17 years of age        | 60          |
| At 18 years of age        | 75          |
| At 19 years of age        | 90          |
| At 20 years of age        | Adult Rates |
- (b) Where a person is employed pursuant to this Award by Coca Cola Bottlers (Perth) Ltd or Cadbury Schweppes Pty Ltd and he/she is 20 years of age or less then the rate of wage payable shall be as specified in subclause (1) of this clause according to the appropriate classifications.
- (4) Leading Hands:
- In addition to the appropriate rate prescribed in this clause a leading hand shall be paid—
- |   | \$ Per Week |
|---|-------------|
| (a) If placed in charge of not less than 3 and not more than 10 other employees | 19.35       |
| (b) If placed in charge of more than 10 and not more than 20 other employees    | 29.80       |
| (c) If placed in charge of more than 20 other employees                         | 39.60       |
- (5) Supplementary payments set out in subclauses (1) and (2) of this clause represent payment in lieu of equivalent overaward payments.
- "Overaward Payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment" or any term whatsoever) which an employee would receive in excess of the "award wage" which applied immediately prior to the decision of the Western Australian Industrial Relations Commission dated 24 December 1993 (Application No. 1457/1993) for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this award.
- The supplementary payment at each classification level includes an \$8.00 adjustment reflecting the application of the arbitrated safety net adjustment principle enunciated in the State Wage decision of 24 December 1993 (Application No. 1457/1993). Consistent with the requirements of the Principles the \$8.00 safety net adjustment is absorbable to the extent of any equivalent amount in rates of pay—whether overaward, award or industrial agreement—in excess of the minimum rates (classification rate and supplementary payment) prescribed in accordance with the September 1989 State Wage Case decision.
- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**AGED AND DISABLED PERSONS HOSTELS AWARD, 1987  
NO. A6 OF 1987**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 18.—WAGES

- (1) (a) The minimum weekly rate of wage payable to employees covered by this award shall be the Base Rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
(i) Qualified Cook	460.90	90.00	550.90
(ii) Cook Working Alone	401.00	88.00	489.00
(iii) Other Cook	395.90	88.00	483.90
(iv) Supervisor	426.40	90.00	516.40
(v) Assistant Supervisor	403.60	88.00	491.60
(vi) Domestic	378.30	88.00	466.30
(vii) Driver	402.90	88.00	490.90

- (2) The classification "domestic" shall include the following: cleaner, domestic, gardener, handyperson, kitchen employee, laundry employee, pantry employee, machinist, storeperson and like classification.
- (3) The ordinary wages of any employee other than a supervisor or assistant supervisor placed in charge of three or more employees shall be increased by \$16.40 per week.
- (4) The hourly rate shall be calculated by dividing the weekly rate by 38.
- (5) The minimum weekly rates of wage for work in ordinary time to be paid to junior employees shall be as follows—

	Percentage of Adult Rate %
Under 17 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	100

- (6) Apprentices Wages:

The weekly wage rate shall be a percentage of the tradesperson's rate as under:

	Percentage of Tradesperson's Weekly Rate %
(a) Four year Term	
First year	42
Second year	55
Third year	75
Fourth year	88
(b) Three and One Half Year Term	
First six months	42
Next year	55
Next following year	75
Final year	88
(c) Three-year Term	
First year	55
Second year	75
Third year	88

- (d) For the purposes of this part "Tradesperson's Rate" means the rate of wage payable to a "Qualified Cook", as prescribed in this clause.
- (7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**AIR CONDITIONING AND REFRIGERATION INDUSTRY  
(CONSTRUCTION AND SERVICING)  
AWARD NO. 10 OF 1979**

29.—WAGES

- (1) (a) Subject to Clause 16.—Special Rates and Provisions of this award, the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.
- (b) The ordinary weekly wage of an employee (other than an apprentice) shall consist of the base rate and the special payment as set out in subclause (2) of this clause.
- The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

Classification	Base Rate \$	Special Payment \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Instrument Fitter	380.10	80.00	76.00	536.10
Welder—Special Class	371.40	80.00	76.00	527.40
Welder	362.80	80.00	76.00	518.80
Tradesperson	362.80	80.00	76.00	518.80
Refrigeration Fitter	362.80	80.00	76.00	518.80
Boilermaker -Structural Steel Tradesperson	362.80	80.00	76.00	518.80
Sheetmetal Employee - First Class	362.80	80.00	76.00	518.80
Second Class—1st six months in industry	310.20	64.30	74.00	448.50
Thereafter	327.20	66.80	74.00	468.00
Certificated Rigger or Scaffolder	345.70	68.90	74.00	488.60
Rigger or Scaffolder -Other	334.70	67.60	74.00	476.30
Tool and Material Storeperson	322.90	65.80	74.00	462.70
Tradesperson's Assistant	310.20	64.30	74.00	448.50
Tradesperson's Assistant who from time to time uses a grinding machine	311.70	65.80	74.00	451.50
Lagger - 1st six months' experience	310.20	63.40	74.00	447.60
2nd & 3rd six months' experience	311.70	65.40	74.00	451.10
4th & 5th six months' experience	315.90	65.60	74.00	455.50
Thereafter	317.40	66.60	74.00	458.00

- (b) A Certified Rigger, other than a Leading Hand, who in compliance with the provisions of the regulations made pursuant to the Construction Safety Act 1972, is responsible for the supervision of other employees shall be deemed to be a Leading Hand and be paid the additional rate prescribed for a leading hand placed in charge of not less than three and not more than 10 other employees.

(3) Apprentices:

- (a) Wages per week expressed as a percentage of the "Tradesman's " rate:

Five Year Term -	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term -	%
First Year .....	42
Second Year .....	55
Third Year .....	75
Fourth Year .....	88
Three and a Half Year Term -	%
First six months .....	42
Next Year .....	55
Following Year .....	75
Final Year .....	88
Three Year Term -	%
First Year .....	55
Second Year .....	75
Third Year .....	88

- (b) For the purpose of paragraph (a) of this subclause, "Tradesman's rate" means the base rate and the special payment prescribed in subclause (2) of this clause for the classification "Tradesman".

- (4) (a) In addition to the appropriate rates of pay prescribed in this clause, an employee shall be paid—
- (i) \$29.40 per week if engaged on the construction of a large industrial undertaking or any large civil engineering project.
  - (ii) \$26.50 per week if engaged on a multi-storey building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multi-storey building is a building which, when completed, will consist of at least five storeys.
  - (iii) \$15.60 per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5.—Definitions of this award.
- (b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.
- (5) **Leading Hands:**  
In addition to the appropriate total wage prescribed in this clause a leading hand shall be paid—
- |   | \$    |
|---|-------|
| (a) If placed in charge of not less than three and not more than 10 other employees | 16.60 |
| (b) If placed in charge of more than 10 and not more than 20 other employees        | 25.40 |
| (c) If placed in charge of more than 20 other employees                             | 32.80 |
- (6) **Casual Employees:**  
A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary wage for the calling in which the employee is employed.
- (7) The classification "Sheetmetal Worker—Second Class—First Six Months' Experience in Industry" shall only be applied to an employee who commences employment in the industry after July 25, 1979.
- (8) (a) Where an employer does not provide a tradesperson, second-class sheetmetal employee or an apprentice with the tools ordinarily required by that tradesperson second-class sheetmetal employee or an apprentice in the performance of work as a tradesperson, second-class sheetmetal employee or as an apprentice, the employer shall pay a tool allowance of—
- (i) \$9.20 per week to such tradesperson or second-class sheetmetal employee; or
  - (ii) in the case of an apprentice a percentage of \$9.20 being the percentage which appears against the year of apprenticeship in subclause (3) hereof,
- for the purpose of such tradesperson, second-class sheetmetal employee or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson, second-class sheetmetal employee or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this subclause.
- (c) An employer shall provide for the use of tradesman, second-class sheetmetal employees and apprentice all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesman, second-class sheetmetal worker or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the employee's negligence.

#### 29A.—MINIMUM ADULT AWARD WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
- (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**AMBULANCE SERVICE COMMUNICATION  
CENTRE EMPLOYEES' AWARD 1991**

**NO. A 4 OF 1991**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**9.—WAGES**

The minimum rates of weekly wages payable for officers covered by this Award shall be as follows:

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum \$
(1) (a) Communications Officer:			
1st year of employment	427.00	90.00	517.00
2nd year of employment	439.00	90.00	529.00
3rd year of employment	452.00	90.00	542.00
4th year of employment	466.00	88.00	554.00
5th year of employment	476.00	88.00	564.00
6th year of employment, and thereafter	491.00	88.00	579.00
(b) Senior Communications Officer:			
1st year of employment in this rank	508.00	88.00	596.00
2nd year of employment in this rank	522.00	88.00	610.00
3rd year of employment in this rank and thereafter	536.00	88.00	624.00
(c) he rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			
(2) Where casual officers are employed, they shall be paid at the rates prescribed in paragraph (a) of subclause (1) of this clause, as applicable to first year of employment, plus 20%. Any casual officer shall only be employed for periods of less than two weeks duration.			

**AMBULANCE SERVICE EMPLOYEES' AWARD, 1969****NO. 50 OF 1968****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**9.—RATES OF PAY**

The minimum rate of weekly wages payable to officers covered by this award shall be as follows:

- |     |     | \$   | ASNA   | TOTAL |        |
|-----|-----|--|--------|-------|--------|
| (1) | (a) | Ambulance Officer Grade I (Transport)  |        |       |        |
|     |     | 1st year   | 426.90 | 90.00 | 516.90 |
|     |     | 2nd year   | 432.00 | 90.00 | 522.00 |
|     |     | 3rd year and thereafter  | 436.50 | 90.00 | 526.50 |
|     | (b) | Ambulance Officer Grade I  |        |       |        |
|     |     | 1st year   | 426.90 | 90.00 | 516.90 |
|     |     | 2nd year   | 432.00 | 90.00 | 522.00 |
|     |     | 3rd year and thereafter  | 436.50 | 90.00 | 526.50 |
|     | (c) | Ambulance Officer Grade II   |        |       |        |
|     |     | 1st year   | 464.10 | 88.00 | 552.10 |
|     |     | 2nd year   | 469.10 | 88.00 | 557.10 |
|     |     | 3rd year and thereafter  | 473.70 | 88.00 | 561.70 |
|     | (d) | Ambulance Officer Grade III  | 491.20 | 88.00 | 579.20 |
|     | (e) | Ambulance Officer Grade III with Certificate Allowance   | 535.60 | 88.00 | 623.60 |
|     | (f) | Where appointed as such the following shall apply:   |        |       |        |
|     |     | Station Officers   |        |       |        |
|     |     | Grade I  | 547.40 | 88.00 | 635.40 |
|     |     | Grade II   | 559.10 | 88.00 | 647.10 |
|     | (g) | The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  |        |       |        |
|     |     | These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. |        |       |        |
|     |     | Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.   |        |       |        |
| (2) |     | In addition to the weekly rates prescribed in subclause (1) of this clause the following amounts shall be paid for weekend penalties and shift loadings in accordance with Clause 33.—Appendix of this award.  |        |       |        |
|     | (a) | Ambulance Officer Grade I  | \$     |       |        |
|     |     | 1st year   | 151.53 |       |        |
|     |     | 2nd year   | 153.16 |       |        |
|     |     | 3rd year and thereafter  | 154.59 |       |        |

- |     |   |        |
|-----|---|--------|
| (b) | Ambulance Officer Grade II                                |        |
|     | 1st year  | 163.40 |
|     | 2nd year  | 165.00 |
|     | 3rd year and thereafter                                   | 166.46 |
| (c) | Ambulance Officer Grade III                               | 172.05 |
| (d) | Ambulance Officer Grade III<br>with Certificate Allowance | 185.58 |
| (e) | Station Officers  |        |
|     | Grade I   | 189.34 |
|     | Grade II  | 193.08 |
- (3) In addition to the weekly rates prescribed in subclause (1) and (2) of this clause the following amounts shall be paid for regularly worked overtime being an average of two hours over an eight week cycle of shifts worked by those Officers employed to work the hours prescribed in paragraph (a) of subclause (1) and (2) of Clause 7.—Hours of Duty of this award.
- |     |   |       |
|-----|---|-------|
| (a) | Ambulance Officer Grade I                                 | \$    |
|     | 1st year  | 12.50 |
|     | 2nd year  | 12.63 |
|     | 3rd year and thereafter                                   | 12.75 |
| (b) | Ambulance Officer Grade II                                |       |
|     | 1st year  | 13.48 |
|     | 2nd year  | 13.61 |
|     | 3rd year and thereafter                                   | 13.73 |
| (c) | Ambulance Officer Grade III                               | 14.19 |
| (d) | Ambulance Officer Grade III<br>with Certificate Allowance | 15.31 |
| (e) | Station Officers  |       |
|     | Grade I   | 15.62 |
|     | Grade II  | 15.92 |
- (4) An Ambulance Officer who has been fully employed for one year or more shall be credited with his/her years of service on promotion to a higher grade.
- (5) To become entitled to the rates prescribed in subclauses (1), (2) and (3) of this clause the Officers shall at all times wear a uniform approved by the Association and shall hold an appropriate motor vehicle driver's licence.  
All training programmes and examination schedules agreed by the Union and the Association for promotional and proficiency purposes shall be under the jurisdiction and administration of the Association.
- (6) (a) To be entitled to the certificate allowances as prescribed in paragraph (d) of subclauses (1), (2) and (3) of this clause an Officer will be required:
- (i) to have passed the Grade III requirements of the West Australian Ambulance Training Centre, hold the rank of Grade III and to have completed five years' service; or
  - (ii) to hold the rank of Grade III and to have passed the TAFE authorised Certificate in Emergency Care.
- (b) The Certificate in Emergency Care will not be used as a pre-requisite for promotion to the rank of Station Officer for those officers employed prior to January 1984.
- (7) Ambulance officers who have been trained to give medication by intra-muscular injections or test blood sugar levels or perform intravenous cannulation shall be paid a flat allowance of \$15.00 per week provided that it shall be paid on Annual Leave, Long Service Leave and Sick Leave.

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**ANIMAL WELFARE INDUSTRY AWARD**

**NO. 8 OF 1968**

19.—RATES OF PAY

The minimum weekly rate of wage per week payable to an employee covered by this award shall include the base rate plus the arbitrated safety net adjustments expressed hereunder:

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$	
(1)				
(2)				
(a)				
	\$	\$	\$	
	Adult Trainee Veterinary Nurse	318.50	88.00	406.50

Junior Trainee Veterinary Nurses shall receive the prescribed percentage of the Animal Attendants' rate per week.

Under 17 years of age	50%
17 to 18 years of age	60%
18 to 19 years of age	70%
19 to 20 years of age	80%
20 to 21 years of age	90%

(b) In the second year of approved course Trainee Veterinary Nurses shall receive 65% of the rate prescribed for Veterinary Nurses after three years of service.

Provided that a Trainee Veterinary Nurse in the 2nd year of an approved course shall receive wages not less than he/she would have received in paragraph (a) of subclause (2) of this clause.

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Rate \$
(3) Inspector	359.30	88.00	447.30
(4) Animal Attendant	318.50	88.00	406.50
(5) All other directly employed in the care of animals and including Kennel Hand and Food Preparer	311.60	88.00	399.60

(6) Junior Employees

Junior employees shall receive the prescribed percentage of the "All others" minimum rate prescribed in subclause (5) of this clause per week.

Under 17 years of age	50%
17 to 18 years of age	60%
18 to 19 years of age	70%
19 to 20 years of age	80%
20 to 21 years of age	90%

(7) An employee placed in charge of three or more other employees shall be paid an amount of \$19.75 per week in addition to his/her ordinary rate of pay.

(8) Where an employee is required to carry out the ordinary hours of duty per day in more than one shift an allowance of \$1.80 per day shall be paid.

(9) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### 19A.—MINIMUM ADULT AWARD WAGE

(1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

(2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week.

(3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.

(4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

(5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

(6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

(7) Subject to this clause the Minimum Adult Award Wage shall—

(a) apply to all work in ordinary hours.

(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

(9) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**ANI ENGINEERING BASSENDEAN (WA) WAY FORWARD  
ENTERPRISE AWARD 1998**

**NO. A 2 OF 1998**

**10.—WAGES AND ALLOWANCES**

**(1) Ordinary Wage Rates**

Employees covered by this Award shall be classified at a level as specified by this clause and paid the ordinary wage rate (for all purposes), expressed as a weekly amount, applicable to their classification according to the schedule below, cross-referenced to subclause 10 (16) for the detail of wage increases and applicable dates—

Team Member Classifications	As at 4 September 2000			As at 11 June 2001			As at 1 August 2001		
	Base Rate	A.S.N.A.	Total Weekly Wage	Base Rate	A.S.N.A.	Total Weekly Wage	Base Rate	A.S.N.A.	Total Weekly Wage
C8	\$744.38	\$25.00	\$769.38	\$762.99	\$25.00	\$787.99	\$762.99	\$42.00	\$804.99
C9	\$711.04	\$25.00	\$736.04	\$728.82	\$25.00	\$753.82	\$728.82	\$42.00	\$770.82
C10	\$677.68	\$25.00	\$702.68	\$694.62	\$25.00	\$719.62	\$694.62	\$42.00	\$736.62
C11	\$628.15	\$25.00	\$653.15	\$643.85	\$25.00	\$668.85	\$643.85	\$42.00	\$685.85
C12	\$583.10	\$25.00	\$608.10	\$597.67	\$25.00	\$622.67	\$597.67	\$42.00	\$639.67
C13	\$563.99	\$25.00	\$588.99	\$578.08	\$25.00	\$603.08	\$578.08	\$42.00	\$620.08

Note: For continuity and industry consistency, the classification structured used is consistent with that contained in the Metal Trades (General) Award 1966—Part 1 with some local modifications.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**(2) Site Allowance**

Employees who are required to work at a site, in accordance with subclause 8 (1) (vi), shall be paid a site allowance of \$1.40 flat for each hour worked in consideration and in lieu of all disabilities associated with working at the site including dirt, heat, noise, height, confined space or other circumstances which might have otherwise attracted award special rates and provisions. On sites where an existing site allowance agreement applies, and the rate exceeds this site allowance, the higher site allowance rate will be paid.

The quantum of this site allowance shall be adjusted annually, on the anniversary of the Award, by the application of the annual movement in the most recent Consumer Price Index (Series 6401.0), All Groups for Perth.

**(3) Site Overnight Allowance**

(i) From time to time employees may be required to work at sites anywhere within Western Australia or out of the State, including offshore locations. Where it is not possible for employees to return home at night from the site, then the Company will provide board and lodging.

(ii) When an employee on site work is required to stay overnight at site for one or more nights, then an allowance of \$30.00 per night will be paid for each night that the employee is at site. The allowance will apply to each night that the employee is required to be away from home even though the employee may not actually work every day. The allowance shall be paid through the Company payroll and is subject to normal PAYE tax treatment.

(iii) This allowance is intended to cover all out-of-pocket expenses, costs incurred through being away from home and eligibility for district allowance.

(iv) The quantum of this site overnight allowance shall be adjusted annually, on the anniversary of the Award, by the application of the annual movement in the most recent Consumer Price Index (Series 6401.0), All Groups for Perth.

**(4) Shift Allowances**

All employees working on shift work shall be entitled to receive a penalty in the form of a flat shift allowance, for each ordinary working hour worked on shift, as follows:

(i)	Day Shift	\$0.25	per hour
(ii)	Afternoon Shift	\$3.10	per hour
(iii)	Night Shift	\$3.65	per hour
(iv)	Saturday Shift	\$11.00	per hour
(v)	Sunday Shift	\$16.50	per hour
(vi)	Public Holiday Shift	\$22.10	per hour

Employees shall be entitled to only one of these allowances which are not cumulative.

When an employee is transferred from day work to shift work and vice versa, they shall be notified of such transfer. In any event, shift allowances must only be paid in respect of actual ordinary working hours worked on shift, except for the circumstances described in subclause 9 (3) (v) where overtime rates are paid in lieu of the otherwise applicable ordinary wage rate and shift allowance.

**(5) Team Leader Allowance**

A Team Leader will be selected for each work team. The job description for a Team Leader has been determined and is attached as Appendix 2 to this Award. In recognition of the added responsibilities, which a Team Leader is required to accept (as a condition of accepting the role), Team Leaders will be paid a flat Team Leader Allowance of \$85.00 per week. However, this allowance shall only be paid for such time that an employee is working in the role of Team Leader.

**(6) Responsibility Payment**

From time to time, especially at client's sites, employees may be requested to undertake a role which involves supervisory responsibilities and representation of the Company. Where this occurs and the employee(s) concerned accepts the role then they shall be paid a flat allowance of \$15.00 per day or shift. Such payment is strictly limited to the time that the employee is actually carrying out that role.

**(7) First Aid Allowance**

An employee who holds a first aid certificate to the standard of "Workplace First Aid", who is ready, willing and available to administer first aid, who wears an identifying first aid logo on their Company supplied clothing and who has been appointed by the Company to provide first aid treatment to other employees, shall be paid a flat first aid allowance of \$8.00 per week.

**(8) Tool Allowance**

A tool allowance of \$10.00 per week (all purpose) shall be paid to all tradespersons. This tool allowance is paid on the basis that the tradesperson provides a full and complete set of tools, relative to their particular trade inclusive of their obligation to maintain, sharpen, repair and replace those tools as required.

The ordinary wage rates in subclause 10 (1) incorporate and include this tool allowance.

**(9) Meal Allowance**

Where an employee works overtime and qualifies for a crib break, in accordance with subclause 9 (7), then, if the employee was not notified the previous day or shift of the need to work the overtime, a meal allowance of \$6.80 shall be paid for each crib break.

**(10) Annual Payment**

In lieu of annual leave loading, a flat weekly accrual of \$10.00 per 38 ordinary working hours (including Personal Leave) shall apply to all weekly hired employees, accrued weekly and paid out annually in the fortnight's pay which is immediately prior to 25 December each year. This weekly accrual and annual payment is consistent with the operation of the Personal Leave system as detailed in clause 11. The only circumstances in which payment will be made other than as specified above shall be at the time of an employee's termination.

**(11) Car Allowance**

In the event that an employee is specifically requested by the Company to use their own personal motor vehicle on Company business, then the employee shall be paid a car allowance of \$0.56 cents per kilometre.

**(12) Disability Allowances**

The disability allowances set out in this subclause, when paid to employees, are in full compensation for any disabilities incurred by the employees in carrying out the work which attracts the disability allowance.

Employees shall be entitled to only one of these allowances which are not cumulative. Further, these allowances shall only be paid for such working hours that the employee, in carrying out the specified work, incurs the disability.

(i) Height Money:

An employee shall be paid an allowance of \$1.57 for each day or part of a day on which the employee works at a height of 15.5 metres or more above the nearest horizontal plane provided that this provision does not apply to riggers working on ships and buildings.

(ii) Dirt Money:

An employee shall be paid an allowance of 33 cents per hour when engaged on work of an unusually dirty nature where clothes are necessarily unduly soiled or damaged or boots are unduly damaged by the nature of the work done.

(iii) Confined Space:

An employee shall be paid an allowance of 39 cents per hour when, because of the dimensions of the compartment or space in which the employee is working, the employee is required to work in a stooped or otherwise cramped position, or without proper ventilation.

(iv) Hot Work:

An employee shall be paid an allowance of 33 cents per hour when the employee works in the shade in any place where the temperature is raised by artificial means to between 46.1° and 54.4° Celsius. Where the temperature is raised by artificial means beyond 54.4° Celsius then the Partners shall confer to agree an appropriate level of disability allowance.

(v) Percussion Tools:

An employee shall be paid an allowance of 19 cents per hour when working a pneumatic rivetter tools of the percussion type.

## (vi) Grit Blasting:

An employee shall be paid an allowance of 40 cents per hour when performing grit blasting work.

**(13) Casual Employees**

A casual employee, as defined, shall be paid 20 per cent of the ordinary wage rate in subclause (1) for the relevant classification. This loading is paid in lieu of the benefits contained in clauses 10 (10), 11, 12, 13, 14, 15, 16 and 19.

**(14) Apprentices**

The Company is committed to the training of apprentices, which may either be sourced from a group training scheme or be Company employed.

Apprentices which are sourced from a group training scheme, will be bound by the wages and employment conditions as set down by that group training scheme.

Where the Company directly employs an apprentice then, except for clause 19, the apprentice shall be entitled to the same benefits as a full-time employee under this Award other than for remuneration which must be a specific percentage of the wage rate for the relevant classification. The specific percentages to apply are:

First Year Apprentice	-	42%
Second Year Apprentice	-	55%
Third Year Apprentice	-	75%
Fourth Year Apprentice	-	88%

Where the Company employs an "adult" (that is a person of 21 years of age or older) apprentice then that employee shall be remunerated at the C12 wage rate for the full period of their apprenticeship whilst an adult.

**(15) Payment of Wages**

The Partners have identified that some additional administrative activities will be required as a result of the processes detailed in this Award. In an effort to limit the growth of administration, the pay cycle for employees will be changed from weekly to fortnightly (thereby saving administration and processing time and costs). Wages will be paid as follows:

- (i) Wages shall be paid fortnightly by electronic funds transfer into a bank (or other recognised financial institution) account of the employee's choice.
- (ii) The pay fortnight covers a two (2) week period, Monday to Sunday inclusive, with funds ordinarily being available in the employees' account on the Wednesday following the close of the pay fortnight.
- (iii) For timekeeping purposes the following shall be applied:
  - (a) up to 2 minutes late there will be no deduction;
  - (b) 3 minutes late or more and the starting time is deemed to be at the next quarter hour interval (eg 7.15—7.30 etc).
- (iv) To facilitate the efficient processing of the payroll each employee is responsible for completing their timecard and getting it to the Team Leader so that the Team Leader can lodge all timecards at the pay office by 10am on the day after the pay fortnight closes. Teams shall develop their own procedures to ensure compliance. Timecards and/or alterations which are lodged later risk not being included in the payroll processing and therefore delayed until the next fortnightly pay.
- (v) The Partners have agreed on a transition arrangement to assist employees in the change from weekly to fortnightly pays. The change in pay periods will occur with the last weekly pay being paid on 13 January 1999 and the first fortnightly pay being paid on 27 January 1999. To assist employees, they may choose one of the following options for implementation on 20 January 1999:
  - (a) The Company will advance to an employee the amount of \$390.00 which the employee must agree to repay at the rate of \$30.00 per week; or
  - (b) The employee has previously arranged for the once-off payment detailed in subclause 11(6)(ii) to be paid at this time; or
  - (c) The employee has decided that no assistance is required.

**(16) Wages Increases**

The Partners have agreed on the following increases to apply to: the ordinary wage rates in subclause 10(1) as depicted in the schedule in that subclause; and the shift allowances in subclause 10(4).

- (i) On and from Monday 8 March 1999 an increase of 4%, subject to:
  - (a) The successful transition from a weekly to a fortnightly payroll as detailed in subclause 10(15); and
  - (b) All actions, deliverables and progress scheduled in the implementation plan up to and including 28 February 1999 are complete.
- (ii) On and from Monday 13 December 1999 an increase of 2.5%, subject to:
  - (a) All work teams have developed and implemented their WKPI's as detailed in subclause 7 (4); and
  - (b) The first review under the Employee Work Performance Procedure, as detailed in subclause 7 (11), has been successfully completed for all employees; and
  - (c) All actions, deliverables and progress scheduled in the implementation plan up to and including 30 November 1999 are complete.
- (iii) On and from Monday 4 September 2000 an increase of 2.5%, subject to:
  - (a) All work teams have continued and are continuing the collection of data for and recording of their WKPI's; and
  - (b) The second review under the Employee Work Performance Procedure, as detailed in subclause 7 (11), has been successfully completed for all employees' and

- (c) The review of the Employee Work Performance Plan and Procedure, as detailed in subclause 7 (11), has been completed and the review results implemented; and
  - (d) All actions, deliverables and progress scheduled in the implementation plan up to and including 31 August 2000 are complete.
- (iv) On and from Monday 11 June 2001 an increase of 2.5%, subject to:
- (a) All work teams have continued and are continuing the collection of data for and recording of their WKPI's; and
  - (b) All actions, deliverables and progress scheduled in the implementation plan up to and including 31 May 2001 are complete.

In all cases in subclause 10(1), the percentage increase shall be applied to the C 10 classification and subsequently the ordinary weekly wage rate for each of the other Team Member Classifications shall be increased according to the relativity of each to the C 10 Team Member Classification.

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### ARGYLE DIAMONDS PRODUCTION AWARD 1996

#### NO. A7 OF 1996

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

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### ARTWORKERS AWARD

#### NO. A 30 OF 1987

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

6.—WAGES

- (1) It is a term of this Award that the Union undertakes, for the duration of the Principles determined by the Commission in Court Session in Application No. 1940 of 1989, not to pursue any extra claims, award or overaward, except when consistent with the State Wage Principles.

- (2) (a) The rate of wages payable to the employees covered by the award shall be as follows:

	Rate Per Week	Supplementary Payment	Total Rate
	\$	\$	\$
Artworker	543.71	88.00	631.71

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) Artworker Allowances:

- (a) Equipment Allowance 32.20  
Provided that the equipment allowance shall not be paid where the employer supplies an employee with all necessary equipment
- (b) Studio Allowance 52.10  
Provided that such allowance shall only be payable where an artworker is directed by the employer to carry out his/her work primarily in his/her own studio.
- (c) Construction Allowance 16.50

An employee shall not be entitled to this construction allowance except when required to work "on site" or any work in connection with the erection of a building or to carry out work which the employer and the union agree is construction work or in default of agreement, that is so declared by a Board of Reference.

**ASBESTOS JOINTINGS INDUSTRY AWARD 1967**

**NO. 7 OF 1967**

24.—WAGES

An employer on whom this award or industrial agreement is binding shall not increase the rate of wage payable to an employee on 9th September 1988, or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

The minimum rates of wages payable under the provisions of this award shall be as follows:-

(1)	Adults Weekly Rate	ASNA	\$
	Raw Material Preparation -		
	Raw material preparer	50.00	271.60

		ASNA	\$
	Calendar Department—		
	Calendar Operator	50.00	268.50
	Calendar Operator's Assistant	50.00	271.60
	Plant Hands	50.00	271.50
(2)	Junior Workers	%	
	Percentage of Plant Hands:-		
	Under 16 years of age:	35	
	16 to 17 years of age:	45	
	17 to 18 years of age:	55	
	18 to 19 years of age:	65	
	19 to 20 years of age:	78.5	
	20 to 21 years of age:	93	
(3)	Leading Hands—		
	In addition to the appropriate rate prescribed in subclause (1) of this clause, a leading hand shall be paid—		
(a)	if placed in charge of not less than three and not more than ten other workers	\$	12.80
(b)	if placed in charge of more than ten and not more than twenty other workers		19.30

#### 24A.—MINIMUM ADULT AWARD WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

### AWU GOLD (MINING & PROCESSING) AWARD 1993

#### NO. A1 OF 1992

#### 16.—WAGE RATES

Classification and wage per week.

(1) Underground	Base Rate	Industry Allowance	Arbitrated Safety Net Adjustment	Total Weekly Minimum Rate
	\$	\$	\$	\$
<b>Group 1</b>				
Trucker				
Toolcarrier				
Salvage Man				
Pass Runner	298.80	66.30	88.00	453.10
<b>Group 2</b>				
Pipe Sampler				
Sampler				
Popper Machineman				
Diamond Drillers				
Assistant				

	<b>Base Rate</b>	<b>Industry Allowance</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Weekly Minimum Rate</b>
Air Hoist Operator				
Ventilation Man				
Pump Attendant (as distinct from Pumpman)				
Hydraulic Fill Operator	312.60	66.30	88.00	466.90
<b>Group 3</b>				
Platelayer				
Train Crew				
Mechanical Loader Operator				
Scraper Hauler Operator				
Braceman	317.80	66.30	88.00	472.10
<b>Group 4</b>				
Scaler				
Pumpman (engaged dewatering a mine)	322.60	66.30	88.00	476.90
<b>Group 5</b>				
Rock Drill Man in other places				
Rock Bolter				
Powder Monkey				
Percussion Drill Operator				
Sanitary Man				
Crusher Operator	330.60	66.30	88.00	484.90
<b>Group 6</b>				
Rock Drill Man in Rises				
Rock Drill Man in Winzes				
Raise Drill Operator				
In-The-Hole-Hammer Operator				
Diamond Driller up to 15kw				
Timberman	339.40	66.30	88.00	493.70
<b>Group 7</b>				
Rock Drill Man in Shaft				
Timberman in Shaft				
Diamond driller over 15kw	347.70	66.30	88.00	502.00
<b>Group 8</b>				
Diesel Truck and Loader Operator				
Diesel Personnel Carrier Operator	353.80	66.30	90.00	510.10
<b>Group 9</b>				
Hydraulic Jumbo Drill Operator	366.50	66.30	90.00	522.80

(2) (a) **Mining—Open Cut**

	<b>Base Rate</b>	<b>Industry Allowance</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Weekly Minimum Rate</b>
	\$	\$	\$	\$
Mine Employee—Grade 1				
Labourer				
Spotter				
Sampler	299.70	66.30	88.00	454.00
Mine Employee—Grade 2				
Blast Crew				
Trainee—Mobile				
Plant Operator				
Serviceman				
Production				

	<b>Base Rate</b>	<b>Industry Allowance</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Weekly Minimum Rate</b>
Driller	322.10	66.30	88.00	476.40
Mine Employee— Grade 3 Trained—Mobile Plant Operator Serviceman Production Driller	362.30	66.30	90.00	518.60
Mine Employee— Grade 4 Shot Firer Skilled—Mobile Plant Operator Serviceman Production Driller	371.90	66.30	90.00	528.20
Mine Employee— Grade 5 Multiskilled	385.40	66.30	90.00	541.70

(b) **Ore Processing**

	<b>Base Rate</b>	<b>Industry Allowance</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Weekly Minimum Rate</b>
	\$	\$	\$	\$
Process Operator— Grade 1	292.00	66.30	88.00	446.30
Process Operator— Grade 2	309.00	66.30	88.00	463.30
Process Operator— Grade 3	325.50	66.30	88.00	479.80
Process Operator— Grade 4	341.30	66.30	88.00	495.60
Process Operator— Grade 5	371.90	66.30	90.00	528.20
<b>Laboratory</b>				
Laboratory Employee—Grade 1	292.00	66.30	88.00	446.30
Laboratory Employee—Grade 2	309.00	66.30	88.00	463.30
Laboratory Employee—Grade 3	325.50	66.30	88.00	479.80
Laboratory Employee—Grade 4	341.30	66.30	88.00	495.60
Laboratory Employee—Grade 5	371.90	66.30	90.00	528.20

(c) **Mine Services Employees (MSE)**

	<b>Base Rate</b>	<b>Industry Allowance</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total Weekly Minimum Rate</b>
	\$	\$	\$	\$
MSE—Grade 1	299.70	66.30	88.00	454.00
MSE—Grade 2	316.30	66.30	88.00	470.60
MSE—Grade 3	332.50	66.30	88.00	486.80

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(4) **Leading Hands**

In addition to the wage rates an employee appointed as a leading hand shall be per week, the following in excess of the highest wage rate applicable to the work being carried out—

(a)	In charge of not less than three and not more than ten other employees	\$15.60
(b)	In charge of more than ten and not more than twenty other employees	\$23.60
(c)	In charge of more than twenty employees	\$30.60

(5) **Minimum Adult Award Wage**

Notwithstanding the terms of this subclause no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (a) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (b) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions to July 2000, including the arbitrated safety net adjustment from Matter No.940 of 1997 and the \$15.00 per week arbitrated safety net adjustment from Matter No. 654 of 2000.
- (c) Unless otherwise provided in this subclause, adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (d) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (e)
  - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (ii) Liberty to apply is reserved in relation to employees excluded under (i) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (f) Subject to this subclause the Minimum Adult Award Wage shall —
  - (i) apply to all work in ordinary hours.
  - (ii) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (g) Nothing in this subclause shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13 November 1987.

Notwithstanding the foregoing, where in this award an additional rate is prescribed for any work as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the classification in which the employee is employed.

- (6) Wage rates under this award may be adjusted in accordance with applicable decisions of the Western Australian Industrial Relations Commission.

**AWU NATIONAL TRAINING WAGE (AGRICULTURE)  
AWARD 1994  
NO. A 1 OF 1995  
10.—WAGES**

- (1)
  - (a) The weekly wages payable to Trainees shall be as provided in paragraphs (d), (e) and (f) of this sub-clause.
  - (b) These wage rates will only apply to Trainees while they are undertaking an approved Traineeship which includes approved training as defined in this Award.
  - (c) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the Apprenticeship system.
  - (d) **Industry/Skill Level A:** Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level A

School Leaver	HIGHEST YEAR OF SCHOOLING		
	Year 10	Year 11	Year 12
	\$	\$	\$
	175.00 (50%)*	205.00 (33%)	265.00
	196.00 (33%)	225.00 (25%)	
plus 1 year out of school	225.00	265.00	300.00
plus 2 years	265.00	300.00	340.00
plus 3 years	300.00	340.00	383.00
plus 4 years	340.00	383.00	
plus 5 years/more	383.00		

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (e) **Industry/Skill Level B:** Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/skill level B.

School Leaver	HIGHEST YEAR OF SCHOOLING		
	Year 10	Year 11	Year 12
	\$	\$	\$
	175.00 (50%)*	205.00 (33%)	225.00
	196.00 (33%)	225.00 (25%)	
plus 1 year out of school	300.00	255.00	285.00
plus 2 years	255.00	285.00	325.00
plus 3 years	285.00	325.00	365.00
plus 4 years	325.00	365.00	
plus 5 years/more	365.00		

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (f) **Industry/Skill Level C:** Where accredited training course and work performed are for the purpose of generating skills which have been defined for work at industry/level C.

School Leaver	HIGHEST YEAR OF SCHOOLING		
	Year 10	Year 11	Year 12
	\$	\$	\$
	175.00 (50%)*	205.00 (33%)	240.00
	196.00 (33%)	225.00 (25%)	
plus 1 year out of school	225.00	240.00	265.00
plus 2 years	240.00	265.00	290.00
plus 3 years	265.00	290.00	320.00
plus 4 years	290.00	320.00	
plus 5 years/more	320.00		

- \* *Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 per cent.*

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Schedule C—Industry/Skill Levels of this Award sets out the industry/skill level of an approved Traineeship. The industry skill levels contained in Schedule C—Industry/Skill Levels of this Award are prima facie the appropriate levels but are not determinative of the actual skill levels (i.e. Skill Level A, B, or C) that may be contained in a Traineeship Scheme. The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria:

- Any agreement of the parties.
- The nature of the industry.
- The total training plan.
- Recognition that training can be undertaken in stages.
- The exit skill level in the relevant award contemplated by the Traineeship.

In the event that the parties disagree with such determination it shall be open to any party to the award to seek to have the matters in dispute determined by the Commission.

- (3) For the purposes of this provision, "out of school" shall refer only to periods out of school beyond Year 10, and shall be deemed to:
- include any period of schooling beyond Year 10 which was not part of nor contributed to a completed year of schooling;
  - include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10; and
  - not include any period during a calendar year in which a year of schooling is completed.

#### AWU UXO UNIT AWARD 1996

##### NO. A 4 OF 1996

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### APPENDIX A—PAY RATES AND ALLOWANCES

- | (a) | Classification    | Level   | ASNA  | Rate per week<br>\$ |
|-----|-------------------|---------|-------|---------------------|
|     | Trainee Searcher  | Level 1 | 64.00 | 458.60              |
|     | Searcher          | Level 2 | 64.00 | 578.40              |
|     | Senior Searcher   | Level 3 | 64.00 | 622.40              |
|     | Supervisor        | Level 4 | 64.00 | 710.10              |
|     | Senior Supervisor | Level 5 | 62.00 | 754.90              |
- (b) Progression from Trainee Searcher to Searcher is subject to the successful completion of an on the job training programme endorsed by the employer.
- (c) Nothing in this Appendix shall prohibit the employer from engaging a person to carry out labouring work provided that engagement shall be no more than a maximum of three months and the rate to be applied is that which applies for a trainee searcher.
- (2) **Allowances**
- (a) **First Aid Allowance**  
An allowance of \$6.70 per week shall be paid to employees who hold a current St John Ambulance Senior first Aid Certificate.
- (b) **Higher Duties Allowance**  
Where an employee is directed by the employer to act in a position which is a higher classification to that of the employee's substantive position for a period of five (5) or more consecutive days, that employee shall be paid the higher rate for all time worked until returned to the substantive position.
- (c) **Annual Skin Cancer Checks**  
Due to the nature of the work involved within the UXO Unit the employer will arrange for and meet the cost of annual skin cancer checks of all employees.
- (d) If at the end of a contract of employment per paragraph (c) of subclause (1) above the employee is immediately engaged as a trainee searcher, the previous employment will be deemed continuous for the purposes of this Award.
- The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**BAG, SACK AND TEXTILE AWARD****NO. 3 OF 1960****25.—WAGES**

- (1) The minimum weekly rate of wage payable to an employee covered by this award shall include the base rate plus the Arbitrated Safety Net Adjustment expressed hereunder:

		Base Rate	Arbitrated Safety Net Adjustments	Minimum Rate
		\$	\$	\$
Tradespersons	Canvas and Vinyl Fabricator	397.60	88.00	485.60
Other Classifications				
(a)	Bag and sack repairing machinist	339.70	88.00	427.70
(b)	Labourers in bag and sack repairing sections	331.50	88.00	419.50
(c)	Bag-making machinist	336.50	88.00	424.50
(d)	Sailmaker (as defined)	369.80	88.00	457.80
(e)	Manufacturer and/or repair of sails and ship's gear (including nets, fenders and rigging) and other articles that require the hand sewing of incomplete ropes by use of palm and needle—	346.80	88.00	434.80
	First six months of employment on such work—			
	Between six and twelve months of employment on such work	349.40	88.00	437.40
	After twelve months of employment on such work	354.10	88.00	442.10
(f)	Manufacture and/or repair of canvas goods of all description covered by this award including plastic substitutes for canvas:	339.90	88.00	427.90
	First six months of employment on such work			
	Between six and twelve months of employment on such work	342.60	88.00	430.60
	After twelve months of employment on such work	347.50	88.00	435.50
(g)	Sewing machinist, cutter or repairer of canvas:	339.90	88.00	427.90
	First six months of employment on such work—			
	Between six and twelve months of employment on such work	342.60	88.00	430.60
	After twelve months of employment on such work	347.50	88.00	435.50
(h)	Sewing Machinist (bag)	339.90	88.00	427.90
	First six months of employment on such work—			
	Thereafter	342.60	88.00	430.60
(i)	All Others	342.70	88.00	430.70

- (2) Junior Employees: Junior employees shall receive the prescribed percentage of the "All Others" rate per week.

	%
16 years of age and under	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

- (3) Apprentices—(Percent of the "Tradespersons" rate per week)

(a)	Four-Year Term	%
	First year	42
	Second year.....	55
	Third year.....	75
	Fourth year.....	88

(b)	Three and a Half-Year Term	%
	First six months.....	42
	Next year.....	55
	Next year.....	75
	Final year.....	88
(c)	Three-Year Term	%
	First year.....	55
	Second year.....	75
	Third year.....	88

(4) Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (a) The Minimum Adult Award Wage for full time adult employees is \$413.40 payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (b) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (c) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (d) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provisions to the Minimum Adult Award Wage of \$413.40 per week
- (e)
  - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (ii) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (f) Subject to this subclause the Minimum Adult Award Wage shall—
  - (i) apply to all work in ordinary hours.
  - (ii) apply to the calculation of overtime and all other penalty rates, superannuation, payment during sick leave, long service leave and annual leave and for all other purposes of this award.
- (g) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997).

(h) Minimum Adult Wage  
 “The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

(5) Leading Hands: Any employee placed by the employer in charge of other employees shall be paid the following rates in addition to their ordinary rate of wage:

	Per Week
	\$
In charge of 1—5 employees	19.60
In charge of 6—10 employees	30.15
In charge of 11 or more employees	38.70

(6) Tool Allowance—

- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of their work as a tradesperson or apprentice the employer shall pay tool allowance of:
  - (i) \$9.15 per week to such tradesperson; or
  - (ii) in the case of an apprentice a percentage of \$9.65 being the percentage which appears against his/her year of apprenticeship in subclause (4) of this clause.  
 for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson or apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of the ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by their employer if lost through their own negligence.

- (7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**BAKERS' (COUNTRY) AWARD**

**NO. R 18 OF 1977**

8.—WAGES

- (1) (a) The total minimum wage payable each week shall consist of appropriate allowances and the Award Rate (comprising Base Rate, Supplementary Payment and Arbitrated Safety Net Adjustment) as set out in this clause—

Classification	Base Rate \$	Supplementary Payment \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
Adults:				
Doughmaker	370.75	34.10	88.00	492.85
Single Hand Baker	370.75	34.10	88.00	492.85
Baker	365.20	37.80	88.00	491.00

- (b) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.
- (iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
- (iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.
- (c) Casual Employee:  
One thirty-eighth of the weekly rate prescribed for the class of work in which engaged plus 20 per cent per hour.
- (d) Foreman:  
In addition to the total wage prescribed in this subclause for a doughmaker a foreman shall be paid:
- |   | Rate Per<br>Week<br>\$ |
|---|------------------------|
| (i) if placed in charge of less than four other employees                       | 12.40                  |
| (ii) if placed in charge of more than four but less than ten other employees    | 19.60                  |
| (iii) if placed in charge of more than ten and not more than 20 other employees | 30.10                  |
| (iv) if placed in charge of more than 20 other employees                        | 41.00                  |
- (e) Disability Allowance—  
In addition to the total wage prescribed in this subclause, a disability allowance of \$5.10 per week shall be paid to doughmakers and single hand bakers.
- (2) A worker other than a doughmaker who is called upon to make dough shall be paid doughmaking wages during the time he has performed these duties.
- (3) There shall be a foreman in each bakehouse where more than one worker is employed but where a single hand baker is employed the existing custom shall continue.

## (4) Junior Employees—

Junior Employees shall be paid the following percentages of the total minimum wage for a Baker, dependent upon the junior employee's age:

Age	Percentage
Under 16 years	45
16 and under 17 years	60
17 and under 18 years	70
18 and under 19 years	80
19 and under 20 years	90
20 and under 21 years	100

(5) Apprentices (wage per week):	Percentage of Tradesman's Rate
Four year term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a Half year term -	
First six months	42
Next year	55
Next year	75
Final year	88
Three year term -	
First year	55
Second year	75
Third year	88

"Tradesman's Rate" shall mean the total wage prescribed for the baker in subclause (1) of this clause.

## (6) Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (a) The Minimum Adult Award Wage for full time adult employees is \$413.40 payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (b) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (c) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (d) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provisions to the Minimum Adult Award Wage of \$413.40 per week
- (e)
  - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (ii) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (f) Subject to this subclause the Minimum Adult Award Wage shall—
  - (i) apply to all work in ordinary hours.
  - (ii) apply to the calculation of overtime and all other penalty rates, superannuation, payment during sick leave, long service leave and annual leave and for all other purposes of this award.
- (g) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997).

## (h) Minimum Adult Wage

"The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**BAKERS' (METROPOLITAN) AWARD****NO. 13 OF 1987****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

**(8) Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**8.—WAGES**

The minimum ordinary wages payable under this award shall be:

- (1)
  - (a) The total minimum wage payable each week shall consist of appropriate allowances and the Award Rate (comprising Base Rate, Supplementary Payment and Arbitrated Safety Net Adjustment) as set out in this clause—

Classification	Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
Adults:				
Doughmaker	374.10	36.10	88.00	498.20
Single Hand Baker	374.10	36.10	88.00	498.20
Baker	365.20	38.80	88.00	492.00
Bakers' Assistant	310.20	21.30	88.00	419.50

- (b)
      - (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
      - (ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.
      - (iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
      - (iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.
    - (c) Jobber: One thirty-eighth of the Bakers' wage plus 20 per cent per hour.

- (d) Foreperson: In addition to the total wage prescribed in this clause for a doughmaker, a foreperson shall be paid—
- |  | \$    |
|--|-------|
| (i) if placed in charge of less than four other employees (per week)             | 12.20 |
| (ii) if placed in charge of four but less than ten other employees (per week)    | 19.55 |
| (iii) if placed in charge of ten and not more than 20 other employees (per week) | 30.00 |
| (iv) if placed in charge of 20 or more other employees (per week)                | 38.65 |

- (e) Disability Allowance—  
 In addition to the total wage prescribed in this subclause a disability allowance of \$5.10 per week shall be paid to doughmakers and single hand bakers.

- (2) Junior Employees—  
 Junior employees shall be paid the following percentages of the appropriate adult rate for the work upon which they are engaged.

	%
Under 16 years of age	45
Between 16 and 17 years of age	60
Between 17 and 18 years of age	70
Between 18 and 19 years of age	80
Between 19 and 20 years of age	90
Between 20 and 21 years of age	100

- (3) Casual employees shall be paid at the rate of one thirty-eighth of the appropriate weekly rate plus a loading of 20%.

**BESPOKE BOOTMAKERS' AND REPAIRERS' AWARD**

**NO. 4 OF 1946**

8.—WAGES

- (1) The following shall be the minimum weekly rates of wages payable to workers covered by this award—

	ASNA	\$
(a) Surgical Bootmaker	50.00	413.20
(b) Bespoke Bootmaker	50.00	406.20
(c) Boot Repairer	50.00	403.70

A worker employed in the classification of "Boot Repairer" who is called upon to perform the work of "Bespoke Bootmaker" or "Surgical Bootmaker" shall be paid the appropriate rate for the actual time he/she is engaged on the work of the higher classification, provided that if he/she is employed for more than four hours in any one day on work of the higher classification he/she shall be paid the appropriate rate for the whole of that day.

- (2) A casual worker as defined in Clause 11 hereof shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.
- (3) Apprentices (percentage of Boot Repairers' rate per week)

Five year term—	
First year .....	40%
Second year .....	48%
Third year .....	55%
Fourth year.....	75%
Fifth year .....	88%
Four year term—	
First year.....	42%
Second year .....	55%
Third year .....	75%
Fourth year.....	88%

- (4) At the completion of an apprenticeship to boot repairing and bespoke bootmaking, the employer and the apprentice may mutually agree to extend the contract of apprenticeship for a further two years for the purpose of the apprentice being taught surgical bootmaking. The rate of pay shall be as mutually agreed between the employer, the apprentice and the union, or failing agreement, as determined by the Commission.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## 8A.—MINIMUM WAGE—ADULT MALES AND FEMALES

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

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**BHP-UTAH MINERALS INTERNATIONAL CADJEBUT  
PRODUCTION AWARD 1989**

**NO. A 11 OF 1989**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 19.—RATES OF PAY AND ALLOWANCES

- (1) An employee other than a casual employee or an employee who is remunerated in accordance with Clause 20.—  
Piecework of this Award, shall be paid in accordance with the following schedule:

Classification	ASNA	Rate Per
	ASNA/38hr	Hour \$
Probationary Operator	1.23	11.27
Mill Operator Grade 1	1.23	12.21
Mill Operator Grade 2	1.23	12.68
Mill Operator Grade 3	1.36	13.48
Mill Operator Grade 4	1.36	14.18
Probationary Storeperson	1.23	11.27
Storeperson Grade 1	1.23	12.21
Storeperson Grade 2	1.23	12.68
Storeperson Grade 3	1.36	13.84

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Cadjebut Allowance

A flat allowance of \$96.41 per work cycle shall be paid to each employee, provided that in the case of employees with dependants living with them they shall receive an allowance of \$122.89 per work cycle. This allowance accounts for district allowance, all site disability and commuting to and from the Cadjebut mine site.

- (3) Shift Allowance

An employee shall, in addition to the ordinary rate of pay receive an allowance of \$12.75 per shift of 12 hour duration on night shift.

- (4) Acting Foreman Allowance

Where an employee is requested by the employer to act in the capacity of foreman for a period of not less than 12 consecutive hours an allowance of \$20.50 per shift shall be paid whilst the employee is so engaged. Provided that where a part shift is worked an allowance of not more than \$10.25 shall be paid on any occasion.

- (5) Leading Hand Allowance

Where an employee has been appointed as a leading hand in charge of other employees, he or she shall receive an amount of 34 cents in addition to the base rate for each hour when so employed.

- (6) Travel Allowance

An employee who is required to attend for work at Cadjebut shall be paid four hours at the rate prescribed in subclauses (1) and (2) of this clause for each work cycle, in addition to other payments prescribed in this clause.

- (7) Casual Employees

A casual employee shall be paid at the appropriate hourly rate as prescribed in this clause at subclause (1) plus a loading of 20 per cent in lieu of sick leave, annual leave, bereavement and compassionate leave, maternity leave and long service leave.

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**BP FREMANTLE LTD OIL BUNKERING AWARD 1992**

**NO. A 20 OF 1981**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.

- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 21.—WAGE RATES

- (1) The following shall be the actual wage per week to employees covered by this Award.

	Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Bunkering Attendant 3	595.00	60.00	655.00
Bunkering Attendant 2	565.00	60.00	625.00
Bunkering Attendant 1	535.00	58.00	593.00
Bunkering Attendant Base	505.00	58.00	563.00

- (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### THE B.P. REFINERY (KWINANA) CONSTRUCTION, MINING AND ENERGY WORKERS UNION AWARD 1980

#### NO. A 2 OF 1981

#### 36.—MINIMUM WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —  
 (aa) apply to all work in ordinary hours.  
 (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

#### 37.—WAGE RATES

- (1) It is a term of this award (arising from decisions of the Western Australian Industrial Relations Commission in State Wage Cases) that the Union undertakes until the 14th November 1991 not to pursue any additional claims, award or overaward.
- (2) The actual wage to be paid to an adult worker of a classification specified in this clause, shall except as otherwise required in this award, be at the rate hereinafter assigned to that classification.

## Classification

	Base Rate plus ASNA \$	6 mths- 2 yrs plus ASNA \$	2 yrs- 3 yrs plus ASNA \$	3 yrs- 5 yrs plus ASNA \$	Over 5 yrs plus ASNA \$
Head Operator—Grade 4	630.20	636.50	642.20	648.60	654.50
Control Operator—Grade 1	590.80	596.20	601.80	609.50	615.50
Control Operator	585.60	591.20	596.70	603.10	611.00
Unit Operator—Grade 1	568.10	573.40	578.90	584.50	590.60
Unit Operator	556.80	562.20	567.80	573.40	578.90
Operator—Grade 1	545.50	550.90	554.00	559.10	564.60
Operator	542.40	545.60	550.90	553.90	559.00
Mobile Crane Driver (Restricted)	537.10	542.40	547.80	550.70	556.10
Mobile Crane Driver (Unrestricted)	566.20	571.80	577.30	583.00	588.80

- (3) The determination of wage rates prescribed in this award takes into account all disabilities associated with the performance of operating and other duties under the scope of this award.
- (4) The wage rates prescribed in this award shall be varied only to give effect to any general increase in wage rates resulting from any Wage Indexation decision or economic enquiry by the Australian Conciliation and Arbitration Commission into the level of total wages in National Wage Cases.
- (4) Casual workers shall be paid twenty per cent in addition to rates prescribed in this clause.  
The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**BP REFINERY (KWINANA)(SECURITY OFFICERS') AWARD, 1978  
NO. R 56 OF 1978**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
(a) apply to all work in ordinary hours.  
(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 20.—WAGES

- (1) (a) The minimum rate of pay for officers under this award shall be as follows:
- |                                    | Base Rate | ASNA  | Award Rate |
|------------------------------------|-----------|-------|------------|
|                                    | \$        | \$    | \$         |
| Security Officer (First 12 months) | 407.70    | 88.00 | 495.70     |
| Security Officer (Thereafter)      | 421.80    | 90.00 | 511.80     |
- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) A casual officer shall be paid 20% of the ordinary rate in addition to the ordinary rate for the calling in which he/she is employed, with a minimum engagement of three hours to be worked in a continuous shift.
- (3) The wage rate prescribed in subclause (1) of this clause takes into account all disabilities associated with the performance of security and other duties under the scope of this award.
- (4) Leading Hands:—
- Any officer placed in charge of other officers shall be paid in addition to the appropriate wage prescribed, the following:
- |   | \$ Per Week |
|---|-------------|
| (a) if placed in charge of not less than 3 and not more than 10 other officers  | 19.50       |
| (b) if placed in charge of not less than 10 and not more than 20 other officers | 29.90       |
| (c) if placed in charge of more than 20 other officers                          | 38.50       |
- (5) Additional allowance
- Security officers required to hold a licence in accordance with the provisions of the Security Agents' Act shall have, in the second and subsequent years of employment, 50% of the cost of the licence reimbursed by the employer.

**BREADCARTERS (COUNTRY) AWARD 1976****NO. R 17 OF 1975**

## 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 6.—WAGES

- (1) The following shall be the rates of wages payable to employees covered by this Award. The total minimum weekly wage rate shall be the amount specified in the "Total Weekly Payment" column in this clause for the appropriate grade or sub-grade.

	Base Rate	Supplementary Payment	Safety Net Adjustment	Total Weekly Payment
	\$	\$	\$	\$
<b>Grade 1</b>	314.30	44.90	88.00	447.20
Loader				
Yardperson				
<b>Grade 2</b>	327.70	46.80	88.00	462.50
Breadcarter in charge of rigid vehicle up to 4.5 tonnes Gross Vehicle Mass (GVM) or Gross Combination Mass (GCM)				
Loader in charge of automatic slicing and wrapping machine				
Breadcarter				
<b>Grade 3</b>	334.40	47.80	88.00	470.20
Breadcarter in charge of rigid vehicle 4.5 to 13.9 tonnes GVM or GCM				
<b>Grade 4</b>	344.50	49.20	88.00	481.70
Breadcarter in charge of rigid vehicle over 13.9 tonnes GVM or GCM up to 13 tonnes capacity				
<b>Grade 5</b>	351.10	50.20	88.00	489.30
Breadcarter in charge of rigid vehicle and trailer up to 22.4 tonnes GCM over 10 and up to 15 tonnes capacity				

- (2) JUNIOR WORKERS:

The following percentage of the total wage payable to an adult worker for the class of work performed.

	%
If under 17 years of age	60
If 17 and under 18 years of age	70
If 18 and under 19 years of age	80
If 19 and under 20 years of age	90
If 20 years of age	Adult Rate

No junior under 17 years of age shall be permitted to be in sole charge of a motor vehicle.

A junior who is required to have a "B" class motor vehicle driver's license shall be paid the full adult rate.

- (3) LEADING HANDS:

A leading hand appointed as such by the employer and placed in charge of:

- Not less than three and not more than ten other workers shall be paid \$19.26 per week extra.
- More than ten and not more than twenty other workers shall be paid \$28.74 per week extra.
- More than twenty other workers shall be paid \$36.42 per week extra.

- (4) Part-Time Workers: Part-time workers shall be paid at the rate of 20 per cent in addition to the rates prescribed for weekly hands. The minimum payment for a part-time worker shall be four hours in any day.

- (5) CASUALS:

Casual hands shall be paid at the rate of 20 per cent in addition to the rates prescribed for weekly hands. The minimum payment to a casual hand shall be four hours in any day.

- (6) COLLECTION OF MONIES:

Breadcarters who are required in any week to collect monies and account for them as part of their duties are to be paid \$5.11 per week in addition to the rates before-mentioned.

- Loaders who are required to commence working before 4.00 a.m. on any day shall be paid for each day so worked, an extra 30 per cent.
  - Loaders who are required to commence work between 4.01 a.m. and 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.
- (8) Bread Carters who are required to commence working before 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.

## 6A—SUPPLEMENTARY PAYMENT AND SAFETY NET ADJUSTMENT

- (1) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) The supplementary payment payable to an employee pursuant to the provisions of Clause 6.—Wages hereof shall be for all purposes of this Award.
- (3) The supplementary payments prescribed in Clause 6.—Wages hereof are in substitution for overaward payments as defined to the extent of any Award wage increase arising out of the application of minimum rates adjustments and broadbanding increases arising out of the September 1989 State Wage Decision.
- (4) "Overaward payment" is defined as the amount (whether it be termed overaward payment, attendance bonus, service increment, or any term whatsoever) which an employee would receive in excess of the award wage which applied immediately prior to the introduction of supplementary payments for the classification in which such employee is engaged. Provided that such payment should exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this Award.
- (5) Supplementary payments set out in Clause 6.—Wages hereof represent payment in lieu of equivalent overaward payments.

"Overaward Payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment" or any term whatsoever) which an employee would receive in excess of the "award wage" which applied prior to the decision of the Western Australian Industrial Relations Commission dated 24 December, 1993 (Application No. 1457 of 1993) for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the Award.

#### **BREADCARTERS' (METROPOLITAN) AWARD NO. 35 OF 1963**

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### 6.—WAGES

- (1) The following shall be the total minimum rates of wages payable to employees covered by this award.

	Base Rate	Supple- mentary	Safety Net	Total Weekly
	\$	Payment	Adjustment	Wage
		\$	\$	\$
<b>Grade 1</b>	314.30	44.90	88.00	447.20
Loader				
Yardperson				

	Base Rate \$	Supple- mentary Payment \$	Safety Net Adjustment \$	Total Weekly Wage \$
<b>Grade 2</b> Breadcarter in charge of rigid vehicle up to 4.5 tonnes Gross Vehicle Mass (GVM) or Gross Combination Mass (GCM) Loader in charge of automatic slicing and wrapping machine Breadcarter	327.70	46.80	88.00	462.50
<b>Grade 3</b> Breadcarter in charge of rigid vehicle 4.5 to 13.9 tonnes GVM or GCM	334.40	47.80	88.00	470.20
<b>Grade 4</b> Breadcarter in charge of rigid vehicle over 13.9 tonnes GVM or GCM up to 13 tonnes capacity	344.50	49.20	88.00	481.70
<b>Grade 5</b> Breadcarter in charge of rigid vehicle and trailer up to 22.4 tonnes GCM over 10 and up to 15 tonnes capacity	351.10	50.20	88.00	489.30
<b>Grade 6</b> Breadcarter in charge of articulated vehicle 3 or more axles over 22.4 tonnes GCM over 22 and up to 39 tonnes capacity	357.90	51.10	88.00	497.00

#### Leading Hands

A leading hand appointed as such by the employer and placed in charge of:

- (a) Not less than three and not more than ten other workers shall be paid \$19.26 per week extra.
- (b) More than ten and not more than twenty other workers shall be paid \$28.74 per week extra.
- (c) More than twenty other workers shall be paid \$36.42 per week extra.

#### (2) JUNIOR WORKERS:

Rates of pay (percent of total wage payable to an adult worker for the class of work performed).

	%
If under 17 years of age	60
If 17 and under 18 years of age	70
If 18 and under 19 years of age	85
If 19 and under 20 years of age	90
If 20 years of age	100

No junior under 17 years of age shall be permitted to be in sole charge of a motor vehicle.

A junior who is required to have a "B" class motor vehicle driver's license shall be paid the full adult rate.

#### (3) CASUALS:

Casual hands shall be paid at the rate of 20 per cent in addition to the rates prescribed herein.

- (4) Breadcarters who are required in any week to collect monies and account for them as part of their duties are to be paid \$5.11 per week in addition to the rates before mentioned.
- (5) (a) Loaders who are required to commence working before 4.00 a.m. on any day shall be paid for each day so worked, an extra 30 per cent—  
(b) Loaders who are required to commence work between 4.01 a.m. and 7.00 a.m. on any day shall be paid an extra 15 per cent for each day so worked.
- (6) Breadcarters who are required to commence working before 7.00 am on any day shall be paid an extra 15 per cent for each day so worked.

#### 6A—SUPPLEMENTARY PAYMENT AND SAFETY NET ADJUSTMENT

- (1) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) The supplementary payment payable to an employee pursuant to the provisions of Clause 6.—Wages hereof shall be for all purposes of this Award.
- (3) The supplementary payments prescribed in Clause 6.—Wages hereof are in substitution for overaward payments as defined to the extent of any Award wage increase arising out of the application of minimum rates adjustments and broadbanding increases arising out of the September 1989 State Wage Decision.
- (4) "Overaward payment" is defined as the amount (whether it be termed overaward payment, attendance bonus, service increment, or any term whatsoever) which an employee would receive in excess of the award wage which applied immediately prior to the introduction of supplementary payments for the classification in which such employee is engaged. Provided that such payment should exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by this Award.

- (5) Supplementary payments set out in Clause 6.—Wages hereof represent payment in lieu of equivalent overaward payments.

"Overaward Payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment" or any term whatsoever) which an employee would receive in excess of the "award wage" which applied prior to the decision of the Western Australian Industrial Relations Commission dated 24 December, 1993 (Application No. 1457 of 1993) for the classification in which such employee is engaged. Provided that such payment shall exclude overtime, shift allowances, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the Award.

### THE BREWERY LABORATORY EMPLOYEES AWARD 1983

#### NO. A 8 OF 1983

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### SCHEDULE "A"

##### Rates of Pay

- (1) Laboratory Employees:  
Notwithstanding the prescribed percentage relativities in this subclause, the rates applying shall be:
- |  | \$     | ASNA  | TOTAL  |
|--|--------|-------|--------|
| (a) First year of experience                           | 481.40 | 52.00 | 533.40 |
| (b) Second year of experience—105% of first year rate  | 503.50 | 50.00 | 553.50 |
| (c) Third year of experience—107.5% of first year rate | 514.50 | 50.00 | 564.50 |
| (d) Thereafter—110% of first year rate                 | 525.50 | 50.00 | 575.50 |
- (2) Payment will be based on the percentage prescribed herein of the year of experience which the employee has attained:
- |                        | %  |
|------------------------|----|
| (a) At 20 years of age | 92 |
| (b) At 19 years of age | 78 |
| (c) At 18 years of age | 65 |
| (d) At 17 years of age | 55 |
- (3) Draughtsmen:
- |                               | \$       | ASNA  | TOTAL  |
|-------------------------------|----------|-------|--------|
| Detail Draughtsmen—Thereafter | \$602.60 | 52.00 | 654.60 |

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### BREWING INDUSTRY AWARD 1993

#### NO. A 5 OF 1993

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

#### (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### SCHEDULE A.—WAGE RATES AND ALLOWANCES

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (1) Rates of Pay—the minimum weekly rate payable to employees covered by Part 1 of this award shall be as follows—  
Classifications:

(a) Transport:		\$	ASNA	TOTAL per week
(i)	Leading Hand Driver	466.80	52.00	518.80
(ii)	Driver of a Semi-Trailer with a capacity of 15-25 tonnes	460.00	52.00	512.00
(iii)	Driver of a Tandem/Semi-Trailer with a capacity of 9-15 tonnes	455.30	52.00	507.30
(iv)	Driver of a vehicle with a carrying capacity of 5-9 tonnes	447.50	50.00	497.50
(v)	Driver of a vehicle other than cars with a carrying capacity up to 5 tonnes	438.60	50.00	488.60
(vi)	Car Driver other than Executive Driver	430.50	50.00	480.50
(vii)	Executive Driver	436.70	50.00	486.70
(viii)	Leading Hand Fork Lift Driver	450.90	50.00	500.90
(ix)	Fork Lift Driver	431.60	50.00	481.60
(x)	Front End Loader Driver	431.60	50.00	481.60
(xi)	Tractor Driver	430.00	50.00	480.00
(xii)	Shunter Tractor Driver	447.50	50.00	497.50

(b)	Sales Service Department:			\$
				per week
	(i) Sales Service Technician Grade 1	445.70	50.00	495.70
	(ii) Sales Service Technician Grade 2	441.60	50.00	491.60
(c)	Cellars and Brewhouse:			\$
				Per week
	(i) Cellars/Brewhouse Operator	433.20	50.00	483.20
	(ii) Auto Jet Filter Operator	437.20	50.00	487.20
	(iii) Plate Evaporative/Filter Operator	447.50	50.00	497.50
(d)	Bottling and Kegging:			\$
				per week
	(i) Leading Hand	437.20	50.00	487.20
	(ii) Filler Operator	424.90	50.00	474.90
	(iii) Labeller Operator	412.60	50.00	462.60
	(iv) Packer Operator	412.60	50.00	462.60
	(v) Palletiser Operator	412.60	50.00	462.60
	(vi) Greaser	412.60	50.00	462.60
	(vii) Flash Pasteuriser Operator	424.90	50.00	474.90
	(viii) Depalletiser Operator	412.60	50.00	462.60
	(ix) Bottle Washer Operator Infeed	412.60	50.00	462.60
	(x) Bottle Washer Operator Discharge	412.60	50.00	462.60
(e)	Miscellaneous:			\$
				per week
	(i) Tallyperson at Rail .....	408.80	50.00	458.80
	(ii) Storeperson .....	412.60	50.00	462.60
	(iii) Waste Water Treatment Plant Operator .....	424.90	50.00	474.90
(f)	All other adult employees employed in or about a Brewery, Bottling Works or Bottleyard:			\$
				per week
	(i)	395.70	50.00	445.70
	(ii)	400.80	50.00	450.80
(2)	Allowances:			
(a)	The rates prescribed for workers in Cellars and Brewhouses in subclause (1)(c) of this clause include allowance for temperature.			
(b)	An employee who holds a current Certificate of First Aid, and is nominated by the employer to perform First Aid duties as required in addition to normal duties in any week, shall be paid an allowance of \$7.70 for that week in addition to the rates prescribed herein.			
(c)	Employees other than those paid under the provisions of subclause (1)(c) hereof who are required to work in areas where the temperature has by artificial means been decreased below 7° Celsius or increased above 43° Celsius shall be paid a rate of 30 cents per hour for any period in which they are so employed in these areas.			
(d)	Employees engaged on work which is considered by agreement between the parties to the award to be of a dirty or offensive nature shall be entitled to be paid at the rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification for all time which they may be employed at this class of work.			
(e)	Employees required to work in areas defined by the parties to this award as confined spaces, shall be paid at a rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification for all time which they may be employed at this class of work.			
(f)	Boiler Cleaning (which shall include scraping, cleaning and painting cylinders): For all time which they may be employed at this class of work, employees shall be entitled to be paid at the rate of 30 cents per hour in addition to the rates prescribed herein for their ordinary classification.			
(g)	An employee who holds a current Occupational First Aid Certificate as defined by the St John Ambulance Association or its equivalent and is nominated by the employer to perform duties within the scope of the certificate in addition to normal duties from time to time shall be paid an allowance of \$10.25 per week in addition to the rates prescribed in subclause (1) herein; with effect on and from 1 August 1991.			

**BRICK MANUFACTURING AWARD 1979  
NO. R 19 OF 1979**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 11.—WAGES

The following shall be the minimum rates of wages payable to employees covered by this Award:

(1) (a) CLASSIFICATION:	Base Rate \$	Supplementary Payment \$	Total Rate \$
<b>ADULT EMPLOYEES:</b>			
Tunnel Kiln Operator	360.30	92.30	452.60
Machine Operator: Brick, Setting, Packing or Strapping	353.00	99.60	452.60
Kiln Car Decker in Charge	353.00	99.60	452.60
Refractory Moulder, Brick Cutter, Setter, Drawer, Off Bearer, Grinding Machine Operator, Brick Maker and Handler, Crucible Machine Operator	347.10	91.60	438.70
Burner	343.20	95.40	438.60
Powder Monkey	340.20	98.40	438.60
Hand Press Operator, Presser Fancy Bricks, Clay Hole Motor Loco Driver, Truck Loader, Loader Out to Trucks, Man Winding, Sorter, Packer, Strapper	339.10	91.00	430.10
Operator: Mixer, Weighbatcher Press, Sand Winning, Overhead Crane - After 2 months' service	350.60	88.00	438.60
Steam Curing Operator	335.40	103.20	438.60
Fork Lift Drivers	357.30	88.00	445.30
<b>Front End Loaders:</b>			
(i) 35 b.h.p.	336.60	93.30	429.90
(ii) 35 b.h.p.—130 b.h.p.	347.10	91.50	438.60
(iii) Over 130 b.h.p.	349.80	95.40	445.20
All Others and Trainees during first two months' of service	324.10	89.30	413.40
(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			

- (2) JUNIOR EMPLOYEES:
- |                       |    |
|-----------------------|----|
|                       | %  |
| Under 17 years of age | 60 |
| 17 to 18 years of age | 70 |
| 18 to 19 years of age | 90 |
- (3) LEADING HANDS:
- |  |       |
|--|-------|
| In charge of:  | \$    |
| (a) Not less than three and not more than ten employees    | 15.50 |
| (b) More than ten but not more than twenty other employees | 23.55 |
| (c) More than twenty other employees                       | 30.70 |
- (4) SPECIAL RATES
- (a) Machine and Pan Drivers oiling machinery outside ordinary working hours shall be paid an additional half hour's pay per day at ordinary rates for performing such work.
- (b) Employees required to handle Manganese Dioxide shall be paid an allowance of \$2.40 per day or part thereof whilst required to handle such substance.

**BRUSHMAKERS' AWARD  
NO. 30 OF 1959**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

8.—WAGES

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be the base rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder:

	Base Rate	Arbitrated Safety Net Adjustments Rate	Minimum Rate
(a) Woodworking machinists whose work includes both making cutters and setting machines	357.10	88.00	445.10
(b) Automatic boring and filling machinist Filling machinists (hand filing) Twisted-in wire lathe operator (gauge of wire 10g. or more and soft coppered oval wire) Bench Drawing			

	Base Rate	Arbitrated Safety Net Adjustments Rate	Minimum Rate
Feather Duster Maker			
Paint Brush Maker			
Person employed on lacquering and ducoing			
Hair Pan Hands			
Bass Pan Hands			
Bottle Brush Makers			
Finishers			
Millet Broom Makers			
Millet Broom Sewers			
Wood-working Machinists			
Ducoers and Lacquerers			
Sorters	345.40	88.00	433.40
(c) Semi-automatic Boring and Filling Machinist			
Boring Machinist (on) filling machines)			
Broom and Brush Press Operator			
Mop Press Operator			
Mixing Machine Operator			
Branding Machinist	341.50	88.00	429.50
(d) Trimming Machinist and all Others	332.00	88.00	420.00
(2)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		
(3)	(deleted)		
(4)	(deleted)		
(5)	Junior Workers: Percentage of the adult rate for the class of work on which they are engaged.		
		%	
Under 16 years of age		50	
16 to 17 years of age		60	
17 to 18 years of age		70	
18 to 19 years of age		80	
19 to 20 years of age		90	
20 to 21 years of age		Adult Rate	

**BUILDING AND ENGINEERING TRADES  
(NICKEL MINING AND PROCESSING) AWARD  
NO. 20 OF 1968**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.

- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 44.—RATES OF PAY AND CLASSIFICATION DEFINITIONS

##### (1) Classification and Wage Rates—Kambalda and Leinster Nickel Operations

###### (a) Engineering Employees—

- (i) **Engineering Employees Grade 1 (EEG1)**  
 Not defined in Kambalda.
- (ii) **Engineering Employees Grade 2 (EEG2)**  
 Semi-skilled employee comparable to former classifications of battery attendant, pipe fitter, etc.
- (iii) **Engineering Employees Grade 3 (EEG3)**  
 Indentured tradespersons who satisfy all regulatory requirements or an EEG2 who has achieved a practical level of competency as approved by some regulatory control.
- (iv) **Engineering Employees Grade 4 (EEG4)**  
 Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.  
 e.g. Boilermaker with basic fitting skills including basic hydraulic and pneumatic fitting and vice versa.
- (v) **Engineering Employees Grade 5 (EEG5)**  
 Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including primary skills, and can competently work largely unsupervised.  
 e.g. A Fitter/Turner who acquires qualifications and training to competently act as a Diesel Fitter.  
 A Boilermaker who becomes competent at more detailed fitting such as balancing, aligning, fault detecting, etc.
- (vi) **Engineering Employees Grade 6 (EEG6)**  
 Indentured tradespersons who possess the same qualities as an EEG5, and are also capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor and are therefore by appointment only.

Award Wages	Rate	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$
EEG1	N/A		
EEG2	324.80	88.00	412.80
EEG3	372.40	88.00	460.40
EEG4	389.40	88.00	477.40
EEG5	404.10	88.00	492.10
EEG6	426.90	90.00	516.90

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

###### (b) Electrical Employees—

- (i) **Electrical Employee Grade 1 (EEG1)**  
 Not defined in Kambalda.
- (ii) **Electrical Employee Grade 2 (EEG2)**  
 Semi-skilled employee comparable to former classifications such as battery fitter, linesperson (three years experience) etc.
- (iii) **Electrical Employee Grade 3 (EEG3)**  
 A linesperson with more than three years experience or an indentured electrical fitter or installer.
- (iv) **Electrical Employee Grade 4 (EEG4)**  
 An EEG3 who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision and has obtained training in, and can practically apply various skills appropriate to other trades, or an indentured instrument fitter.

- (v) Electrical Employee Grade 5 (EEG5)  
An indentured electrical or instrumentation fitter/installer who has completed relevant post-trade courses conducing to cross-skilling of these disciplines, or an EEG4 who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas, and is capable of supervising work groups.
- (vi) Electrical Employee Grade 6 (EEG6)  
An Electrical Employee Grade 5 who is capable of supervising a large work group. Generally fulfils the duties as Assistant/Acting Foreperson is therefore by appointment only.

Award Wages	Rate	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$
EEG1	N/A		
EEG2	341.90	88.00	489.90
EEG3	372.40	88.00	460.40
EEG4	389.40	88.00	477.40
EEG5	404.80	88.00	492.80
EEG6	426.90	90.00	516.90

The above new rates include allowance for the withdrawal of the multi-skilled over award payment. The above new rates for EEG4, EEG5 and EEG6 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

- (c) Building Employees—
- (i) Building Employee Grade 1 (BEG1)  
Not applicable at Kambalda Nickel Operations.
- (ii) Building Employee Grade 2 (BEG2)  
Not applicable at Kambalda Nickel Operations.
- (iii) Building Employee Grade 3 (BEG3)  
Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.
- (iv) Building Employee Grade 4 (BEG4)  
Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.
- (v) Building Employee Grade 5 (BEG5)  
Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required including them primary skills, and can competently work largely unsupervised.
- (vi) Building Employee Grade 6 (BEG6)  
Indentured tradespersons who possess the same qualities as a BEG5, and are also capable of supervising a large work group. Generally fulfils the duties as assistant/acting supervisor and is therefore by appointment only.

Award Wages	Rate	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$
BEG1	N/A		
BEG2	N/A		
BEG3	363.20	88.00	451.20
BEG4	376.70	88.00	464.70
BEG5	389.60	88.00	477.60
BEG6	413.80	88.00	501.80

The above new rates for BEG4, BEG5 and BEG6 also include allowance for the withdrawal of the award leading hand rates, 1, 2 and 3 respectively.

(2) Classification and Wage Rates—Windarra Nickel Project

- (a) Engineering Employees—
- (i) Engineering Employees Grade 1 (EEG1)  
Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.
- (ii) Engineering Employees Grade 2 (EEG2)  
Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of pipe fitter.
- (iii) Engineering Employees Grade 3 (EEG3)  
Indentured tradespersons who satisfy all regulatory requirements of Grade 2 employees and have who achieved practical levels of competency as approved by the regulatory authority.

- (iv) Engineering Employees Grade 4 (EEG4)  
Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision.
- (v) Engineering Employees Grade 5 (EEG5)  
Indentured tradespersons who continually demonstrate superior knowledge and ability, and have achieved successful completion in relevant post-trade studies or courses, which enables them to apply multi-disciplinary skills as required and can work largely unsupervised.
- (vi) Engineering Employee Grade 6 (EEG6)  
Indentured tradespersons who possess the same qualities as Grade 5 employees and are capable of organising and supervising a large work group. Generally fulfils the duties as Assistant/Acting Supervisor.

Award Wages	Rate	Arbitrated Safety Net Adjustment	Total Rate
	\$	\$	\$
EEG1	302.00	88.00	390.00
EEG2	327.60	88.00	415.60
EEG3	363.20	88.00	451.20
EEG4	377.10	88.00	465.10
EEG5	384.20	88.00	472.20
EEG6	390.40	88.00	478.40

The above new rates include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

(b) Electrical Employee—

- (i) Electrical Employee Grade 1 (EEG1)  
Newly appointed semi-skilled employees who have not yet shown the necessary site knowledge to be competent enough to move from area to area within the operation without assistance. An employee will not remain in this classification for more than three months. This is a new classification.
- (ii) Electrical Employee Grade 2 (EEG2)  
Semi-skilled employees who have been employed at the operation for more than three months and are comparable to the former classification of battery fitter.
- (iii) Electrical Employee Grade 3 (EEG3)  
A linesperson with more than three years experience or an indentured electrical fitter or installer.
- (iv) Electrical Employee Grade 4 (EEG4)  
A Grade 3 employee who continually demonstrates superior knowledge and ability and is capable of handling difficult problems without immediate supervision or an indentured instrument fitter.
- (v) Electrical Employee Grade 5 (EEG5)  
An indentured electrical or instrument fitter/installer who has completed relevant post-trade courses conducive to cross-skilling of these disciplines, or a Grade 4 employee who has obtained through experience and practice a high degree of competency in multi-disciplinary trade areas.
- (vi) Electrical Employee Grade 6 (EEG6)  
A Grade 5 employee who is capable of supervising a large work group and generally fulfils the duties as assistant/acting foreman.

Award Wages	Rate	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$
EEG1	302.00	88.00	390.00
EEG2	327.60	88.00	415.60
EEG3	363.20	88.00	451.20
EEG4	391.70	88.00	479.70
EEG5	404.80	88.00	491.80
EEG6	411.00	88.00	499.00

The above new rates include allowance for the withdrawal of the award leading hand rates.

(c) Building Employees—

- (i) Building Employee Grade 1 (BEG1)  
Not applicable at Windarra Nickel Project.
- (ii) Building Employee Grade 2 (BEG2)  
Not applicable at Windarra Nickel Project.
- (iii) Building Employee Grade 3 (BEG3)  
Indentured tradespersons who satisfy all regulatory requirements and who have achieved a practical level of competency as approved by some regulatory control.
- (iv) Building Employee Grade 4 (BEG4)  
Indentured tradespersons who continually demonstrate superior knowledge and ability and are capable of handling difficult problems without immediate supervision, and have obtained training in, and can practically apply various skills as previously appropriate to other specific trade areas.

Award Wages	Rate	Arbitrated Safety Net Adjustments	Total Rate
	\$	\$	\$
BEG3	363.20	88.00	451.20
BEG4	376.70	88.00	464.70

The above new rate for BEG4 also include allowance for the withdrawal of the award leading hand rates 1, 2 and 3 respectively.

- (1) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (4) Apprentices:

Apprentices shall be paid the following percentage of tradespersons (EEG3) rate per week:-

Four year term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a half year term -	
First Six Months	42
Next year	55
Following year	75
Final year	88
Third year term -	\$
First year	55
Second year	75
Third year	88

Apprentices shall also receive the above percentage rates of the District Allowance, Disability Allowance, Tool Allowance and Industry Allowance available to Tradespersons under this award.

- (5) **Tool Allowance**

- (a) Bricklayers, Carpenters and Joiners, Plumbers or Painters shall be paid the following tool allowance:

	\$
Bricklayers	1.42
Carpenter and Joiners	2.63
Plumbers	1.97
Painters	0.60

This allowance includes an amount of five cents for the purpose of enabling employees to insure their tools against loss or damage by theft or fire and shall not be paid where the employer supplies employees with all necessary tools.

An employee in receipt of a tool allowance shall provide all necessary tools kept in suitable condition for the performances of the work.

An employee who fails to provide all such tools when required shall be guilty of a breach of this award and shall not be entitled to the tool allowance prescribed above until they comply with this provision.

- (b) Metal Trades Employees:

Notwithstanding the previous provisions of this clause, a metal tradesperson, including an apprentice, to whom the employer does not supply all necessary tools, shall be paid an allowance of **\$9.85** per week.

A "tradesperson", for the purpose of this clause, shall be deemed to be an employee who is paid an equal rate of wage or higher than for the classification "Boilermaker".

- (6) **Leading Hands**

In addition to the appropriate wage prescribed in this clause, a Leading Hand shall be paid -

	\$
(a) If placed in charge of not less than 3 and not more than 10 other employees	16.86
(b) If place in charge of more than 10 and not more than 20 other employees	25.29
(c) If place in charge of more than 20 other employees	32.95

- (7) **Disabilities Allowance:**

An employee employed outside of his/her shop on construction work shall for the time so employed be paid a disabilities allowance at the rate of **\$1.17** per week in addition to the prescribed rate.

- (8) **Industry Allowance:**

- (a) Each employee shall be paid an allowance of **\$77.73** per week.

- (b) The allowance recognises, and is in payment for, all aspects of work in the industry, including the location and nature of individual operations within it.

- (c) The allowance shall be paid in addition to the rate of wage set out in this clause and shall be paid for all purposes of the award.

- (9) Casual Employees:  
A casual employee shall be paid 20% in addition to the ordinary rate prescribed herein.
- (10) Notwithstanding the provisions of this award, no employee (including an apprentice), 21 years of age or over, shall be paid less than \$332.00 per week as the ordinary rate of pay in respect of the ordinary hours of work prescribed by this award, but that minimum rate of pay will not apply where the ordinary rate of pay is more than \$332.00 per week.
- Where the said minimum rate of pay is applicable the same rate shall be payable on holidays, during annual leave, sick leave, long service leave and any other leave prescribed by this award.
- Notwithstanding the foregoing, where in this award an additional rate is prescribed for any work, it shall be calculated upon the rate prescribed by this award for the classification in which the employee is employed.

**BUILDING MATERIALS MANUFACTURE (CSR LIMITED—  
WELSHPOOL WORKS) AWARD, 1982**

**NO. A 10 OF 1982**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

9.—WAGES

- (1) (a) Employees (Total wage per Week)
- | Wage Group | \$     | ASNA  | Total  |
|------------|--------|-------|--------|
| 1          | 458.80 | 40.00 | 498.80 |
| 2          | 449.80 | 40.00 | 489.80 |
| 3          | 440.90 | 40.00 | 480.90 |
| 4          | 436.20 | 40.00 | 476.20 |
| 5          | 429.60 | 40.00 | 469.60 |
| 6          | 427.00 | 40.00 | 467.00 |
| 7          | 420.20 | 40.00 | 460.20 |
| 8          | 416.30 | 40.00 | 456.30 |
- (b) Provided that an employee qualified Senior Hand Gyprock or Warehouse appointed as Shift Boss shall be paid an all purpose allowance of \$94.00 per week.
- (c) Provided further that a Shift Boss may appoint on a day to day basis and subject to work requirements, a Deputy Shift Boss who shall be paid a flat allowance of \$5.70 per shift.

- (2) For the purposes of subclause (1) of this clause, each group shall be comprised of the following classifications:

Wage Group	Bradford Insulation Factory	Gyprock Factory
1	Senior Line Operator	Senior Hand, Warehouse; or Senior Hand, Gyprock
2		Senior Hand (Cornice Plant)
3	Pot Operator	Plaster Mill Operator
4		Forming Area Operator
5	Shift Tester Relief Pot Operator (controls input materials) Senior Conveyer Attendant	
6		Cornice Plant Operator Joint Cements/Special Plaster Mixer
7		Forklift Driver Grader (Forklift Duties) Unloader and Grader (Testing Duties)
8	Conveyer Attendant Product Handler Process Worker	Product Handler Process Worker Bagger

- (3) Junior Employees:

Junior employees shall be paid the prescribed percentage of the adult wage per week for the class of work on which they are engaged.

	%
Under 18 years of age	80
18 years of age and over	100

- (4) Casual Employment:

A casual employee is one engaged and paid as such. A casual employee for working ordinary time shall be paid per hour 1/38th of the weekly rate prescribed by this award for the work performed, plus 20 per cent.

- (5) First Aid Allowance:

An employee qualified to act as a first aid attendant and appointed to act as a first aid attendant in association with other work under this award shall be paid an allowance of \$11.20 per week.

- (6) Extra Rates:

(a) Employees who are required to clean the forming machine drain and pit shall be paid a flat allowance of \$2.75 for each day when this work needs to be performed.

(b) In addition to the rates set out in subclauses (1) and (2) of this clause any Products Handler who is appointed a leading hand shall receive a weekly allowance as follows:

not more than 10 employees	\$21.15
more than 10 employees	\$31.60

- (7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## BUILDING TRADES (CONSTRUCTION) AWARD 1987

### NO. R 14 OF 1978

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

8.—RATES OF PAY

- (1) Except as elsewhere provided in this Award the rates of pay payable to an employee (other than an apprentice) shall be that prescribed herein calculated as an hourly rate in accordance with subclause (4) of this clause.
- (2) Weekly Rate: The following amounts shall be applied for the purpose of the calculation in subclause (4) of this clause of the hourly rate to apply under this Award.

			Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Weekly Rate \$
(a)	(i)	Bricklayers, stoneworkers, stonemasons, carpenters, joiners, painters, signwriters, glaziers, and plasterers roof tile fixers	365.20	52.10	90.00	507.30
	(ii)	Plumber and/or gasfitter	368.00	52.10	90.00	510.10
	(iii)	Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act:				
		Base Rate	368.00			
		Reg. Allowance \$ 17.30	385.30	52.10	90.00	527.40
	(iv)	Marker/Setter Out	378.60	52.10	90.00	520.70
	(v)	Special Class Tradesman	385.00	52.10	90.00	527.10
(b)	(i)	Group 1				
		Rigger	362.30	52.10	88.00	502.40
		Drainer	362.30	52.10	88.00	502.40
		Dogman	362.30	52.10	88.00	502.40
	(ii)	Group 2				
		Scaffolder	346.70	52.10	88.00	486.80
		Powder Monkey	346.70	52.10	88.00	486.80
		Hoist or Winch Driver	346.70	52.10	88.00	486.80
		Concrete Finisher	346.70	52.10	88.00	486.80
		Steel Fixer including Tack Welder	346.70	52.10	88.00	486.80
		Concrete Pump Operator	346.70	52.10	88.00	486.80
	(iii)	Group 3				
		Bricklayer's Labourer	335.10	52.10	88.00	475.20
		Plasterer's Labourer	335.10	52.10	88.00	475.20
		Assistant Powder Monkey	335.10	52.10	88.00	475.20
		Assistant Rigger	335.10	52.10	88.00	475.20
		Demolition Worker (after three months' experience)	335.10	52.10	88.00	475.20
		Gear Hand	335.10	52.10	88.00	475.20
		Cement Gun Operator	335.10	52.10	88.00	475.20
		Concrete Cutting or Drilling Machine Operator	335.10	52.10	88.00	475.20
		Pile Driver	335.10	52.10	88.00	475.20
		Tackle Hand	335.10	52.10	88.00	475.20
		Jackhammer Hand	335.10	52.10	88.00	475.20
		Mixer Driver (Concrete)	335.10	52.10	88.00	475.20
		Steel Erector	335.10	52.10	88.00	475.20
		Aluminium Alloy Structural Erector	335.10	52.10	88.00	475.20

	Base Rate \$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Weekly Rate \$
Gantry Hand or Crane Hand Concrete Gang Including Concrete Floater	335.10	52.10	88.00	475.20
Steel or Bar Bender to Pattern or Plan Concrete Formwork Stripper	335.10	52.10	88.00	475.20
Concrete Pump Hose Hand	335.10	52.10	88.00	475.20
Trades Labourer	335.10	52.10	88.00	475.20
Brick Paver Labourer	335.10	52.10	88.00	475.20
Brick Cleaner/Labourer	335.10	52.10	88.00	475.20
(iv) Group 4 Builders' Labourers Employed on Work Other Than Specified in Classifications (i) to (iii)	306.60	52.10	88.00	446.70

## (c) Supplementary Payments

Supplementary payments set out in this clause represent payments in lieu of equivalent overaward payments.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments shall be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award. For these purposes over award rates of pay in any industrial agreement affecting employees whose terms of employment are also regulated by the award shall likewise be liable to absorption unless contrary to the terms of the industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (3) Industry Allowance

The industry allowance at the rate of \$18.50 per week to be paid to each employee is to compensate for the following disabilities associated with construction work:-

- (a) Climate conditions when working in the open on all types of work.
- (b) The physical disadvantage of having to climb stairs or ladders.
- (c) The disability of dust blowing in the wind, brick dust and drippings from concrete.
- (d) Sloppy and muddy conditions associated with the initial stages of the erection of a building.
- (e) The disability of working on all types of scaffolding or ladders other than a swing scaffold, suspended scaffold, or a bosun's chair.
- (f) The lack of the usual amenities associated with factory work (e.g. meal rooms, change rooms, lockers).

## (4) Hourly Rate Calculation—Follow the Job Loading

- (a) The hourly rate of pay to be paid to an adult employee (other than an apprentice) shall be calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the sum of the amounts prescribed in subclause (2) and the amount prescribed in subclause (3) and where applicable in subclauses (6), (7), (8) and (9) of this clause by 52 and dividing the result by 50.4 by adding to that the amount prescribed in subclause (5) of this clause and by dividing the total by 38.
- (b) The aforementioned calculation shall take into account a factor of eight days in respect of the incidence of loss of wages for periods of unemployment between jobs.

## (5) Special Allowance

The special allowance at the rate of \$7.70 per week to be paid to each employee is to compensate for the following:-

- (a) Excess travelling time incurred by employees in the building industry;
- (b) The removal of loadings from the various building awards consequent upon the introduction of this paid rates award in the industry.

## (6) Tool Allowance

Tool allowances shall be paid to tradesmen as prescribed hereunder—

	Per Week \$
Carpenters, Joiners, Plumbers, Stonemasons, Stoneworkers	19.70
Plasterers, Fixers	16.20
Bricklayers	14.00
Roof Tile Fixers	10.30
Signwriters, Painters, Glaziers	4.90

## (7) Location Allowance

Where applicable location allowances in accordance with Appendix A will be paid.

- (8) **Underground Allowance**
- (a) (i) Subject to paragraph (b) hereof, an employee required to work underground shall be paid an allowance of \$9.06 per week in addition to the allowance prescribed in subclause (3) of this clause and any other amount prescribed for such employee elsewhere in this award.
- (ii) Where a shaft is to be sunk to a depth greater than six metres the payment of the underground allowance shall commence from the surface.
- (iii) This allowance shall not be payable to an employee engaged upon "pot and drive" work at a depth of 3.5 metres or less.
- (b) Where an employee is required to work underground for no more than four days or shifts in any ordinary week he/she shall be paid an underground allowance in accordance with the provisions of paragraph (t) of subclause (1) of Clause 9.—Special Rates and Provisions in lieu of the allowance prescribed in paragraph (a) hereof.
- (9) **Plumbing Trade Allowance**
- Plumbers shall be paid an allowance at the rate of \$14.80 per week to compensate for the following classes of work and in lieu of the relevant amounts in Clause 9.—Special Rates and Provisions whether or not such work is performed in any one week. When working outside the categories listed hereunder, a plumber shall receive the appropriate rates provided for in the said Clause 9.—Special Rates and Provisions.
- (a) **General Plumber**
- (i) Clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;
- (ii) Work in wet places;
- (iii) Work requiring a swing scaffold, swing seat or rope;
- (iv) Dirty or offensive work;
- (v) Work in any confined space;
- (vi) Work on a ladder exceeding eight metres in height.
- (b) **Mechanical Services Plumber**
- (i) Handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be affected by the use thereof;
- (ii) Work in a place where the temperature has been raised by artificial means to between 46 and 54 degrees celsius or exceeding 54 degrees celsius;
- (iii) Work in a place where fumes of sulphur or other acid or other offensive fumes are present;
- (iv) Dirty or offensive work;
- (v) Work in any confined space;
- (vi) Work on a ladder exceeding eight metres in height.
- (c) **Roof Plumber**
- (i) Work on the fixing of aluminium foil insulation on roofs or walls prior to the sheeting thereof;
- (ii) Use of explosive powered tools;
- (iii) Work requiring use of materials containing asbestos or to work in close proximity to employees using such materials shall be provided with and shall use all necessary safeguards as required by the appropriate occupational health authority including the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus);
- (iv) Dirty or offensive work;
- (v) Work requiring a swing scaffold, swing seat or rope;
- (vi) Work on a ladder exceeding eight metres in height.
- (10) **Leading Hands**
- (a) A person specifically appointed to be a leading hand shall be paid at the rate of the undermentioned additional amounts above the rate of the highest classification supervised, or his/her own rate, whichever is the highest, in accordance with the number of persons in his/her charge:-
- |  | <b>Weekly<br/>Base<br/>Only<br/>\$</b> | <b>Rate<br/>Per<br/>Hour<br/>\$</b> |
|--|--|-------------------------------------|
| (i) In charge of not more than one person            | 11.80                                  | 0.32                                |
| (ii) In charge of two and not more than five persons | 26.10                                  | 0.71                                |
| (iii) In charge of six and not more than ten persons | 33.30                                  | 0.90                                |
| (iv) In charge of more than ten persons              | 44.40                                  | 1.21                                |
- (b) The hourly rate prescribed in paragraph (a) hereof is calculated to the nearest cent (less than half a cent to be disregarded) by multiplying the weekly base amount by 52 and dividing the result by 50.4 and by dividing the amount by 38.
- (11) **Licensed Plumbers Accepting Responsibility**
- Any licensed plumber called upon by his/her employer to use the licence issued to him/her by the Metropolitan Water Supply, Sewerage and Drainage Board for a period in any week—\$28.80 for that week.
- (12) **Plumber Acting on Welding Certificate**
- A plumber who is requested by his/her employer to hold the relevant qualifications and has obtained a certificate of competency pursuant to procedures as set out by the Standards Association of Australia or other relevant recognised codes, or, who may have to carry out work which is subject to other special tests but not a normal trade test, and is

required by his/her employer to act on such qualifications, shall be paid an additional 39 cents per hour for oxyacetylene welding and 39 cents per hour for electric welding for every hour of his/her employment whether or not he/she has in any hour performed work relevant to those qualifications held.

- (13) **Lead Work**  
A plumber engaged in leadburning or lead work in connection therewith shall be paid an additional \$1.30 per hour.
- (14) **Ship's Plumbing**  
A plumber engaged on plumbing work in connection with ships shall be paid an additional 91 cents per hour.
- (15) **Casual Hands**  
In addition to the rate appropriate for the type of work, a casual hand shall be paid an additional 20 per cent of the rate per hour with a minimum payment as for three hours employment. The penalty rate herein prescribed shall be deemed to include, inter alia, compensation for annual leave.
- (16) **Site Allowances**  
The Union on behalf of its members may request an employer to consider a site allowance to compensate for all special factors and/or disabilities on a project.  
Where the parties have considered the merit of the claim and have agreed on a proposed rate, it shall be referred to the Commission for ratification.  
Where agreement cannot be reached, the parties shall refer the matter to the Commission which shall determine an appropriate rate, if any, to compensate for such special factors and/or disabilities: Provided, however, that the Commission may determine that such site allowance shall be paid in lieu of any of the special rates related to conditions on the site as prescribed in Clause 9 subclause (1).  
The Commission shall ratify or determine such matters on the criteria outlined in the Full Bench Decision of the Conciliation and Arbitration Commission dated February 25, 1983 (Print F1957).  
Where the procedure prescribed by this subclause is being followed, work shall continue normally.  
A site allowance determined in accordance with this subclause shall be deemed to be prescribed by this Award.

### BUILDING TRADES (GOLDMINING INDUSTRY) AWARD

#### NOS. 29 & 32 OF 1965 & 4 OF 1966

##### 9.—WAGES

(1)	Rate per 38 hour week	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Rate
	(a) Bricklayer	365.20	52.10	90.00	507.30
	(b) Carpenter and Joiner	365.20	52.10	90.00	507.30
	(c) Painter	365.20	52.10	90.00	507.30
	(d) Plumber	365.20	52.10	90.00	507.30

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) **Tool Allowance (per week)**
- |     |           |       |
|-----|-----------|-------|
| (a) | Carpenter | 19.70 |
| (b) | Painter   | 4.90  |
- The tool allowance for carpenter and joiner includes an amount of five cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.
- (3) **Structural Efficiency:**
- (a) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this award provided that such duties are not designed to promote de-skilling.
- (b) Arising out of the decision on 8 September 1989 in the State Wage Case the parties to this Award are committed to implementing a new wage and classification structure. In making this commitment, the parties—
- (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature.
  - (ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure.
  - (iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
  - (iv) Are committed to modernising the terms of the Award and addressing issues associated with training in an endeavour to finalise matters.

- (c) In the event that there is a claim for reclassification by an employee to higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:
    - (i) Agreed competency standards shall be established by the parties in conjunction with T.A.F.E. and S.E.S.D.A. (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
    - (ii) An agreed authority such as T.A.F.E. or S.E.S.D.A. or agreed accreditation authority (when operative) shall test the validity of an employee's claim for classification.
  - (d) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters.
- (4) Award Modernisation:
- (a) In accordance with sub-paragraph (iv) in paragraph (b) of subclause (5) hereof, the parties are committed to modernising terms of the award.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of the obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that—
    - (i) The majority of employees at the enterprise must genuinely agree;
    - (ii) No employee will lost income as a result of the change;
    - (iii) The Union must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variations to the Award;
    - (iv) Agreements will be ratified by the Commission.
  - (c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement requires an award variation, the parties will not oppose that award variation for that particular provision for that particular enterprise.
  - (d) There shall not be limitations on any award matter being raised for discussion.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the Award.

**9A.—MINIMUM WAGE—ADULT MALES AND FEMALES**

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**BUILDING TRADES (GOVERNMENT) AWARD 1968  
NO. 31A OF 1966**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

9.—WAGES

It is a term of this award that the union undertakes for the duration of the Principles determined by the Commission Court Session in Application No. 985 of 1995 not to pursue any extra claims, award or overaward except when consistent with the State Wage Principles.

	On Engage-ment	Arbitrated Safety Net Adjust-ment	Total Rate	After 1 year of service (Per Week)	Arbitrated Safety Net Adjust-ment	Total Rate	After 2 years of service	Arbitrate d Safety Net Adjust-ment	Total Rate
	\$	\$	\$	\$	\$	\$	\$	\$	\$
(1) (a) Tradespersons: Bricklayers Stoneworkers, Carpenters, Joiners, Painters, Signwriters, Glaziers, Plasterers and Stonemasons as defined in Clause 6 of this Award	429.60	90.00	519.60	434.50	90.00	524.50	439.00	90	529.00
(b) Special Class Tradesperson (as defined)	447.80	90.00	537.80	452.95	90.00	542.95	457.65	90	547.65
(c) Plumbers holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	444.85	90.00	534.85	449.80	90.00	539.80	454.30	90	544.30
(d) Builders Labourers:									
(i) Rigger, Drainer, Dogman	407.25	88.00	495.25	414.10	88.00	502.10	418.80	88	506.80
(ii) Scaffolder, Powder Monkey, Hoist or Winch Driver, Concrete Finisher, Steelfixer, including Tack Welder, Concrete Pump Operator	395.25	88.00	483.25	398.40	88.00	486.40	403.05	88.00	491.05
(iii) Bricklayer's Labourer, Plasterer's Labourer, Assistant Rigger, Demolition Workers (after 3 months' experience), Gear Hand, Pile Driver, Tackle Hand, Jackhammer Hand, Mixer Driver (concrete), Steel Erector, Aluminium Alloy Structural Erector, Gantry Hand or Crane Hand, Crane Chaser, Concrete Gang including Concrete Floater, Steel or Bar Bender to Pattern or Plan, Concrete Formwork Stripper, Concrete Pump, Hose hand	386.85	88.00	474.85	391.15	88.00	479.15	396.25	88.00	484.25
(iv) Builder's Labourer employed on work other than specified in classifications (i)-(iii)	356.80	88.00	444.80	357.80	88.00	445.80	362.05	88.00	450.05

- (e) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2)	Tool Allowance	(Per Week) \$
	(a) Bricklayers and Stoneworkers	14.00
	(b) Plasterers	16.20
	(c) Carpenters and Joiners	19.70
	(d) Plumbers	19.70
	(e) Painters and Sign-writers	4.90
	(f) Glaziers	4.90
	(g) Stonemasons: The employer shall supply all necessary tools for the use of stonemasons, except when engaged on building construction, when the worker, if required to supply his/her own tools, shall receive a tool allowance at the rate of \$1.55 per week.	

NOTE 1: The tool allowance prescribed in paragraphs (a), (b), (c) and (d) of this subclause each include an amount of six cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

NOTE 2: The abovenamed allowances shall not be paid where the employer supplies an employee with all necessary tools.

(3) Allowance for Lost Time: Thirteen days' sick leave and follow the job (per week):

An employee whose employment is terminated through no fault of his/her own and who has not completed nine months' continuous service with his/her employer shall, for each week of continuous employment with that employer, immediately prior to his/her termination of employment be paid the lost time allowance prescribed hereunder less any payments made to him/her in respect of sick leave during that employment—

		\$
(a)	Bricklayers, stoneworkers, carpenters, joiners, painters, glaziers, signwriters, plasterers, plumbers and stonemasons	42.08
(b)	Special Class Tradesperson (as defined)	44.19
(c)	Registered Plumbers	43.71
(d)	Builders Labourers	
	(i) Classifications (i) to (iii) inclusive	41.25
	(ii) Classifications (iv) to (ix)	39.79
	(iii) Classification (x)	37.50
	(iv) Classification (xi)	34.93

NOTE: In the event of any increase or decrease in the wages and other allowances prescribed in this clause, except the tool allowances, the amounts prescribed in this subclause shall be increased or decreased by an amount equal to 9.7% of that increase or decrease.

(4) Disabilities Allowance (Per Week): \$18.39

- (a) Subject to the provisions of paragraph (b), of this subclause an allowance of \$18.39 shall be paid to all employees excepting employees who are employed for the major portion of any week in or about a permanent maintenance depot or who are usually employed in or about the employer's business when an employee coming within the exception is engaged on the erection or demolition of a building exceeding 250 square feet in floor area.
- (b) Employees who are directed to work temporarily in or about a permanent maintenance depot and who immediately prior to being so directed were in receipt of the allowance for a period of not less than three months shall be paid two-thirds of the allowance prescribed herein.

(5) Casual Employees

A casual employee shall be paid a loading of 20 per cent in addition to the rates prescribed by this clause.

(6) The rates prescribed in subclause (1) of this clause shall be increased or decreased, as the case may be, to give effect to any decision of the Australian Conciliation and Arbitration Commission to alter wage rates uniformly in awards under its jurisdiction on general economic or productivity grounds.

(7) Plumbing Trade Allowance

Plumbers shall be paid an allowance at the rate of \$14.19 per week to compensate for the following classes of work and in lieu of the relevant amounts in Clause 13.—Special Rates and Provisions of this award whether or not such work is performed in any one week. When working outside the categories listed hereunder, a plumber shall receive the appropriate rates provided for in the said Clause 13.—Special Rates and Provisions.

- (a) General Plumber:
- (i) clearing stoppages in soil or waste pipes, or sewer drain pipes, also repairing and putting same in proper order;
  - (ii) work in wet places;
  - (iii) work requiring a swing scaffold, swing seat or rope;
  - (iv) dirty or offensive work;
  - (v) work in any confined space;
  - (vi) work on a ladder exceeding eight metres in height;
  - (vii) work in and around abattoirs.

- (b) Mechanical Services Plumber:
- (i) handling charcoal, pumice, granulated cork, silicate of cotton, insulwool, slag wool, or other recognised insulation material of a like nature or working in the immediate vicinity so as to be affected by the use thereof;
  - (ii) work in a place where the temperature has been raised by artificial means to between 46° and 54° Celsius or exceeding 54° Celsius;
  - (iii) work in a place where fumes of sulphur or other acid or other offensive fumes are present;
  - (iv) dirty or offensive work;
  - (v) work in any confined space;
  - (vi) work on a ladder exceeding eight metres in height;
  - (vii) work in and around abattoirs.
- (c) Roof Plumber:
- (i) work in the fixing of aluminium foil insulation on roofs or walls prior to the sheeting thereof;
  - (ii) use of explosive powered tools;
  - (iii) work requiring use of materials containing asbestos or to work in close proximity to employees using such materials shall be provided with, and shall use, all necessary safeguards as required by the appropriate occupational health authority including the mandatory wearing of protective equipment (i.e. combination overalls and breathing equipment or similar apparatus);
  - (iv) dirty or offensive work;
  - (v) work requiring a swing scaffold, swing seat or rope;
  - (vi) work on a ladder exceeding eight metres in height;
  - (I) work in and around abattoirs.

## Appendix "D"

## (8) Rates of Pay

Employees shall be paid the following rates of pay in accordance with the level to which they are classified.

## (a) Wage Rates

Level	Percentage Relativity to Level 4	Rates \$	Safety Net Adjustment \$	Total Weekly Rate \$
New Entrant	78	335.10	88.00	423.10
1	82	352.30	88.00	440.20
2	87	375.50	88.00	463.50
3	92	397.00	88.00	485.00
4	100	429.60	90.00	519.60
5	105	451.10	90.00	541.60
6	110	472.60	88.00	560.60
7	115	494.00	88.00	582.00
8	120	515.50	88.00	603.80
9	125	537.00	90.00	627.00

- (b) (i) In addition to the rates contained in paragraph (a) of this subclause, employees designated in classification levels to 7 inclusive shall receive an all purpose industry allowance of \$11.44.
- (ii) This allowance shall be paid in two instalments as follows:
- (aa) \$5.78 of the allowance shall be paid after the first twelve months of government service; and
  - (bb) the remaining \$5.66 shall be paid on 24 months of government service.
- (c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustment.

**BUILDING TRADES AWARD 1968****NO. 31 OF 1966**

## 10.—WAGES

The rates of wages payable to the employees covered by the award (other than duly registered apprentices) shall be as follows:

(1) Base Rate and Supplementary Payment (per week)		Base Rate Per Week \$	Safety Net Adjustment \$	Total Rate Per Week
(a)	(i) Bricklayers, stoneworkers, carpenters, joiners, painters, signwriters, glaziers, plasterers and plumbers as defined in Clause 6 of this award	376.20	90.00	466.20
	(ii) Plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act	385.40	90.00	475.40
	(iii) Joiner—Assembler A (as defined in Clause 6 of this award)	344.60	88.00	432.60
	(iv) Joiner—Assembler B (as defined in Clause 6 of this award)	330.70	88.00	418.70
(b)	Builders Labourers—			
	(i) Rigger	360.30	88.00	448.30
	(ii) Drainer	360.30	88.00	448.30
	(iii) Dogman	360.30	88.00	448.30
	(iv) Scaffolder	345.00	88.00	433.00
	(v) Powder Monkey	345.00	88.00	433.00
	(vi) Hoist or Winch Driver	345.00	88.00	433.00
	(vi) Concrete Finisher	345.00	88.00	433.00
	(vi) Steel Fixer including tack welder	345.00	88.00	433.00
	(xi) Operator Concrete Pump	345.00	88.00	433.00
	(x) Bricklayer's Labourer	333.60	88.00	421.60
	Plasterer's Labourer	333.60	88.00	421.60
	Assistant Powder Monkey	333.60	88.00	421.60
	Assistant Rigger	333.60	88.00	421.60
	Demolition Worker (after three months' experience)	333.60	88.00	421.60
	Gear Hand	333.60	88.00	421.60
	Pile Driver	333.60	88.00	421.60
	Tackle Hand	333.60	88.00	421.60
	Jackhammer Hand	333.60	88.00	421.60
	Mixer Driver (concrete)	333.60	88.00	421.60
	Steel Erector	333.60	88.00	421.60
	Aluminium Alloy Structural Erector	333.60	88.00	421.60
	Gantry Hand or Crane Hand	333.60	88.00	421.60
	Crane Chaser	333.60	88.00	421.60
	Concrete Gang including Concrete Floater	333.60	88.00	421.60
	Steel or Bar Bender to pattern or plan	333.60	88.00	421.60
	Concrete Formwork Stripper	333.60	88.00	421.60
	Concrete Pump Hose Hand	333.60	88.00	421.60
	(xi) Builder's Labourers employed on work other than specified in classifications (i) to (x)	307.70	88.00	395.70
(2)	Special Payment:			
	(a) A special payment of \$40.78 per week shall be paid to all employees covered by this award and shall be regarded as part of the "total rate" for all purposes.			
	(b) For the purpose of calculating the rate of wage payable to an apprentice the special payment prescribed in paragraph (a) hereof shall be deemed to be part of the tradesman's total rate.			
(3)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			
(4)	Tool Allowance: (Per Week)	\$		
	(a) Bricklayers and Stoneworkers	14.00		
	(b) Plasterers	16.20		
	(c) Carpenters and Joiners	19.70		
	(d) Joiners—Assembler A or B	9.90		
	(e) Plumbers	19.70		
	(f) Painters	4.90		
	(g) Signwriters	4.90		
	(h) Glaziers	4.90		

Note 1: The tool allowance prescribed in paragraphs (a) to (h) inclusive of this subclause, each include an amount of 5 cents for the purpose of enabling the employees to insure their tools against loss or damage by theft or fire.

Note 2: The abovenamed allowances shall not be paid where the employer supplied the employee with all necessary tools.

(5) Construction Allowance: (per week) \$18.50. An employee shall not be entitled to this construction allowance except when required to work "on site" on any work in connection with the erection or demolition of a building or to carry out work which the employer and the union agree is construction work or in default of agreement, that is so declared by the Board of Reference.

(6) Casual Employees:

A casual employee as defined in Clause 6.—Definitions of this award, shall be paid a loading of 20 per cent in addition to the rates to which he/she is otherwise entitled pursuant to this clause.

(7) (a) Junior employees may be employed in the classification of Joiner—Assembler A but in no other classification and shall be paid the following percentages of the base rate and special payment applicable to that classification:

	%
Up to 16 years	38
16 – 17	46
17 – 18	53
18 – 19	73
19 – 20	88
20 +	100

(b) In addition to the above rates a junior employee shall be paid the tool allowance specified in subclause (3) hereof if required by the employer to supply tools.

(c) This subclause shall not operate to reduce the wages of any employee who is paid more than the rate prescribed herein for such employee nor shall the same permit the reduction of any such wages.

(d) Junior employees employed in the classification of Joiner—Assembler A may perform any of the duties of a Joiner—Assembler A and/or Joiner—Assembler B as defined in Clause 6.—Definitions and shall not perform work ordinarily carried out by any other classification of employee covered by this award.

(e) Junior employees shall be employed at a ratio of one junior employee to each five adult employees or part thereof.

#### 10A.—MINIMUM WAGE—ADULT MALES AND FEMALES

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

(i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.

(ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.

(iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

(iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

(v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.

(bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

(vi) Subject to this subclause the Minimum Adult Award Wage shall —

(aa) apply to all work in ordinary hours.

(bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

### BURSWOOD HOTEL (MAINTENANCE EMPLOYEES')

#### AWARD 1990

#### NO. A 6 OF 1989(R)

#### 1B.—MINIMUM ADULT AWARD WAGE

(1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 14.—WAGE RATES

- (1) (a) The adult weekly wage rates payable to employees covered by this award shall be as follows:

Classification	Rate Per Week \$	A.S.N.A. \$	Total Rate Per Week \$
Electrical Fitter	485.40	88.00	573.40
Electrical Mechanic	485.40	88.00	573.40
Refrigeration Fitter	485.40	88.00	573.40
Building Tradesperson	485.40	88.00	573.40
General Trades Assistant	420.70	90.00	510.70

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) **Nominee**
- A licensed electrical mechanic or fitter who acts as nominee for an electrical contractor shall be paid an allowance of \$45.79 per week.
- (3) In addition to the weekly wage rate provided by subclause (1) of this clause an adult employee shall be paid:
- |   | \$    |
|---|-------|
| (a) After the completion of one year's continuous service | 13.57 |
| (b) After the completion of two year's service            | 27.49 |
- Such payment shall be deemed part of the weekly wage rate for all purposes of the award.
- (4) In addition to the weekly wage rate provided by subclause (1) of this clause a leading hand shall be paid:
- |  | \$    |
|--|-------|
| (a) If placed in charge of not less than three and not more than ten other employees | 19.10 |
| (b) If placed in charge of more than ten and not more than 20 other employees        | 29.22 |
| (c) If placed in charge of more than 20 other employees                              | 37.62 |

- (5) Apprentices shall be paid the following percentage of the appropriate Tradespersons wage rate in subclause (1) of this clause:
- |                             |    |
|-----------------------------|----|
| FIVE YEAR TERM—             | %  |
| First year                  | 40 |
| Second year                 | 48 |
| Third year                  | 55 |
| Fourth year                 | 75 |
| Fifth year                  | 88 |
| FOUR YEAR TERM—             |    |
| First year                  | 42 |
| Second year                 | 55 |
| Third year                  | 75 |
| Fourth year                 | 88 |
| THREE AND A HALF YEAR TERM— |    |
| First six months            | 42 |
| Next year                   | 55 |
| Next year                   | 75 |
| Final year                  | 88 |
| THREE YEAR TERM—            |    |
| First year                  | 55 |
| Second year                 | 75 |
| Third year                  | 88 |
- (6) Casual employees shall be paid 20 percent of the ordinary rate in addition to the ordinary rate for the calling in which they are employed.
- (7) An employee holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the Company to perform first aid duties, shall be paid \$7.36 per week in addition to their ordinary rate.
- (8) An employee who holds, and in the course of their employment is required to use, a current "A" Grade or "B" Grade, or "L" Grade or "R" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February 1978 under the Electricity Act 1945 shall be paid an allowance of \$15.19 per week.
- (9) An employee, who is in possession of, and is requested by the Company to use, a plumber's licence issued by the Metropolitan Water Supply, Sewerage and Drainage Board, shall, in each week so requested, be paid an allowance of \$28.07 per week.
- (10) A plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act shall be paid \$19.35 per week in addition to their ordinary rate.
- (11) Structural Efficiency
- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. A6 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions and not designed to promoted deskilling within the employee's classification structure.
  - (b) The parties to the award are committed to implementing a new wage and classification structure. In making this commitment the parties:
    - (i) Shall determine the appropriate range of skills applicable to each classification contained in Clause 14.—Wage Rates of this award.
    - (ii) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature.
    - (iii) Intend to substitute the existing provisions of Clause 14.—Wage Rates with a new wage and classification structure and to make any consequential amendments not later than 30 September 1991, or earlier if agreed between the parties and approved by the W.A. Industrial Relations Commission.
    - (iv) Undertake that upon variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;
    - (v) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
    - (vi) Will create a genuine career path for employees which allows advancement based on industry accreditation and access to training.
    - (vii) Will take into account in the development of the new classification structure national relativities and established skill levels relevant to the existing classification in the award.
  - (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses the agreed equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:
    - (i) The parties agree that the existing award disputes avoidance procedure shall be followed.
    - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the SESDA, (when operative) or any other agreed Authority for all levels in any new classification structure before any claims for reclassification are processed.

- (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.
  - (iv) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the Company.
  - (d) The parties are committed to modernising the terms of the award with an endeavour to finalise this matter by 30 September 1991.
- (12) Award Modernisation
- (a) In accordance with paragraph (d) of subclause (11) hereof, the parties are committed to modernising the terms of the award.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that:—
    - (i) The majority of employees affected by the change at the enterprise must genuinely agree;
    - (ii) No employee shall lose income as a result of the change;
    - (iii) The Union must be a party to the Agreement particularly where enterprise level discussions are considering matters requiring variation to the award; and
    - (iv) Agreements shall be ratified by the W.A. Industrial Relations Commission.
  - (c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement required variation of the award, the parties shall support such award variation.
  - (d) There shall not be limitations on any award matter being raised for discussion.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the award.

**BURSWOOD ISLAND RESORT (MAINTENANCE EMPLOYEES')  
AWARD**

**NO. A 22 OF 1986**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
 

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

13.—WAGE RATES

- (1) (a) The adult weekly wage rates payable to employees covered by this award shall be as follows:

Classification	Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Video Department			
Electronic Serviceperson (Grade I)	485.30	88.00	573.30
Electronic Serviceperson (Grade II)	513.40	88.00	601.40

Classification	Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Electronic Serviceperson (Grade III)	541.90	88.00	629.90
Engineering Department:			
Tradesperson	485.30	88.00	573.30
Plant Attendant	485.30	88.00	573.30
General Trades Assistant	420.70	90.00	510.70

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) In addition to the weekly wage rate provided by subclause (1) hereof an adult employee shall be paid:

PER WEEK  
\$

- |     |   |       |
|-----|---|-------|
| (a) | After the completion of one year's continuous service | 13.57 |
| (b) | After the completion of two years' continuous service | 27.49 |

Such payments shall be deemed part of the weekly wage rate for all purposes of the award.

- (3) Leading Hand: In addition to the appropriate total wage prescribed in this clause a Leading Hand shall be paid:

\$

- |     |  |       |
|-----|--|-------|
| (a) | If placed in charge of not less than three and not more than ten other employees | 19.10 |
| (b) | If placed in charge of more than ten and not more than twenty other employees    | 29.22 |
| (c) | If placed in charge of more than twenty other employees                          | 37.62 |

- (4) A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which they are employed.

- (5) Nominee

A licensed electrical mechanic or fitter who acts as nominee for the Company shall be paid an allowance of \$45.79 per week.

- (6) An employee holding either a Third Year First Aid Medallion of the St. John Ambulance Association or a "C" Standard Senior First Aid Certificate of the Australian Red Cross Society, appointed by the Company to perform first aid duties, shall be paid \$7.13 per week in addition to their ordinary rate.

- (7) An employee who holds, and in the course of their employment is required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act 1945 shall be paid an allowance of \$15.19 per week.

- (8) An employee who is in possession of, and is requested by the Company to use, a plumber's licence issued by the Metropolitan Water Supply, Sewerage and Drainage Board, shall, in each week so requested, be paid an allowance of \$26.34 per week.

- (9) A plumber holding registration in accordance with the Metropolitan Water Supply, Sewerage and Drainage Act shall be paid \$10.93 per week in addition to their ordinary rate.

- (10) Structural Efficiency:

- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1730 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions and not designed to promote deskilling within the employee's classification structure.

- (b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties—

- (i) Shall determine the appropriate range of skills applicable to each classification contained in Clause 13.—Wage Rates, of this Award;
- (ii) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
- (iii) Intend to substitute the existing provisions of Clause 13.—Wage Rates, of this award, with a new wage and classification structure and to make any consequential amendments not later than 21 May 1991, or earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission;

- (iv) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;
- (v) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
- (vi) Will create a genuine career path for employees which allows advancement based on industry accreditation and access to training.
- (vii) Will take into account in the development of the new classification structure national relativities and established skill levels relevant to the existing classifications in the Award.
- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses the agreed equivalent skill and knowledge gained through on-the-job experience or on any other ground the following principles apply:
  - (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
  - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the SESDA (when operative) or any other agreed authority for all levels in any new classification structure before any claims for reclassification are processed.
  - (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.
  - (iv) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the Company.
- (d) The parties are committed to modernising the terms of the Award with an endeavour to finalise this matter by 21 May 1991.
- (11) Award Modernisation:
  - (a) In accordance with paragraph (d) of subclause (10) hereof, the parties are committed to modernising the terms of the Award.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that—
    - (i) The majority of employees affected by the change at the enterprise must genuinely agree;
    - (ii) No employee shall lose income as a result of the change;
    - (iii) The Unions must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variation to the Award;
    - (iv) Agreements will be ratified by the Western Australian Industrial Relations Commission;
    - (v) The disputes procedure prescribed in Clause 22.—Resolution of Disputes, of this award, shall apply if agreement cannot be reached in the implementation process of a particular issue.
  - (c) Should an agreement be reached pursuant to paragraph (b) hereof and that agreement requires variation to the Award, the parties shall support such award variation.
  - (d) There shall not be limitations on any Award matter being raised for discussion.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the Award.

### BURSWOOD ISLAND RESORT EMPLOYEES AWARD

#### NOS. A 23 & A 25 OF 1985

##### 5.—WAGES

- (1) The following tables as listed hereunder shall be the minimum fortnightly rate of wage payable to employees covered by the terms and conditions of the Burswood Island Resort Employees Award:

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

		Per Fortnight \$	ASNA \$	TOTAL \$
A.	FOOD AND BEVERAGE			
1.	Bar Attendant (Grade 1)	676.30	100.00	776.30
2.	Bar Attendant (Grade 2)	689.20	100.00	789.20
3.	Head Bar Attendant	733.90	100.00	833.90
4.	Cellarperson	692.90	100.00	792.90

	Per Fortnight \$	ASNA \$	TOTAL \$	
5.	Waiter/Waitress	661.70	100.00	761.70
6.	Steward/Stewardess	661.70	100.00	761.70
7.	Head Waiter/Waitress	718.30	100.00	818.30
8.	Head Steward/Stewardess	718.30	100.00	818.30
9.	Snack Bar Attendant	661.70	100.00	761.70
10.	Bar Useful	655.60	100.00	755.60
11.	Host/Hostess	718.30	100.00	818.30
B.	HOUSE			
1.	Housekeeper	733.90	100.00	833.90
2.	Porter	655.60	100.00	755.60
3.	Room Attendant	655.60	100.00	755.60
4.	Timekeeper	676.30	100.00	776.30
C.	KITCHEN			
1.	Chef	771.00	100.00	871.00
2.	Qualified Cook	718.30	100.00	818.30
3.	Cook Employed Alone	677.50	100.00	777.50
4.	Breakfast and/or Other Cook	670.60	100.00	770.60
5.	Kitchenhand	655.60	100.00	755.60
6.	Qualified Butcher	718.30	100.00	818.30
7.	Other Butcher	694.10	100.00	794.10
D.	MISCELLANEOUS			
1.	Cafeteria Attendant—(Grade 1)	661.70	100.00	761.70
2.	Cafeteria Attendant—(Grade 2)	670.60	100.00	770.60
3.	Commissionaire	655.60	100.00	755.60
4.	Valet/Carparking Attendant	655.60	100.00	755.60
5.	Storeperson	670.60	100.00	770.60
6.	Laundry Attendant (Grade 1)	655.60	100.00	755.60
7.	Laundry Attendant (Grade 2)	672.00	100.00	772.00
8.	Cleaner	655.60	100.00	755.60
9.	Gardener	655.60	100.00	755.60
10.	Qualified Gardener	795.20	100.00	895.20
11.	Groundsperson	655.60	100.00	755.60
12.	General Hand	655.60	100.00	755.60
13.	Seamstress	722.60	100.00	822.60
14.	Wardrobe Attendant	655.60	100.00	755.60
15.	Guest Services Attendant	718.30	100.00	818.30
16.	Cashier	676.30	100.00	776.30

(a) A Waiter or Waitress who has completed an accepted course recognised by the Western Australian Tourism Industry Training Committee shall in addition to his/her ordinary time rate of pay be paid a fortnightly allowance of \$10.90.

(b) In-Charge Rates:

An employee who is appointed and placed in charge of other employees shall be paid the following rates in addition to his/her ordinary time rate of pay:

	Per Fortnight \$	
(i)	if placed in charge of less than six employees	17.40
(ii)	if placed in charge of six to ten employees	23.40
(iii)	if placed in charge of eleven to twenty employees	27.10
(iv)	if placed in charge of more than twenty employees	45.10

Provided that these additional rates shall not be payable to any employee employed in the classifications of Chef, Housekeeper, Head Waiter, Head Waitress, Head Steward, Head Stewardess, Head Bar Attendant, and Casino Operations Employees.

(c) Service Payments:

In addition to the wage rates prescribed in sections A, B, C and D of this subclause, all employees (other than Apprentices) employed on a full time basis, shall be paid Service Payments at the following rates:

	Per Fortnight \$
After 1 year of service	13.50
After 2 years of service	20.70
After 3 years and subsequent years of service	27.70

## E. CASINO OPERATIONS

	Per Fortnight \$	ASNA \$	TOTAL \$
1. Croupier Dealer			
On commencement	689.00	100.00	789.00
On completion of 3 months' service	899.30	100.00	999.30
On completion of 12 months' service	918.40	104.00	1022.40
On completion of 18 months' service	937.70	104.00	1041.70
On completion of 24 months' service and thereafter	956.90	104.00	1060.90
2. Inspector			
First 12 months' service	962.30	104.00	1066.30
On completion of 12 months' service	981.30	104.00	1085.30
On completion of 18 months' service	1000.80	100.00	1100.80
On completion of 24 months' service and thereafter	1020.30	100.00	1120.30
3. Keno Runner	689.00	100.00	789.00
4. Keno Operator			
On commencement	689.00	100.00	789.00
On completion of 3 months' service	765.30	100.00	865.30
On completion of 12 months' service	800.50	100.00	900.50
On completion of 24 months' service and thereafter	833.50	100.00	933.50
5. Video Attendant			
On commencement	689.00	100.00	789.00
On completion of 3 months' service	765.30	100.00	865.30
On completion of 12 months' service	800.50	100.00	900.50
On completion of 24 months' service and thereafter	833.50	100.00	933.50
6. Count Team			
On commencement	689.00	100.00	789.00
On completion of 3 months' service	765.30	100.00	865.30
On completion of 12 months' service	800.50	100.00	900.50
On completion of 24 months' service and thereafter	833.50	100.00	933.50
7. Change Booth Cashier			
On commencement	689.00	100.00	789.00
On completion of 3 months' service	765.30	100.00	865.30
On completion of 12 months' service	800.50	100.00	900.50
On completion of 24 months' service and thereafter	833.50	100.00	933.50
8. Main Cage Cashier			
First 12 months' service	943.80	104.00	1047.80
On completion of 12 months' service	962.30	104.00	1066.30
On completion of 18 months' service	981.30	104.00	1085.30
On completion of 24 months' service and thereafter	1020.30	100.00	1120.30
9. Camera Surveillance Operator			
First 12 months' service	943.80	104.00	1047.80
On completion of 12 months' service	962.30	104.00	1066.30
On completion of 18 months' service	981.30	104.00	1085.30
On completion of 24 months' service and thereafter	1020.30	100.00	1120.30
10. Security Officer			
First 3 months' service	767.10	100.00	867.10
On completion of 3 months' service	807.50	100.00	907.50
On completion of 12 months' service	850.10	100.00	950.10
On completion of 24 months' service and thereafter	918.40	104.00	1022.40

Provided that an employee appointed as Senior Security Officer shall, in addition to the appropriate Security Officer's rate receive an additional payment of \$45.10 per fortnight which shall be paid for all purposes of the Award.

Notwithstanding the provisions contained in Section E of this subclause, employees engaged on a casual contract of service in accordance with the provisions of Clause 14.—Casual Employees of this Award in the classifications of Croupier/Dealer, Keno Operator/Runner, Video Attendant, Count Team, Change Booth Cashier and Security Officer shall perform at least 494 hours of work prior to moving from his/her commencement of employment wage rate to his/her next wage increment. Provided that where 494 hours has not been worked at the completion of six months' service, the employee shall be entitled at that time to the next wage increment. Provided further that where 494 hours has been worked prior to the completion of three months' service, the employee shall not be entitled to the next wage increment until the completion of three months' service.

## (2) Classifications

- (a) "Bar Attendant—Grade 1" shall be an employee over the age of 18 years who serves liquor for sale from behind a bar counter, and shall include an employee employed in the sale of liquor from a bottle department.
- (b) "Bar Attendant—Grade 2" shall be an employee over the age of 18 years who in addition to performing the normal duties of a "Bar Attendant- Grade 1", as defined in (a) hereof, shall be required by the Company to have a knowledge of the preparation and/or mixing of drinks and where necessary carry out such duties.
- (c) "Qualified Butcher" shall be a butcher who has completed a trade test at a recognised school or college acceptable to the Company.

- (d) "Cafeteria Attendant—Grade 1" shall be an employee serving, and/or receiving money from employees for snacks or meals.
- (e) "Cafeteria Attendant—Grade 2" shall be an employee who in addition to the duties of a Cafeteria Attendant Grade 1, assists in the preparation of snacks and meals served to employees.
- (f) "Cellarman" shall be an employee employed in charge of, or responsible for the contents of a cellar or liquor store.
- (g) "Cleaner" shall be an employee who does general cleaning duties in or about the Resort complex.
- (h) "Chef" shall be an employee appointed as such and shall be an employee who is a "Qualified Cook" (as defined in (i) hereof).
- (i) "Qualified Cook" shall be an employee who has completed and can produce appropriate documentary evidence to the Company to the effect that he or she has successfully completed an apprenticeship in cooking at an approved or recognised school or college, or who can provide documentary evidence of having served at least six years in Her Majesty's Armed Forces in the classification of Cook.
- (j) "Breakfast Cook" shall be an employee (other than a Chef, Qualified Cook or Cook Employed Alone) who is responsible for the preparation of breakfasts.
- (k) "Other Cook" shall be an employee who assists in the cooking and preparing of meals.
- (l) "Cook Employed Alone" shall be an employee who is employed when no other cook is employed during their shift.
- (m) "Gardener" shall be an employee required to carry out duties incidental to the maintenance of gardens and the surrounds at the Resort and who may be required to carry out other duties but shall not include greenkeeping staff or other persons who have completed a trade or recognised course in horticulture.
- (n) "Qualified Gardener" shall be a gardener who has completed a suitable course in horticulture at a recognised school or college acceptable to the Company.
- (o) "General Hand" shall be an employee engaged to perform general duties in and around the Resort but not including cooking, waiting, dispensing of liquor or other specialised functions.
- (p) "Housekeeper" shall be an employee who is required by the Company to be in charge of Room Attendants and/or other employees.
- (q) "Snack Bar Attendant" shall be an employee serving and/or receiving money from the public for snacks or meals.
- (r) "Head Waiter, Head Waitress, Head Steward or Head Stewardess" shall be an employee required by the Company to be in charge of other Waiters, Waitresses, Stewards or Stewardesses.
- (s) "Head Bar Attendant" shall be a Grade 2 Bar Attendant required by the Company to be in charge of other Bar Attendants.
- (t) "Laundry Attendant—Grade 1" shall be an employee required to launder, wash, clean, dry-clean and maintain Company uniforms and other items.
- (u) "Laundry Attendant—Grade 2" shall be an employee required to operate specialised equipment in the process of maintaining and dry-cleaning Company uniforms and other items.
- (v) "Room Attendant" shall be an employee required to clean and service Resort residential accommodation.
- (w) "Wardrobe Attendant" shall be an employee who receives, distributes and maintains employee clothing, uniforms and equipment.
- (x) "Waiter or Waitress" shall be an employee who attends to the needs of guests at a table and/or performs room service duties.
- (y) "Guest Services Attendant" shall be a person who attends to the needs of patrons including providing information and conducting tours.
- (z) "Storeperson" shall mean a person employed in charge of and/or responsible for the contents of a store not being a place where alcoholic beverages or liquors are kept.
- (aa) "Bar Useful" shall be an employee required to perform duties associated with bar and waiting work. Such duties include the wiping of tables or bar tops, collection of glasses or plates and the cleaning of bar mats or other general duties of a similar nature.
- (ab) "Change Booth Cashier" shall be an employee responsible for the use of and accounting for change and/or being responsible for machine payouts.
- (ac) "Main Cage Cashier" shall be an employee responsible for the receiving, disbursing, reconciling and controlling receipt and issue of gaming chips to gaming tables from the Casino Cage and for exchanging chips for currency from players reconciling and controlling their own float and for recording all transactions therein.
- (ad) "Count Team" shall be employees responsible for the conduct of a full count of monies received via gaming table drop boxes and the recording of these monies.
- (ae) "Croupier/Dealer" shall be an employee required to deal one or more particular game to a required standard.
- (af) "Inspector" shall be an employee who is responsible for supervising a particular game or number of games so as to ensure that correct procedures and standards are observed by croupier/dealers. Provided that the number of games supervised shall be at the absolute discretion of the Company having full regard to the requirements of the Casino Control Act 1984 as amended and regulations thereto. Such employee shall also be responsible for attempting to settle minor disputes and to guide or liaise with croupier/dealers in the performance of their duties.
- (ag) "Keno Operator" shall be an employee responsible for receiving keno tickets and fees from keno patrons and keno runners, and to conduct keno games.
- (ah) "Keno Runner" shall be an employee responsible for collecting keno tickets and fees from patrons in various parts of the complex and deliver to the keno game.

- (ai) "Security Officer" shall be an employee engaged to enforce dress, behaviour and entry requirements at the Resort, and to carry out routine security functions throughout the Resort.
- (aj) "Senior Security Officer" shall be an employee who is appointed as such and is responsible for the enforcement of such security measures throughout the Resort as may be directed from time to time.
- (ak) "Video Attendant" shall be an employee responsible for explaining the workings of video machines to patrons and to assist with change for customers at machines.
- (al) "Camera Surveillance Operator" shall be an employee who monitors the operations of the gaming tables by remote observation including the use of electronic equipment.
- (am) "Valet/Carparking Attendant" shall be an employee engaged in and around the Resort in the direction and/or parking of vehicles.

#### 6.—MINIMUM WAGE—ADULT MALES AND FEMALES

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1<sup>st</sup> August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

### BURSWOOD RESORT CASINO (THEATRICAL EMPLOYEES) AWARD

#### NO. A 10 OF 1991

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated

by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 6.—RATES OF PAY

The minimum fortnightly rate of pay to be paid to an employee shall be as set out hereunder for the relevant classification.

(A) Classification	Base Rate	Rates Per Fortnight Safety Net Adjustment	Award Rate
<b>(1) STAGE MANAGEMENT DEPARTMENT:</b>			
(a) Stage Manager	863.10	116.00	979.10
(b) Assistant State Manager	703.60	116.00	819.60
<b>(2) MECHANICAL DEPARTMENT:</b>			
<b>(a) WORKSHOP</b>			
(i) Carpenter	743.30	116.00	859.30
(ii) Carpenter's Assistant	654.00	116.00	770.00
<b>(b) STAGE</b>			
(i) Head Mechanist	841.30	116.00	957.30
(ii) Mechanist/Head Flyman	743.30	116.00	859.30
(iii) Stage Hand/Flyman	654.00	116.00	770.00
<b>(3) ELECTRICAL/LIGHTING DEPARTMENT:</b>			
(a) Head Electrician	841.30	116.00	957.30
(b) Electrician/Mains Switchboard Operator	743.30	116.00	859.30
(c) Electrical Hand	654.00	116.00	770.00
<b>(4) AUDIO VISUAL DEPARTMENT:</b>			
(a) Head Audio Technician	841.30	116.00	957.30
(b) Audio Operator	743.30	116.00	859.30
(c) Audio Hand	654.00	116.00	770.00
<b>(5) WARDROBE DEPARTMENT:</b>			
Wardrobe/Hand/Dresser/Valet	654.00	116.00	770.00
<b>(6) PROPERTY DEPARTMENT</b>			
Property Hand	654.00	116.00	770.00
<b>(7) FRONT OF HOUSE</b>			
(a) Head Booking Clerk	768.80	116.00	884.80
(b) Booking Clerk	743.30	116.00	859.30
(c) Ticket Seller	651.10	116.00	767.10
(d) Programme Sellers	622.40	116.00	738.40
(e) Ushers/Ticket Takers/Cloakroom Attendant	637.60	116.00	753.60
<b>(8) SERVICES:</b>			
(a) Receptionist/Telephonist	637.60	116.00	753.60
(b) Utility Person	639.40	116.00	755.40
<b>(9) SKILLED THEATRE LABOUR NOT CLASSIFIED ELSEWHERE:</b>			
(10) UNSKILLED THEATRE LABOUR NOT CLASSIFIED ELSEWHERE	626.50	116.00	742.50

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### CAN MANUFACTURING (PRODUCTION AND MAINTENANCE—AMALGAMATED INDUSTRIES PTY. LTD.) AWARD 1985

#### NO. A 4 OF 1985

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 6.—RATES OF PAY

- (1) The ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances as specified in Clause 18.—Special Rates and Provisions in Part 1—General of the Metal Trades (General) Award No. 13 of 1965 as amended and be paid as an "all purpose" rate.

(2) (a) Classification	Rate Per Week	Arbitrated Safety Net Adjustment	Total Per Week	Hourly Rate
	\$	\$	\$	\$
Toolmaker	466.60	88.00	554.60	14.5947
Base Tradesperson (as defined)	447.50	90.00	537.50	14.1447
Intermediate Can Making Tradesperson (as defined)	466.50	88.00	554.50	14.5921
Special Class Can Making Tradesperson (as defined)	473.20	88.00	561.20	14.7684
Electrical Installer	447.50	90.00	537.50	14.1447
Electrical Fitter	447.50	90.00	537.50	14.1447
Electrician Special Class	473.20	88.00	561.20	14.7684
Electrical Tradesperson's Assistant	367.80	88.00	455.80	11.9947
Operator Grade 1 (as defined)	420.00	90.00	510.00	13.4211
Operator Grade 2 (as defined)	400.30	88.00	488.30	12.8500
Operator Grade 3 (as defined)	370.60	88.00	458.60	12.0684

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### (3) Apprentices

- (a) The wage per week shall be expressed as a percentage of the Tradesman's rate and shall be those percentages contained in Part 1 General of the Metal Trades (General) Award No. 13 of 1965 as amended.
- (b) The Tradesman's rate for the purpose of subclause (a) hereof shall be the weekly rate prescribed for Tradesmen as set out in classification (b) of subclause (2) of this clause.
- (c) The apprentices weekly rates shall be rounded off to the nearest ten cents.

#### (4) Tool Allowance

- (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
- (i) \$10.73 per week to such tradesperson; or
- (ii) in the case of an apprentice a percentage of \$10.73, being the wage percentage which is appropriate to the year of apprenticeship pursuant to subclause (3) hereof,
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.

- (c) An employer shall provide for the use of tradesmen or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesman or apprentice shall replace or pay for any tools supplied by his employer if lost through his negligence.
- (5) Electrician's Licence Allowance:  
An electrical tradesperson who holds, and in the course of employment may be required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February 1978 under the Electricity Act 1945, shall be paid an allowance of \$15.39 per week.
- (6) Laundry Allowance:  
Employees shall receive a laundry allowance of \$9.09 per week as reimbursement of their personal outlay for maintenance and cleaning of work clothing issued by Westcan.
- (7) Structural Efficiency:
  - (a) Arising out of the decision on 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1657 of 1989 (R), employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
  - (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of Westcan and the metal and engineering industry and to enhance career opportunities and job security of employees in the industry in general.
  - (c) A consultative committee shall be established and will operate in accordance with the requirements of Clause 7.—Consultation of this award. Measures raised by the employer, employees or union or unions for consideration, consistent with the objectives of paragraph (a) hereof, shall be processed through that consultative mechanism and procedures.
  - (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 8.—Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
  - (e) Without limiting the rights of either the employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements—
    - (i) the changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
    - (ii) the majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
    - (iii) no employee shall lose income as a result of the change;
    - (iv) the union must be a party to the agreement;
    - (v) the union shall not unreasonably oppose any agreement; and
    - (vi) any agreement shall be subject to the approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this award and take precedence over any provision of this award to the extent of any inconsistency.
  - (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 9.—Definitions of this award.

## CARGILL AUSTRALIA LIMITED – SALT PRODUCTION AND PROCESSING AWARD 1988

### NO. A 34 OF 1988

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 23.—WAGES

- (1) (a) The parties of this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the industry and to enhance the career opportunities and job security of employees in the industry.
- (b) The employer may raise with unions and employees any award matter concerning increasing flexibility or efficiency.
- (c) Without limiting the rights of either an employer or a union to arbitration, any measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties shall be implemented subject to the following requirements—
- (i) The changes sought shall affect provisions reflection national standards.
  - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.
  - (iii) No employee shall lose income as a result of the change.
  - (iv) The relevant union or unions must be party to the agreement.
  - (v) The relevant union or unions shall not unreasonably oppose any agreement.
  - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and if approved shall operate as a schedule to this award and take precedence over any inconsistency.

- (2) (a) The weekly rates of pay under the provisions of this award shall be:

	Base Trade %	Rate Per Week \$	Safety Net Adjustment \$	Total Wage \$
Level 1	90	436.10	58.00	494.10
Level 2	92.5	448.20	60.00	508.20
Level 3	95	460.30	60.00	520.30
Level 4	97.5	472.40	60.00	532.40
Level 5	100	484.50	60.00	544.50
Level 6	105	508.70	58.00	566.70
Level 7	110	533.00	58.00	591.00
Level 8	115	557.20	60.00	617.20

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (3) Leading Hand:

In addition to the wage prescribed in subclause (2) of this clause a leading hand shall be paid—

- |  |       |
|--|-------|
|  | \$    |
| (a) if placed in charge of not less than 3 and no more than 10 other employees | 16.60 |
| (b) if placed in charge of more than 10 and no more than 20 other employees    | 25.40 |

- (4) A temporary employee shall be paid 5% of the ordinary rate in addition to the wage he/she is otherwise entitled to for the calling in which he/she is employed.
- (5) (a) All tradespersons shall be required to provide themselves with an adequate kit of tools. This kit of tools shall be as agreed upon between the Unions and the employer.
- (b) A tool allowance of \$11.10 flat per week shall be paid to compensate tradespersons for wear, tear, loss and damage of their kit of tools. Should tools be lost or damaged through no fault of the tradesperson concerned, the circumstances shall be reviewed and if the claim is justified, tools shall be replaced at the employer's expense.
- (6) A tradesperson with one year's job experience with the Company shall be paid an allowance of \$6.80 flat per week, which shall be increased to \$12.60 flat per week after 2 years' job experience with the Company.

- (7) The allowances prescribed in subclauses (5) and (6) of this clause are to be paid for five days worked in any week and shall be pro rated downwards if less than five days are worked.
- (8) On each occasion when the Western Australian Industrial Relations Commission makes a General Order with regard to the indexation of wages, the wages and allowances prescribed in this clause shall be increased in accordance with the indexation formula on which the General Order is based.

**CASE AND BOXMAKERS' AWARD, 1952**

**NO. 48 OF 1951**

**6.—WAGES**

- (1) The minimum rates of wages payable to employees employed in classifications contained in subclause (2) of this clause shall be as follows:

Broadbanded Groups	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total Minimum Weekly Rate (38 Hours) \$
1	325.40	58.00	383.40
2	342.00	58.00	400.00
3	364.60	58.00	422.60
4	385.50	58.00	443.50
5	417.20	58.00	475.20
6	438.10	58.00	496.10

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) CLASSIFICATION:	GROUP
1. Sawyer planking out and flitching to size	5
2. Stub edger and/or No. 1 Bench	5
3. Other breaking down bench sawyers	4
4. Band re-sawyer	
(i) Large—using blade over 7.62cm	4
(ii) Small—using small blade not over 7.62cm	3
5. Tailer-out on breaking down benches	3
6. Tailer-out other benches	2
7. Case bench sawyer and/or docker	2
8. Wood and case machinist	2
9. Case & Box makers for repairers (Manual)	3
10. (i) Saw Doctor	5
(ii) Saw Doctor Special Skills	6
11. Saw Sharpener	4
12. Hoop iron and/or wiring bench band	3
13. Pallet maker	3
14. Cable drum and/or reel maker assembler and/or finisher	3
15. Woodmachining Section—	
(a) Two, three, or four sider planer, who is required to set up the machine and then only from such time as he/she is required so to act	5
(b) who is not required to set up the machine but is required to operate, and then only from such time as he/she is required so to act	3
(c) Buzzer—when required to do other than planing one face and squaring edge, and is required to set up the machine and then only from such time as he/she is required so to act	5
(d) who is required to set up the machine but is not required to do other than planing one face and edge, and then only from such time as he/she is required so to act	3
(e) who is not required to set up the machine and is only required to buzz one face and one edge, and then only from such time as he/she is required so to act	3

CLASSIFICATION:	GROUP
(f) Thicknesser who is required to set up the machine and do other than just planing timber all round, and then only from such time as he/she is required so to act	5
(g) Thicknesser who is required to set up the machine but is only required to plane timber all round and then only from such time as he/she is required so to act	3
(h) Thicknesser who is not required to set up the machine and only plane timber all round, and then only from such time as he/she is required so to act	3
(i) (i) Shaper	5
(ii) who is not required to set up the machine and is only required to operate the machine with automatic feed	3
(j) (i) Double End Tenoner who is required to set up the machine and then only from such time as he/she is required so to act	5
(ii) who is not required to set up the machine but is required to operate the machine and then only from such time as he/she is required so to act	3
(k) (i) Multiple boring machine who is required to set up the machine and then only from such time as he/she is required so to act	3
(ii) who is not required to set up the machine but is required to operate the machine and then only from such time as he/she is required so to act	3
16. (a) Watchperson	2
(b) Gatekeeper, who is required to do administrative duties	4
17. Stacker for seasoning by means of stripping or other recognised method	2
18. Mill or yard hand (as defined)	1
19. Other unclassified adults	1
20. Case and Box maker for repairer (manual) who is responsible for making up client's orders, also who is responsible for receiving client's goods, and then only from such time as he/she is required so to act	3
21. (a) Tallyperson who is responsible for making up of clients' orders for delivery	4
(b) Tallyperson other than (a)	3
22. Person who is responsible for setting up and operating the crate washing machine	3
23. Tailer out to crate washing machine.	2
24. Pendant crane operator whose duties also require to tally	3
25. Pendant crane operator	3
(3) Junior Employees:	
An employee who is less than 19 years of age and who is not an apprentice shall receive a percentage of the total minimum award rate prescribed for Group 1 in subclause (1) of this clause.	
Under 17 years of age	45%
17 years of age	55%
18 years of age	70%
(4) Apprentices:	
An apprentice will receive a percentage of the total minimum award rate prescribed for Group 5A in subclause (1) of this clause.	
<b>Four year term</b>	
First year	50%
Second year	60%
Third year	75%
Fourth year	90%

#### 6A.—MINIMUM WAGE—ADULT MALES AND FEMALES

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.

- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case Decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.  
(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**CATERING EMPLOYEES AND TEA ATTENDANTS  
(GOVERNMENT) AWARD 1982**

**NO. A 34 OF 1981**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**22.—WAGES**

It is a term of this Award that the Union undertakes for the duration of the Principles determined by the Commission in Court Session in Matter No. 1940 of 1989 not to pursue any extra claim, award or overaward except where consistent with the State Wage Principles.

The following shall be the minimum rates of wage payable to employees covered by this award:—

(1)	(a)	Classifications:	Base Rate (per week)	Arbitrated Safety Net Adjustments (per week)	Total Award Rate (per week)
			\$	\$	\$
	(1)	Chef	351.20	88.00	439.20
	(2)	Qualified Cook	325.40	88.00	413.40
	(3)	Cook Employed Alone	307.90	88.00	395.90
	(4)	Other Cooks	304.60	88.00	392.60
	(5)	Bar Attendant	307.40	88.00	395.40
	(6)	Waiter/Waitress	300.20	88.00	388.20
	(7)	Steward/Stewardess	300.20	88.00	388.20
	(8)	Cashier	307.40	88.00	395.40
	(9)	Counterhand	300.20	88.00	388.20
	(10)	Tea Attendant	297.20	88.00	385.20
	(11)	Kitchenhand	297.20	88.00	385.20
	(12)	General Hand	297.20	88.00	385.20
	(b)	Arbitrated Safety Net Adjustments			
	(i)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
		These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
		Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			
(2)		In addition to the above wage rates service pay will be paid for each year of service at the following rates per week:			
			\$		
		Year 1 .....	60.80		
		Year 2 .....	66.40		
		Year 3 and thereafter .....	71.30		
(3)		Leading Hands—			
		An employee (other than a Chef) who is appointed and placed in charge of other employees by the employer shall be paid the following rates in addition to his or her normal wage per week:—			
			\$		
	(a)	If placed in charge of less than six employees	10.20		
	(b)	If placed in charge of six to ten employees	13.60		
	(c)	If placed in charge of 11 to 20 employees	15.70		
	(d)	If placed in charge of more than 20 employees	26.20		

**CEMENT AND LIME EMPLOYEES'  
(SWAN PORTLAND CEMENT LIMITED) AWARD**

**NO. A 26 OF 1988 (R)**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

9.—WAGES

Subject to Clause 23.—Payment of Wages, the minimum rates of wage payable under this award shall be as follows:

CLASSIFICATION	RATE PER WEEK	A.S.N.A.	TOTAL WAGE PER WEEK
	\$	\$	\$
(1) Adult Employees (per week):			
Clinker Kiln Burner/Lime Burner (1 or more kilns)	363.80	50.00	413.80
XRF Tester	363.80	50.00	413.80
Grade I Cement and Raw Miller Machine Bag Filler Relief Burner/Kiln Greaser Slurry, Cement and Physical Tester Utility Person Hydrator Miller	332.80	50.00	382.80
Grade II Crusher Operator Loader Process Attendant	323.70	50.00	373.70
Grade III Road Sweeper Operator Amenities Attendant General Hand	305.50	50.00	355.50

- (2) Casual employees shall be paid on an hourly basis at the rate of twenty per cent in addition to the rates prescribed herein.

- (3) An employee appointed as a Leading Hand by the employer shall be paid the following amounts in addition to his/her ordinary wages when placed in charge of:

- (a) Not less than three and not more than 10 other employees, \$13.75 per week.
- (b) More than 10 and not more than 20 other employees, \$20.90 per week.
- (c) More than 20 other employees, \$26.55 per week.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**CEMENT TILE MANUFACTURING AWARD  
NO. 3 OF 1966**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**10.—WAGES**

- (1)
 

(a) CLASSIFICATION:	Rate Per Week \$	Supplementary Payment \$	Total Rate \$
<b>ADULT EMPLOYEES:</b>			
Fork Lift Driver	357.80	94.80	452.60
Machine Operator	352.90	99.50	452.40
Hand Presser	352.90	93.50	446.80
Ridge Maker and Finisher and Stripper	352.90	93.50	446.80
Colour Operator	347.30	95.30	442.60
Stripper and Stacker Tiles	337.30	90.20	427.50
All Others	337.30	90.20	427.50

  - (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) **JUNIOR EMPLOYEES:**

	Percentage of All Others of All Others
16 years of age	60
17 years of age	70
18 years of age	80
19 years of age	90
20 years of age	100
- (3) **LEADING HANDS:**  
 In addition to the rates herein prescribed a Leading Hand appointed as such shall be paid per week:—  
 In charge of:
 

	\$
(a) Not less than three and not more than ten other employees	17.25
(b) More than ten and not more than twenty other employees	24.35
(c) More than twenty other employees	31.55

**CEMENT WORKERS' AWARD. 1975  
NO. 10 OF 1967**

11.—WAGES

The minimum rates of wage payable under this award shall be as follows:—

Classification:	Column A 06/10/88 \$	Column B 06/04/89 \$	ASNA	TOTAL
Kiln Burner (1 or more kilns)	250.90	260.90	50.00	310.90
X.R.F. Tester	250.90	260.90	50.00	310.90
Cement and Raw Miller	241.10	251.10	50.00	301.10
Lime Burner (1 or more kilns)	241.10	251.10	50.00	301.10
Machine Bag Filler	241.10	251.10	50.00	301.10
Physical Tester	241.10	251.10	50.00	301.10
Reclaimer Operator—Woodman Point	241.10	251.10	50.00	301.10
Relief Burner/Kiln Greaser	241.10	251.10	50.00	301.10
Utility Man	241.10	251.10	50.00	301.10
Cement and Slurry Tester	233.90	243.90	50.00	392.90
Coal Miller	233.90	243.90	50.00	293.90
Crusher Operator (Swan Portland Cement only)	233.90	243.90	50.00	293.90
Hydrator and/or Hydrator Miller	233.90	243.90	50.00	293.90
Loader	233.90	243.90	50.00	293.90
Process Attendant	233.90	243.90	50.00	293.90
Pumphouse Attendant Woodman Point	233.90	243.90	50.00	293.90
Plant Attendant, (covers Kiln Greaser, Crusher Attendant, Cooler Attendant, Pumphouse Attendant—Slurry etc.)	223.20	233.30	50.00	283.30
Road Sweeper Operator	223.20	233.30	50.00	283.30
Amenities Attendant	218.90	228.90	50.00	283.90
General Hand	218.90	228.90	50.00	283.90

Casual workers shall be paid on an hourly basis at the rate of twenty per cent in addition to the rates prescribed herein.

Any worker appointed as a Leading Hand by the employer shall be paid the following amounts in addition to his ordinary wages when placed in charge of:—

	\$ Per Week
(a) Not less than three and not more than ten other workers	12.60
(b) More than ten and not more than 20 other workers	19.80
(c) More than 20 other workers	25.10

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

11A.—MINIMUM WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions to August 2001
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

## 27.—WAGES COCKBURN CEMENT

(1) Notwithstanding the provision of the Cement Workers Award No. 10 of 1967, employees of Cockburn Cement Limited in the classification contained in subclause (2) of this clause shall be paid the rates contained in this clause in lieu of the rates contained in subclause (1) of Clause 11.—Wages of the Award.

	\$	ASNA	TOTAL
Burner .....	287.40	50.00	337.40
X.R.F. Tester .....	287.30	50.00	337.30
Physical Tester.....	275.80	50.00	325.80
Relief Burner .....	275.80	50.00	325.80
Operator Fremantle Depot .....	275.80	50.00	325.80
Cement Tester.....	275.80	50.00	325.80
Miller (Cement Raw and Coal) .....	270.30	50.00	320.30
Machine Bag Filler .....	270.30	50.00	320.30
Reclaimer Operator—Woodman Point.....	270.30	50.00	320.30
Utility Man (Relief Miller). .....	270.30	50.00	320.30
Crusher Operator .....	262.10	50.00	312.10
Loader.....	262.10	50.00	312.10
.....	262.10	50.00	312.10
Pumphouse Attendant.....	262.10	50.00	312.10
Kiln Attendant .....	254.30	50.00	304.30
Plant Attendant .....	253.40	50.00	303.40
Road Sweeper Operator .....	253.40	50.00	303.40
Amenities Attendant .....	245.10	50.00	295.10
General Hand.....	245.10	50.00	283.10

(3) In addition to those rates prescribed in subclause (2) of this clause Millers shall be paid \$7.05 per week for operating two control rooms and additional responsibilities.

(4) In addition to those rates prescribed in subclause (2) of this clause the Reclaimer Operator—Woodman Point shall be paid \$3.50 per week for Security Duties and additional responsibilities.

(5) In addition to the rates prescribed in subclause (2) of this clause X.R.F. Testers and Physical Testers who have been so employed for a period of at least three years shall be paid at the rate of \$11.70 per week.

(6) In addition to the rates prescribed in subclause (2) of this clause, Kiln Burners shall be paid 95 cents per shift whilst engaged on burning.

(7) Operative Date:

From the first pay period commencing on or after the 10th March, 1987.

(8) No Extra Claims

The Union agrees that it is a term of this award that changes in wages and conditions of employment are in full settlement of the union's claims and no further claims will be made by the union either—

- (i) to vary the terms of the award during the 12 months beginning on and from 19th February, 1982, or
- (ii) against Cockburn Cement Limited for increases in over-award payments or changes in any of the conditions of employment dealt with in this award.

Provided that, where prior to the date of operation of this term, an employer has agreed that a specific alteration to wage rates and/or conditions of employment will be made during the 12 months period of the term, such commitment shall stand.

Provided further that, where no specific commitment has been made to alter wage rates and/or conditions of employment but it was expected that a review of such matters would take place during the 12 months period of the term in the normal course of events or because an existing agreement expires, the union agrees that "no extra claims" will be made against the employer. Having regard to the spirit and intent of the agreement, the parties recognise that during the currency of the term a special, anomalous or extraordinary problem may be found to exist within a particular establishment.

The procedure for settling such a problem is as follows:

- (i) Consultation shall take place within the particular establishment concerned.
- (ii) If it is unable to be resolved at establishment level, the matter shall be referred to the Secretary of the Union concerned or his deputy, at which level a conference of the parties shall be convened without delay.
- (iii) In the absence of agreement either party may refer the matter to the Western Australian Industrial Commission.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**CEREAL PROCESSING,  
EXTRACTING AND MANUFACTURING AWARD  
NO. 26 OF 1970**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**30.—WAGES**

**PROVENDER MILLING SECTION:**

(1)	Shift Miller in charge of shift -	\$	ASNA	TOTAL
	(a) Not exceeding 2 tonnes of provender per hour	371.65	50.00	421.65
	(b) Exceeding 2 tonnes but not exceeding 6 tonnes of provender per hour	378.30	50.00	428.30
	(c) Exceeding 6 tonnes but not exceeding 12 tonnes of provender per hour	385.30	50.00	435.30
	(d) Exceeding 12 tonnes but not exceeding 18 tonnes of provender per hour	392.05	50.00	442.05
	(e) Exceeding 18 tonnes but not exceeding 28 tonnes of provender per hour	400.25	50.00	450.25
	(f) Exceeding 28 tonnes but not exceeding 40 tonnes of provender per hour	408.45	50.00	458.45
	(g) Exceeding 40 tonnes but not exceeding 60 tonnes of provender per hour	417.00	50.00	467.00
Mill Operative-	Grade 3	341.75	50.00	391.75
	Grade 2	352.80	50.00	402.80
	Grade 1	364.80	50.00	414.80
Premix Blender		359.70	50.00	409.70
Binsman		347.70	50.00	397.70
Packerman/Packer/Stacker		336.50	50.00	386.50
Storeman/Storehand/Siloman		328.40	50.00	378.40
Fork Lift truck driver and/or tractor driver		345.00	50.00	395.00
Millwright		388.50	50.00	438.50
Head Millwright		406.50	50.00	456.50

**STARCH AND GLUTEN SECTION**

Foreman Miller	390.30	50.00	440.30
Shift Miller	377.70	50.00	427.70
Top Floor Man	352.00	50.00	402.00
Corrugator	357.10	50.00	407.10
Batter Mixer	338.35	50.00	388.35
Process Attendant	336.70	50.00	386.70
Fork Lift truck driver and/or tractor driver	345.00	50.00	395.00
General Hand	328.40	50.00	378.40
Millwright	388.50	50.00	438.50
Head Millwright	406.50	50.00	456.50

	\$	ANSA	TOTAL
<b>OIL REFINING SECTION:</b>			
Plant Operator	356.90	50.00	406.90
General Hand	328.40	50.00	378.40
Millwright	388.50	50.00	438.50
Head Millwright	406.50	50.00	456.50
<b>YEAST SECTION:</b>			
Plant Operator	356.90	50.00	406.90
General Hand	328.40	50.00	378.40
Millwright	388.50	50.00	438.50
Head Millwright	406.50	50.00	456.50
(2)	Foreman Miller shall be paid not less than \$22.80 per week above the relevant rate prescribed in classification (1) hereof.		
(3)	Junior Employees (per cent of the General Hands rate per week):		
	Under 17 years of age	50%	
	17 to 18 years of age	60%	
	18 to 19 years of age	70%	
	19 to 20 years of age	80%	
	20 to 21 years of age	90%	
(4)	Leading Hands (per week extra)		
	\$		
(a)	Less than three other employees	7.05	
(b)	Not less than three and not more than ten other employees	14.85	
(c)	Not less than ten and not more than twenty other employees	22.05	
(d)	More than twenty other employees	28.40	

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### CHILD CARE (LADY GOWRIE CHILD CENTRE) AWARD

#### NO. A 3 OF 1984

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

23.—WAGES

The minimum weekly rate of wage payable to persons employed pursuant to this clause shall be:

		\$ (Per Week)	A.S.N.A. \$	TOTAL WAGE \$
(1)	Child Care Support Employee Grade One - Cleaner	412.60	40.00	452.60
	Child Care Support Employee Grade One Kitchen Hand	419.30	40.00	459.30
	Child Care Support Employee—Grade Two Step I	423.50	40.00	463.50
	Step II	431.80	40.00	471.80
	Child Care/Trades Employee	465.20	42.00	507.20
	Child Care Giver Step I	412.60	40.00	452.60
	Step II	422.00	40.00	462.00
	Step III	431.50	40.00	471.50
	Step IV	441.00	40.00	481.00
	Step V	451.10	40.00	491.10
	Step VI	462.00	40.00	502.00
	Qualified Child Care Giver			
	Step 1A	488.00	42.00	530.00
	Step 1B	506.00	42.00	548.00
	Step 2	520.40	40.00	560.40
	Step 3	534.60	40.00	574.60
	Step 4	549.10	40.00	589.10
(2)	Assistant Co-ordinator Grade One			
	Step I	556.90	40.00	596.90
	Step II	562.40	40.00	602.40
	Step III	570.00	42.00	612.00
	Assistant Co-ordinator Grade Two			
	Step I	562.40	40.00	602.40
	Step II	570.00	42.00	612.00
	Step III	577.50	42.00	619.50
	Assistant Co-ordinator Grade Three			
	Step I	570.00	42.00	612.00
	Step II	577.50	42.00	619.50
	Step III	591.50	42.00	633.50

(3) (a) Except as otherwise provided for in this subclause and subclause (3) of this clause, progression from step to step for Child Care Support Employees Grade One and Two, Child Care Giver, Qualified Child Care Giver, Assistant Co-ordinator Grades One, Two and Three, and Early Childhood Educator will be contingent upon:

- (i) 12 months' service at each step; and
- (ii) satisfactory performance at each step.

(b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.

(c) An employee who has not attained the age of 20 years shall be paid a percentage of the rate applicable to an adult employee performing the same work, taking into account the provisions for progression specified in this clause and taking into account any relevant qualifications. The percentages of the adult rate shall be:

	% of adult rate
At or under 16 years of age	60
At 17 years of age	70
At 18 years of age	80
At 19 years of age	90
Thereafter the adult rate	

(d) An employee at Step IA Qualified Child Care Giver shall be a 2 year trained person as per Clause 26.—Classification and Skill Descriptors of this award, with no previous experience in the industry. At the completion of 12 months satisfactory performance that person shall be paid the Step II rate.

- (e) An employee in their first year of employment shall be paid at Step IB Qualified Child Care Giver in accordance with Clause 23.—Wages of this award and shall be:
- (i) a person with a 2 year qualification as per Clause 26.—Classification and Skill Descriptors of this award, and previous experience in the industry; or
  - (ii) a 3 or 4 year qualification as per Clause 26.—Classification and Skill Descriptors of this award, with no previous experience in the industry.
- (f) An employee in their first year of employment as a Qualified Child Care Giver shall be paid at Step II Qualified Child Care Giver in accordance with Clause 23.—Wages of this award and shall be:
- (i) a person with a 3 or 4 year qualification; and
  - (ii) previous experience in the industry.
- (g) A person who is appointed Assistant Co-ordinator Grades One, Two or Three will be appointed in accordance with the definition outlined in Clause 26.—Classification Definitions and Skill Descriptors subclause (5) of this award, provided that an employer may appoint an Assistant Co-ordinator, to a higher grade according to their level of qualification.
- (h) Where an employee is appointed to act as the Co-ordinator of a Centre for more than four days, that person shall be paid for the whole of that period as Co-ordinator according to their level of qualification.

(4) Early Childhood Educators:

(a)	Salary Level	\$ Per Annum	A.S.N.A.	Total Annual	Per Week
	Step I	27105	2087.00	29192.00	559.60
	Step II	28644	2087.00	30731.00	589.10
	Step III	29974	2191.00	32165.00	616.60
	Step IV	31200	2191.00	33391.00	640.10
	Step V	32431	2191.00	34622.00	663.70
	Step VI	33970	2191.00	36161.00	693.20
	Step VII	35661	2191.00	37852.00	725.60
	Step VIII	37043	2191.00	39234.00	752.10
	Step IX	38170	2191.00	40361.00	773.70
	Step X	39709	2191.00	41900.00	803.20
	Step XI	41242	2191.00	43433.00	832.60

- (b) Three year trained educator holding a Diploma of Teaching, or equivalent, or an educator holding a University Degree (other than a Bachelor of Education):

Enter Step I  
Exit Step VII

- (c) Early Childhood Educator holding:

- (i) University degree and Diploma of Education; or
- (ii) University degree and Teacher's Certificate; or
- (iii) Bachelor of Education degree

Enter Step III  
Exit Step XI

- (d) Early Childhood Educator holding the qualifications outlined in paragraph (c) of this subclause above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV  
Exit Step XI

- (e) A casual Early Childhood Educator shall be paid the appropriate salary for an Early Childhood Educator plus a salary loading of 27%.

- (f) Early Childhood Educators transferring between employers or changing employment shall retain their position on the incremental scale and continue to progress through the scale by annual increment.

- (g) On ceasing employment with an employer the employee shall be given written notice of his or her incremental increase date to be passed on to the next employer.

- (5) Co-ordinator:

(a)	Step	\$ Per Week	A.S.N.A.	TOTAL WAGE
	Step I	591.50	42.00	633.50
	Step II	619.50	42.00	661.50
	Step III	642.10	42.00	684.10
	Step IV	672.60	42.00	714.60
	Step V	704.00	42.00	746.00
	Step VI	729.50	42.00	771.50
	Step VII	744.30	42.00	786.30
	Step VIII	782.60	42.00	824.60
	Step IX	811.00	42.00	853.00

- (b) A Co-ordinator will be graded in accordance with paragraphs (d) to (h) (inclusive) of this subclause.

Co-ordinator is as defined in Clause 26.—Classification Definition and Skill Descriptors of this award:

- (c) Within the grade of Co-ordinator the following categories of progression shall apply:

- (i) Co-ordinator Grade One is as defined in Clause 26 of this award:

- a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):

Enter Step I  
Exit Step IV

- a Co-ordinator with four year training, (as defined in paragraph (f) of this subclause):

Enter Step III  
Exit Step VI

- (ii) Co-ordinator Grade Two is as defined in Clause 26 of this award:
  - a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):  
Enter Step III  
Exit Step VI
  - a Co-ordinator with four year training (as defined in paragraph (f) of this subclause):  
Enter Step V  
Exit Step VIII
- (iii) Co-ordinator Grade Three is as defined in Clause 26 of this award:
  - a Co-ordinator with two year or three year training, (as defined in paragraph (f) of this subclause):  
Enter Step V  
Exit Step VIII
  - a Co-ordinator Director with four year training (as defined in paragraph (f) of this subclause):  
Enter Step VII  
Exit Step IX
- (d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Co-ordinator an employer may advance a Co-ordinator beyond the steps/increments provided for, taking into account such factors as:
  - (i) number of sites supervised, size of centre(s) including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or
  - (ii) hours of operation of the centre; and/or
  - (iii) other factors relevant to the exercise of increased skills and responsibilities by the Co-ordinator.
- (e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Co-ordinator. Where there is a dispute as to whether a qualification is relevant to the position of Co-ordinator it shall be determined by the Western Australian Industrial Relations Commission.
- (f) A Co-ordinator and the Committee or other managing body of the Centre shall be at liberty to negotiate and set a higher salary bearing in mind the duties and responsibilities of the Co-ordinator. Any agreement to select a higher rate shall be reduced to writing and shall entitle that Co-ordinator whilst employed at the Centre to the agreed salary level as if this award had expressly provided such an entitlement. Any such agreement may be rescinded only by mutual consent.
- (g) Nothing in this provision shall be deemed to prevent the negotiation of salary for an Administrator/Co-ordinator above the minimum standards prescribed in this award.
- (h) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Co-ordinator will be contingent upon:
  - (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (6) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.
- (7) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustments.
- (8) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (9) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917).

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**CHILD CARE (OUT OF SCHOOL CARE—PLAYLEADERS) AWARD**

**NO. A 13 OF 1984**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 22.—SALARIES

- (1) The minimum weekly rate of salary payable to persons employed pursuant to this subclause, operative from the beginning of the first pay period commencing on or after 1st August 2001 shall be:

	\$ (Per Week)	\$ A.S.N.A.	TOTAL \$ WAGE
(a) Playleader			
Level One (Uncertificated Employee)			
Step I	412.60	40.00	452.60
Step II	422.00	40.00	462.00
Step III	431.50	40.00	471.50
Level Two (Completed Stage One)			
Step I	431.50	40.00	471.50
Step II	441.00	40.00	481.00
Level Three (Completed Stage Two)			
Step I	441.00	40.00	481.00
Step II	450.50	40.00	490.50
Level Four (Completed Stage Three or equivalent)			
Step I	450.50	40.00	490.50
Step II	460.00	40.00	500.00
Level Five (Completed Course or equivalent)			
Step I	469.50	42.00	511.50
Step II	482.50	42.00	524.50
Step III	494.25	42.00	536.25
Step IV	506.00	42.00	548.00
(b) Supervisor Playleader			
Level One (Uncertificated)			
Step I	487.10	42.00	529.10
Step II	498.10	42.00	540.10
Step III	509.80	42.00	551.80
Level Two (Completed Stage One)			
Step I	509.80	42.00	551.80
Step II	521.20	40.00	561.20
Level Three (Completed Stage Two)			
Step I	521.20	40.00	561.20
Step II	532.60	40.00	572.60
Level Four (Completed Stage Three or Equivalent)			
Step I	532.60	40.00	572.60
Step II	544.00	40.00	584.00
Level Five (Completed Course or Equivalent)			
Step I	555.40	40.00	595.40
Step II	569.00	42.00	611.00
Step III	583.10	42.00	625.10
Step IV	591.50	42.00	633.50

- (2) (a) "Completed Course" refers to a Playleader or Supervisor Playleader who has completed the Certificate in Human Services (Playleading) or, alternatively, has completed course equivalents as referred to in paragraphs (d) and (e) of this subclause.
  - (b) "Level Two" refers to a Playleader or Supervisor Playleader who has completed Stage One of the Certificate in Human Services (Playleading).
  - (c) "Level Three" refers to a Playleader or Supervisor Playleader who has completed Stage Two of the Certificate in Human Services (Playleading).
  - (d) "Level Four" except as provided for in paragraph (e) of this subclause, refers to a Playleader or Supervisor Playleader who has completed Stage Three of the Certificate in Human Services (Playleading) or has completed the following courses:
    - (i) Associate Diploma of Social Science (Child Care); or
    - (ii) Child Care Certificate; or
    - (iii) Nursery Nurses Examination Board (NNEB); or
    - (iv) Mothercraft Nurse; or
    - (v) a teaching qualification; or
    - (vi) a degree in psychology which includes study in the area of child development.
  - (e) "Level Five" refers to a Playleader or Supervisor Playleader who has completed the Certificate in Human Services (Playleading) or has completed one of the following courses:
    - (i) Bachelor of Arts (Recreation); or
    - (ii) Bachelor of Arts (Children's Studies);
 or, alternatively, has the following combination of qualifications and experience:
    - (iii) a Playleader or Supervisor Playleader with any of the qualifications specified in subclause (2)(d)(i) to (2)(d)(vi) herein; and
    - (iv) 12 months experience in Out of School Hours Care.
- (3) (a) Except as provided hereunder, in paragraphs (c) and (d), of this subclause, progression from Step to Step for a Playleader and Supervisor Playleader will be contingent upon:
- (i) 12 months service at each Step; and
  - (ii) satisfactory performance at each Step.
- (b) On completion of each stage of the Certificate in Human Services (Playleading) course the rate of pay for a Playleader and Supervisor Playleader shall move to the next highest rate of pay within the relevant Level, e.g. a Playleader or Supervisor Playleader at Level One, Step I who completes Stage One of the Playleader's course, shall, upon completion of that stage, move immediately to the Level Two, Step I rate, whereas a Playleader or Supervisor Playleader at the Level One, Step III rate who completes Stage One of the course shall, upon completion of that stage move to Level Two, Step II rate.
- (c) For a Playleader or Supervisor Playleader on rates of pay between Level One, Step III and Level Five, Step I, the rate of progression shall be dependent on the Stage of the course completed and the period of time since the employee's last increase. Where the employee has already received an increase in the 12 month period prior to their anniversary date through completion of a stage of the course then he/she will not receive an annual increment within that Level until such time as 12 months has lapsed since receiving the last increase.
- (d) Except as provided for in subclause (2)(e) of this clause, where a Playleader or Supervisor Playleader has not received an increment in the 12 month period prior to their anniversary date and there is a remaining increment in that Level then he/she will receive that increment on their anniversary date subject to paragraph (a) of this subclause.

	\$ E 12 Jun 96.	\$ F 22 Aug 96	A.S.N.A.	TOTAL WAGE \$
(4) Co-ordinator—Level One				
Step I	591.50	591.50	42.00	633.50
Step II	619.60	619.60	42.00	661.60
Step III	642.10	642.10	42.00	684.10
Step IV	659.55	672.60	42.00	714.60
Step V	684.70	704.00	42.00	746.00
Co-ordinator—Level Two				
Step I	659.60	672.60	42.00	714.60
Step II	687.85	704.00	42.00	746.00
Step III	709.85	729.50	42.00	771.50
Step IV	719.70	744.30	42.00	786.30

- (a) Co-ordinator Level One with two or three years training or relevant experience enters Step I and exits Step IV.
- (b) Co-ordinator Level One with four years training enters Step II and exits Step IV.
- (c) Co-ordinator Level Two with two or three years training or relevant experience enters Step I and exits Step III.
- (d) Co-ordinator Level Two with two or three years training or relevant experience enters Step II and exits Step IV.

- (e) "Training" in terms of a Coordinator Level One and Level Two shall be considered to be in line with training as specified for Playleader and Supervisor Playleader.
- (f) "Relevant Experience" in terms of a Coordinator Level One and Level Two shall be considered to be in line with that specified for Playleader and Supervisor Playleader, subject to paragraph (g) of this subclause.
- (g) In addition to the grading, level of training and/or experience relevant to determining the appropriate level of pay for a Coordinator Level One and Coordinator Level Two in accordance with this clause, an employer may advance a Coordinator Level One or Coordinator Level Two beyond the steps or increments provided for taking into account any factor relevant to the exercise of increased skill and responsibility.
- (h) Progression from Step to Step for a Coordinator Level One and Coordinator Level Two will be contingent upon:
- (i) 12 months service at each Step; and
  - (ii) satisfactory performance at each Step.
- (5) (a) The rates payable to persons pursuant to Column E of subclause (4) shall be operative from the beginning of the first pay period commencing on or after 12 June 1996.
- (b) The rates payable to persons pursuant to Column F of subclause (4) shall be operative from the beginning of the first pay period commencing on or after 22 August 1996.
- (6) Junior Rates  
An employee, under the age of 21 years, employed pursuant to this award shall be paid a percentage of the rate applicable to an adult employee in an equivalent classification according to the relevant experience and qualification:
- |                    | %  |
|--------------------|----|
| At 17 years of age | 60 |
| At 18 years of age | 75 |
| At 19 years of age | 85 |
| At 20 years of age | 95 |
- Thereafter the adult rate
- (7) A casual employee, as defined in Clause 4.—Definitions of this award, shall, in addition to the ordinary hourly rate of wage prescribed for the classification of work performed, receive a loading of 20%.
- (8) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the year of employment at which the employee is appointed and paid.
- (9) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any Order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustment on or after the 22nd August, 1994.
- (10) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (11) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101 and 74 WAIG 2161).

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### CHILD CARE (SUBSIDISED CENTRES) AWARD

#### NO. A 26 OF 1985

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.

(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

11.—WAGES

The total minimum weekly rate of wage payable to persons employed pursuant to this award shall be:

		\$ (Per Week)	A.S.N.A. \$	TOTAL WAGE	
(1)	(a)	Child Care Support Employee—Grade One—Cleaner	412.60	40.00	452.60
		Child Care Support Employee—Grade One—Kitchen Hand	419.30	40.00	459.30
		Child Care Support Employee—Grade Two			
		Step I	423.50	40.00	463.50
		Step II	431.80	40.00	471.80
		Child Care Giver			
		Step I	412.60	40.00	452.60
		Step II	422.00	40.00	462.00
		Step III	431.50	40.00	471.50
		Step IV	441.00	40.00	481.00
		Qualified Child Care Giver			
		Step 1A	488.00	42.00	530.00
		Step 1B	506.00	42.00	548.00
		Step II	520.40	40.00	560.40
		Step III	534.60	40.00	574.60
		Step IV	549.10	40.00	589.10
	(b)	Assistant Director—Grade One			
		Step I	556.90	40.00	596.90
		Step II	562.40	40.00	602.40
		Step III	570.00	42.00	612.00
		Assistant Director—Grade Two			
		Step I	562.40	40.00	602.40
		Step II	570.00	42.00	612.00
		Step III	577.50	42.00	619.50
		Assistant Director—Grade Three			
		Step I	570.00	42.00	612.00
		Step II	577.50	42.00	619.50
		Step III	591.50	42.00	633.50
	(c)	Childrens Programme—Co-ordinator (Family Centre)			
		Step I	506.00	42.00	548.00
		Step II	519.60	40.00	559.60
		Step III	549.10	40.00	589.10
		Step IV	572.60	42.00	614.60
		Step V	598.10	42.00	640.10
		Step VI	621.70	42.00	663.70
		Step VII	651.20	42.00	693.20
		Step VIII	683.60	42.00	725.60
	(d)	Qualified Occasional Care/Limited Time (State Government)			
		Step 1A	15.62	1.12	16.74
		Step 1B	16.19	1.12	17.31
		Step II	16.65	1.12	17.77
		Step III	17.11	1.12	18.23
		Step IV	17.57	1.12	18.69

(EDIT NOTE: The calculation of the A.S.N.A. hourly amount in (d) is (\$ increase)/37.5 hours) rounded to the nearest cent.)

- (2) (a) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Child Care Support Employees Grade One and Two, Child Care Giver, Qualified Child Care Giver, Qualified Occasional Care/Limited Time (State Govt), Childrens Programme Co-Ordinator (Family Centre), Assistant Director Grade One, Assistant Director Grade Two, Assistant Director Grade Three and Pre-School Teacher will be contingent upon:
- (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.
- (c) An employee under the age of 21 years who is employed as a Child Care Giver shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in paragraphs (a) and (b) of this subclause. The percentages of the adult rate shall be:
- |                             | % of adult rate |
|-----------------------------|-----------------|
| At or under 16 years of age | 50              |
| At 17 years of age          | 60              |
| At 18 years of age          | 75              |
| At 19 years of age          | 85              |
| At 20 years of age          | 95              |
| Thereafter the adult rate   |                 |
- (d) An employee at Step IA Qualified Child Care Giver and Step IA Qualified Occasional Care/Limited Time (State Govt.) shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (e) An employee at Step IB Qualified Child Care Giver and Step IB Qualified Occasional Care/Limited Time (State Govt.) shall be a person with previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (f) A person who is appointed Assistant Director Grade One, Assistant Director Grade Two or Assistant Director Grade Three will be appointed in accordance with the relevant grades outlined in Clause 27.— Classification Definitions and Skill Descriptors subclause (4) of this award, provided that an employer may appoint an Assistant Director to a higher grade.
- (g) Where an employee is appointed to act as the Director of a Centre for more than four days, they shall be paid for the whole of that period as Director according to their level of qualification.

(3) Pre-School Teachers:

(a)	Salary Level	\$ (per annum)	A.S.N.A. \$	\$ (TOTAL WAGE)	\$ (per week)
	Step I	27105	2087.00	29192.00	559.60
	Step II	28644	2087.00	30731.00	589.10
	Step III	29975	2191.00	32166.00	616.60
	Step IV	31201	2191.00	33392.00	640.10
	Step V	32432	2191.00	34623.00	663.70
	Step VI	33971	2191.00	36162.00	693.20
	Step VII	35661	2191.00	37852.00	725.60
	Step VIII	37044	2191.00	39235.00	752.10
	Step IX	38171	2191.00	40362.00	773.70
	Step X	39710	2191.00	41901.00	803.20
	Step XI	41243	2191.00	43434.00	832.60

- (b) Three year trained teacher holding a Diploma of Teaching, or equivalent, or a teacher holding a University Degree (other than a Bachelor of Education):

Enter Step I

Exit Step VII

- (c) Teacher holding:

(i) University degree and Diploma of Education; or

(ii) University degree and Teacher's Certificate; or

(iii) Bachelor of Education degree

Enter Step III

Exit Step XI

- (d) Teacher holding the qualifications outlined in (c) above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV

Exit Step XI

- (4) (a) The minimum weekly rate of wage payable to persons employed as Director, shall be:

	\$ (per week)	\$ (A.S.N.A.)	\$ (TOTAL WAGE)
Step I	591.50	42.00	633.50
Step II	619.50	42.00	661.50
Step III	642.10	42.00	684.10

	\$ (per week)	\$ (A.S.N.A.)	\$ (TOTAL WAGE)
Step IV	672.60	42.00	714.60
Step V	704.00	42.00	746.00
Step VI	729.50	42.00	771.50
Step VII	744.30	42.00	786.30
Step VIII	782.60	42.00	824.60
Step IX	811.00	42.00	853.00

- (b) A Director will be graded in accordance with paragraphs (c) and (d) of this subclause.
- (c) Within the grades of Director the following categories of progression shall apply:
- (i) Director Grade One (as defined in Clause 27 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enter Step I  
Exit Step IV
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enter Step III  
Exit Step VI
- (ii) Director Grade Two (as defined in Clause 27 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enter Step III  
Exit Step VI
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enter Step V  
Exit Step VIII
- (iii) Director Grade Three (as defined in Clause 27 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enter Step V  
Exit Step VIII
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enter Step VII  
Exit Step IX
- (d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Director an employer may advance a Director beyond the steps/increments provided for, taking into account such factors as:
- (i) number of sites supervised, size of centre(s) including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or
  - (ii) hours of operation of the centre; and/or
  - (iii) other factors relevant to the exercise of increased skills and responsibilities by the Director.
- (e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Director. Where there is a dispute as to whether a qualification is relevant to the position of Director it shall be determined by the Western Australian Industrial Relations Commission.
- (f) Except as provided hereunder, in paragraph (d) of this subclause progression from step to step for Director will be contingent upon:
- (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.

- (5) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.

It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustments.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101).

**CHILD CARE CENTRES (PRE-SCHOOL TEACHERS') AWARD 1983****NO. A 3 OF 1983****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**9.—SALARIES**

- (1) **Pre-School Teachers:**  
 The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

Salary Level	\$ (per annum)	\$ (A.S.N.A.)	\$ (TOTAL WAGE)	\$ (per week)
Step I	25541	2191.00	27732.00	531.60
Step II	27080	2087.00	29167.00	559.10
Step III	28515	2087.00	30602.00	586.60
Step IV	29741	2191.00	31932.00	612.10
Step V	30972	2191.00	33163.00	635.70
Step VI	32511	2191.00	34702.00	665.20
Step VII	34200	2191.00	36391.00	697.60
Step VIII	35583	2191.00	37774.00	724.10
Step IX	36815	2191.00	39006.00	747.70
Step X	38354	2191.00	40545.00	777.20
Step XI	39887	2191.00	42078.00	806.60

- (a) Three year trained teacher holding a Diploma of Teaching, or equivalent, or a teacher holding a University Degree (other than a Bachelor of Education):

Enter Step I

Exit Step VII

- (b) Teacher holding:

(i) University degree and Diploma of Education; or

(ii) University degree and Teacher's Certificate; or

(iii) Bachelor of Education degree

Enter Step III

Exit Step XI

- (c) Teacher holding the qualifications outlined in (b) above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV

Exit Step XI

- (d) To transfer Pre-school Teachers from the rates applying prior to the 10 May, 1993 to the new structure and rates applying after the beginning of the first pay period on or after the 10 May, 1993 the following process shall occur:
- (i) Those weekly rates applicable immediately prior to the beginning of the first pay period on or after 10th May, 1993 will be increased to the next highest rate of pay on the new structure as contained in subclause (1).
  - (ii) Where the increase resulting from transfer is less than \$15.00 per week that increase will be paid operative from the beginning of the first pay period on or after the 10th May, 1993.
  - (iii) Where the increase is between \$15.00 per week and \$30.00 per week the amount will be split into two equal parts, the first increase operative from the beginning of the first pay period on or after 10 May, 1993 and the second increase operative from the beginning of the first pay period on or after 10 November, 1993.
  - (iv) Where the increase resulting from transfer is in excess of \$30.00 per week then that amount will be split into three equal increases, the first increase operative from the beginning of the first pay period on or after the 10th May, 1993, the second increase operative on or after the 10th November 1993, the third increase operative from the beginning of the first pay period on or after the 10th May, 1994.
- (e) Progression from step to step for Pre-School Teachers will be contingent upon:
- (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (f) Teachers changing employment shall do so without reduction in grade and continue to progress through the salary scale by annual increment.
- (2) A relieving teacher shall be paid the appropriate salary for a teacher plus a salary loading of 27%.
- (3) For the purpose of adjustment and payment the weekly salary shall be calculated as one fifty-second and one sixth of the annual salary, the fortnightly salary as one twenty-sixth and one twelfth of the annual salary, and the monthly salary as one twelfth of the annual salary.
- (4) Teachers transferring between employers shall retain their position on the incremental scale and continue to progress through the scale by annual increments. On ceasing employment with an employer the employee shall be given written notice of the incremental increase date to be passed on to the next employer.

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**CHILD CARE WORKERS (EDUCATION DEPARTMENT) AWARD**

**NO. A 20 OF 1984**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 14.—SALARIES

- (1) (a) The total minimum award wage payable includes the base rate and arbitrated safety net adjustments payable from the beginning of the first pay period on or after 1<sup>st</sup> August 2001.

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
1st year of employment	19045.00	4589.00	23634.00
2nd year of employment	21002.00	4589.00	25591.00
3rd year of employment	22084.00	4694.00	26778.00
4th year of employment	23163.00	4694.00	27857.00
5th year of employment	24233.00	4590.00	28823.00

- (b) Consistent with the requirements of the December 1993 State Wage Decision, the Arbitrated Safety Net Adjustment is absorbable to the extent of any equivalent amount in rates of pay (whether award, or overaward or enterprise agreement) in excess of the relevant minimum rates (classification rate and supplementary payment) established through the Minimum Rates Adjustment process.
- (c) "Overaward Payment" is defined as the amount (whether it be termed "over award payment", "attendance bonus" or any term whatsoever), which an employee would receive in excess of the "Minimum Award Wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award".
- (2) For the purpose of adjustment and payment the weekly salary shall be calculated as 1/52nd and 1/6th of the annual salary, the fortnightly salary as 1/26th and 1/12th of the annual salary and the monthly salary as 1/12th of the annual salary.
- (3) An employee left in charge of pupils for a full session or more shall be paid no less than the rate applicable to a Child Care Worker in her 5th year of employment for the whole period she is in charge.
- (4) An employee who has had previous experience relevant to employment covered by this award may have that experience taken into account in determining the 'year of employment' at which an employee is appointed and paid.
- (5) An employee may be employed as a casual if that employment is for a period of less than four weeks, in which case the employee shall be paid a loading of 27 percent in addition to her base rate in lieu of the provisions of Clauses 7.—Holidays, 8.—Annual Leave Loading, 9.—Sick Leave and 12.—Long Service Leave of this award.
- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

**CHILDREN'S SERVICES (GOVERNMENT) AWARD 1989****NOS. A29 OF 1985 & PSA A 29A OF 1985****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages

payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

16.—SALARIES AND WAGES

(1) Column B will apply to employees of a College who are not ordinarily required to work during term or semester vacations. Such employees will be eligible for payment pursuant to Clause 17.—College Vacations Periods of this Award. Column A will apply to all other employees.

(2) The weekly rate of wage payable to persons employed pursuant to this award, shall be:

(a) Qualified Child Care Giver

	Column A \$ (Per Week)	Column B \$ (Per Week)
Step IA	530.00	504.50
Step IB	548.00	521.70
Step II	560.40	533.50
Step III	574.40	547.00
Step IV	589.10	560.80

(b) Senior Qualified Child Care Giver

Column A\*

Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
545.50	88.00	633.50

(\* Interim adjustment pending further hearings and adjustments)

(c) Senior Qualified Child Care Giver

Column B\*

Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
519.26	83.24	602.50

(\* Interim adjustment pending further hearings and adjustments)

(d) Child Care Giver

	Column A \$	Column B \$
Step I	464.55	441.70
Step II	472.55	449.70
Step III	480.15	457.30
Step IV	490.80	466.80

(f) Child Care Support Employee

	Column A \$	Column B \$
1st year of experience	467.90	445.00
2nd year of experience	475.70	452.40
3rd year of experience	483.40	459.80
4th year of experience	493.60	469.50

(g) The minimum weekly rate of wage shown in paragraphs (a), (d) and (f) of this subclause are inclusive of a base rate and supplementary payment reflecting relativities established as a result of a Minimum Rates Adjustment (76 WAIG 159).

(3) Except as provided hereunder, progression from step to step for Qualified Child Care Giver and Child Care Giver will be contingent upon:

- (a) 12 months' service at each step; and
- (b) satisfactory performance at each step.

(4) An employee may be employed as a casual if that employment is for a period of less than four weeks, in which case the employee shall be paid a loading of 20 percent in addition to his/her base rate in lieu of the provisions of Clauses 11.—Public Holidays, 12.—Annual Leave and 13.—Sick Leave of this award.

(5) (a) An employee at Step IA Qualified Child Care Giver shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.

(b) An employee at Step IB Qualified Child Care Giver shall be a person in their first year of experience as a Qualified Child Care Giver, who has previous experience in the industry. At the completion of 12 months' satisfactory performance that person shall be paid at the Step II rate.

(6) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.

- (7) On commencing employment with an employer a Qualified Child Care Giver, Child Care Aide, Cook or Senior Qualified Child Care Giver shall, within the appropriate classification be paid at the step or year of experience within the appropriate classification whichever is relevant, recognising their previous experience in the children's services industry.
- (8) The weekly salary shall be divided by 38 per week for Child Care Givers and Child Care Support Employees and for other employees by 37.5 for the purposes of adjustment of payment of a hourly rate. For the purposes of adjustment to an annual salary the weekly rate shall be multiplied by 52.167.
- (9) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the Minimum Rates Adjustments.
- (10) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (11) Deleted
- (12) The wage relativities in the Award have been established in accordance with the State Wage Case Decision of 1989 [1989] 69 WAIG 2917).
- (13) **DEFINITIONS AND SKILL DESCRIPTORS**

(a) **Child Care Support Employee**

**Definition:** An untrained ancillary employee who is employed to undertake cooking duties.

**Skill Descriptor:** Such an employee may:

- work under routine supervision either individually or in a team environment;
- be responsible for assuring the quality of the employee's own working subject to routine supervision;
- be required to exercise discretion during the course of their own work.

(b) **Child Care Giver**

**Definition:** An employee at this level shall be an unqualified employee working under routine supervision, engaged to assist in the supervision and care of children and generally to assist in the functioning of the centre.

**Skill Descriptor:** Responsibilities of a Child Care Giver may include the following:

- Is able to perform routine duties requiring the exercise of knowledge and skills at a primary level.
- Maintain a clean, hygienic environment
- Maintain and attend to personal hygiene of children
- Attend to nutritional needs of children
- Respond to child's apparent ill-health
- Respond to accident, emergency or threat
- Implement routines which enhance well being
- Interact positively and appropriately with children
- Participate in the planning and preparation of programmes
- Assist to prepare an environment based on programme requirements
- Assist in the implementation of programmes
- Contribute to team approach
- Seek to further professional development
- Liaise appropriately with parents
- Uphold the Centre's philosophy
- Participate in appropriate administrative process
- Contribute to maintenance and care of buildings and equipment
- Implement Centre policies and procedures.
- Assisting in the facilitation of programmes suited to the needs of individual children and groups
- Provide input to trained staff by observations of individuals children and groups
- Work under direction with individual children with special needs.

(c) **Qualified Child Care Giver:**

**Definition:** shall mean an employee who holds the qualification of Associate Diploma Social Science (Child Care) or an approved equivalent qualification which is recognised and approved by the Child Care Services Board authorising the employee to be in charge of children 0-6 years and who is so appointed.

Qualified Child Care Giver shall also include persons who do not hold approved qualifications but who have obtained an exemption from the Child Care Services Board to work at this level and who are so appointed.

**Skill Descriptor:** The responsibilities of a Qualified Child Care Giver may include the following

- Ensure the Centre or Service's policies are adhered to
- Ensure the maintenance of a safe working environment

- Display various methods and techniques of child management and where appropriate guide the Child Care Giver in the same
- Direct other staff members as required
- In conjunction with the Coordinator or Senior Qualified Child Care Giver or Medical staff develop, implement, monitor and review developmental programmes
- Display an ability to relate to people from various multicultural backgrounds
- Assist the Coordinator or Senior Qualified Child Care Giver with the assessment of students on placement
- Where appointed work as the person in charge of a group of children in the age range 0-6 years
- Possesses observational skills in excess of an experience Child Care Giver and the ability to programme for a child's development based on these observations. Where appropriate undertake developmental assessments.
- Participate in a team approach to deliver of the programme and if appropriate advise Child Care Givers on reasons for the programme
- Possesses the ability to formulate and implement a child's special needs programme
- Liaise with parents
- Initiate changes to the children's programmes including special needs programmes
- Develop, implement, evaluate and maintain daily routines independently
- Provide advice to Coordinator, Senior Qualified Child Care Giver or Medical staff on the needs of the service.
- Demonstrate the ability to impart knowledge and skills where appropriate to parents, students, and/or other members of the health care team and referral agencies.
- Where appropriate provide support to the family, the support network, and other health professionals.
- Where appropriate, conduct visits to clients home to undertake developmental assessments

(d) **Senior Qualified Child Care Giver**

**Definition:** a Senior Qualified Child Care Giver shall mean a Qualified Child Care Giver appointed to carry out administrative duties in addition to the normal duties of a Qualified Child Care Giver. An employee at this level shall hold qualifications as defined for Qualified Child Care Giver and shall be responsible for the overall implementation and coordination of programme(s).

**Skill Descriptor:** A Senior Qualified Child Care Giver shall be competent to perform work above and beyond the level of a Qualified Child Care Giver. In addition to the normal duties of a Senior Qualified Child Care Giver the responsibilities of a Senior Qualified Child Care Giver may include the following:

- To co-ordinate the developmental programme(s) or therapeutic milieu
- To take referrals from professional health agencies.
- To explain the function and role of the service to other agencies and professional individuals.
- To supervise in-service training of staff.
- Where appropriate initiate programmes for parent/child activity groups.
- Where appropriate liaise with specialist staff (internal and external) on appropriate programmes for children with special needs.
- Participate in In-service education.
- Identification budgetary expenses for service including fund-raising where required.
- Ensure the daily operation of the centre complies with Licensing Regulations where appropriate.
- Handle child care enrolment enquiries and allocate places in accordance with Policy where appropriate.
- Act as a positive role model and care giver for staff, parents, students and children.
- Direct and supervises the duties of support staff, volunteers and students, and ensures that appropriate standards in care are maintained at all times.
- Arrange the placement and/or maintenance of the centres equipment, furnishing, toys and consumable materials as required.
- Where appropriate collect fees, issue receipts and forward monies to appropriate officer.
- Select short-term relief staff as required and assist with appointment and orientation of child care staff.
- To conduct staff meetings and attends other relevant meetings.
- To encourage team-work amongst staff.
- Operate within the requirements of Government Legislation, Regulations and relevant Industrial Awards.
- To provide leadership and direction for other staff.

**CHILDREN'S SERVICES (PRIVATE) AWARD  
NO. A 10 OF 1990**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

22.—WAGES

The total minimum weekly rate of wage payable to persons employed pursuant to this award, operative from the beginning of the first pay period commencing on or after 1st August 2001 shall be:

		\$ (Per Week)
(1)	(a) Child Care Support Employee—Grade One —Cleaner	452.60
	Child Care Support Employee—Grade One —Kitchen Hand	459.30
	Child Care Support Employee—Grade Two Step I	463.50
	Step II	471.80
	Child Care Giver Step I	452.60
	Step II	462.00
	Step III	471.50
	Step IV	481.00
	Qualified Child Care Giver Step IA	530.00
	Step IB	548.00
	Step II	560.40
	Step III	574.60
	Step IV	589.10
	(b) Assistant Director—Grade One Step I	596.90
	Step II	602.40
	Step III	612.00
	Step I	602.40
	Step II	612.00
	Step III	619.50
	Assistant Director—Grade Three Step I	612.00
	Step II	619.50
	Step III	633.50
(2)	(a) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Child Care Support Employees Grade One and Two, Child Care Giver, Qualified Child Care Giver,	

Assistant Director Grade One, Assistant Director Grade Two, Assistant Director Grade Three, and Pre-School Teacher will be contingent upon:

- (i) 12 months' service at each step; and
- (ii) satisfactory performance at each step.
- (b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.
- (c) An employee under the age of 21 years who is employed as a Child Care Giver shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in paragraphs (a) and (b) of this subclause. The percentages of the adult rate shall be:

	% of adult rate
At or under 16 years of age	50
At 17 years of age	60
At 18 years of age	75
At 19 years of age	85
At 20 years of age	95
Thereafter the adult rate	

- (d) An employee at Step IA Qualified Child Care Giver shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (e) An employee at Step IB Qualified Child Care Giver shall be a person with previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (f) A person who is appointed Assistant Director Grade One, Assistant Director Grade Two or Assistant Director Grade Three will be appointed in accordance with the relevant grades outlined in Clause 24.— Classification Definitions and Skill Descriptors subclause (4) of this award, provided that an employer may appoint an Assistant Director to a higher grade.
- (g) Where an employee is appointed to act as the Director of a Centre for more than four days, they shall be paid for the whole of that period as Director according to their level of qualification.

(h) Pre-School Teachers:

Salary Level	\$ (per annum)	\$ (per week)
Step I	29192.00	559.60
Step II	30731.00	589.10
Step III	32166.00	616.60
Step IV	33392.00	640.10
Step V	34623.00	663.70
Step VI	36162.00	693.20
Step VII	37852.00	725.60
Step VIII	39235.00	752.10
Step IX	40362.00	773.70
Step X	41901.00	803.20
Step XI	43434.00	832.60

- (i) Three year trained teacher holding a Diploma of Teaching, or equivalent, or a teacher holding a University Degree (other than a Bachelor of Education):

Enter Step I

Exit Step VII

- (j) Teacher holding:

- (i) University degree and Diploma of Education; or

- (ii) University degree and Teacher's Certificate; or

- (iii) Bachelor of Education degree

Enter Step III

Exit Step XI

- (k) Teacher holding the qualifications outlined in (j) above plus a second degree or higher degree such as a graduate diploma or a degree at honours level:

Enter Step IV

Exit Step XI

- (3) (a) The total minimum weekly rate of wage payable to Directors employed pursuant to this subclause shall be operative from the beginning of the first pay period on or after 1<sup>st</sup> August 1999.

	\$ (per week)
Step I	633.50
Step II	661.50
Step III	684.10
Step IV	714.60
Step V	746.00
Step VI	771.50
Step VII	786.30
Step VIII	824.60
Step IX	853.00

- (b) A Director will be graded in accordance with paragraphs (c) and (d) of this subclause.
- (c) Within the grades of Director the following categories of progression shall apply:
- (i) Director Grade One (as defined in Clause 24 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enters Step I  
Exits Step IV
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enters Step II  
Exits Step V
- (ii) Director Grade Two (as defined in Clause 24 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enters Step III  
Exits Step VI
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enters Step IV  
Exits Step VII
- (iii) Director Grade Three (as defined in Clause 24 of this award):
- a Director with two year or three year training, (as defined in paragraph (e) of this subclause):  
Enters Step V  
Exits Step VIII
  - a Director with four year training (as defined in paragraph (e) of this subclause):  
Enters Step VI  
Exits Step IX
- (d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Director an employer may advance a Director beyond the steps/increments provided for, taking into account such factors as:
- (i) number of sites supervised, size of centre(s) including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or
  - (ii) hours of operation of the centre; and/or
  - (iii) other factors relevant to the exercise of increased skills and responsibilities by the Director.
- (e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Director. Where there is a dispute as to whether a qualification is relevant to the position of Director it shall be determined by the Western Australian Industrial Relations Commission.
- (f) Except as provided hereunder, in paragraph (d) of this subclause progression from step to step for Director will be contingent upon:
- (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (4) On ceasing employment with an employer, the employee shall be given a written statement of the current Level and Step if appropriate and the date of commencement at that Level and Step to be passed on to the next employer.
- (5) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustments.
- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments
- (7) The wage relativities in this Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101).

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**CHILDREN'S SERVICES CONSENT AWARD, 1984**

**NO. A 1 OF 1985**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 22.—WAGES

The minimum weekly rate of wage payable to persons employed pursuant to this award shall be:

	\$ (Per Week)	A.S.N.A. \$	TOTAL WAGE \$
(1) Child Care Support Employee— Grade One—Cleaner	412.60	40.00	452.60
Child Care Support Employee— Grade One—Kitchen Hand	419.30	40.00	459.30
Child Care Support Employee— Grade Two			
Step I	423.50	40.00	463.50
Step II	431.80	40.00	471.80
Child Care Support Employee— Grade Three			
Step I	443.40	40.00	483.40
Step II	482.90	42.00	524.90
Step III	503.00	42.00	545.00
Step IV	522.30	40.00	562.30
Step V	549.10	40.00	589.10
Child Care Giver			
Step I	412.60	40.00	452.60
Step II	422.00	40.00	462.00
Step III	431.50	40.00	471.50
Step IV	441.00	40.00	481.00
Qualified Child Care Giver			
Step IA	488.00	42.00	530.00
Step IB	506.00	42.00	548.00
Step II	520.40	40.00	560.40
Step III	534.60	40.00	574.60
Step IV	549.10	40.00	589.10
Assistant Director Grade One			
Step I	556.90	40.00	596.90
Step II	562.40	40.00	602.40
Step III	570.00	42.00	612.00
Assistant Director Grade Two			
Step I	562.40	40.00	602.40
Step II	570.00	42.00	612.00
Step III	577.50	42.00	619.50
Assistant Director Grade Three			
Step I	570.00	42.00	612.00
Step II	577.50	42.00	619.50
Step III	591.50	42.00	633.50

- (2) (a) Except as provided hereunder, in paragraphs (b) and (d) of this subclause progression from step to step for Child Care Support Employees Grade One, Two and Three, Child Care Giver, Qualified Child Care Giver, Assistant Director Grade One, Assistant Director Grade Two, Assistant Director Grade Three and Pre-School Teacher will be contingent upon:
- (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (b) An employee employed as a Child Care Giver on completion of an introductory child care course shall immediately progress by one additional step beyond that previously determined in accordance with paragraph (a) of this subclause. Additional steps shall be determined in accordance with paragraph (a) of this subclause.
- (c) An employee under the age of 21 years who is employed as a child care giver shall be paid a percentage of the rate applicable to an adult employee, taking into account the provisions for progression specified in paragraphs (a) and (b) of this subclause. The percentages of the adult rate shall be:
- |                             | % of adult rate |
|-----------------------------|-----------------|
| At or under 16 years of age | 50              |
| At 17 years of age          | 60              |
| At 18 years of age          | 75              |
| At 19 years of age          | 85              |
| At 20 years of age          | 95              |
| Thereafter the adult rate   |                 |
- (d) An employee at Step IA Qualified Child Care Giver shall be a person with no previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (e) An employee at Step IB Qualified Child Care Giver shall be a person with previous experience in the industry. At the completion of twelve months satisfactory performance that person shall be paid the Step II rate.
- (f) A person who is appointed Assistant Director Grade One, Assistant Director Grade Two or Assistant Director Grade Three will be appointed in accordance with the relevant grades outlined in subclause (4) of Clause 27.—Classification Definitions and Skill Descriptors of this award, provided that an employer may appoint an Assistant Director to a higher grade.
- (g) Where an employee is appointed to act as the Director of a Centre for more than four days, they shall be paid for the whole of that period as Director according to their level of qualification.

(3) Pre-School Teachers:

	\$ (Per Annum)	\$ A.S.N.A.	\$ TOTAL WAGE	\$ (Per Week)
(a) Salary Level				
Step I	27105	2087.00	29192.00	559.60
Step II	28644	2087.00	30731.00	589.10
Step III	29975	2191.00	32166.00	616.60
Step IV	31201	2191.00	33392.00	640.10
Step V	32432	2191.00	34623.00	663.70
Step VI	33971	2191.00	36162.00	693.20
Step VII	35661	2191.00	37852.00	725.60
Step VIII	37044	2191.00	39235.00	752.10
Step IX	38171	2191.00	40362.00	773.70
Step X	39710	2191.00	41901.00	803.20
Step XI	41243	2191.00	43434.00	832.60

- (4) Director: The definitions and gradings of this classification are contained in Clause 27.—Classification Definitions and Skill Descriptors of this award.

	\$ (Per Week)	\$ A.S.N.A.	\$ TOTAL WAGE
(a) Step I	591.50	42.00	633.50
Step II	619.50	42.00	661.50
Step III	642.10	42.00	684.10
Step IV	672.60	42.00	714.60
Step V	704.00	42.00	746.00
Step VI	729.50	42.00	771.50
Step VII	744.30	42.00	786.30
Step VIII	782.60	42.00	824.60
Step IX	811.00	42.00	853.00
(b)	A Director will be graded in accordance with paragraph (c) and (d) of this subclause.		
(c)	Within the grades of Director the following categories of progression shall apply:		
(i)	Director Grade One (as defined in Clause 27 of this award):		
-	a Director with two year or three year training, (as defined in paragraph (e) of this subclause):		
	Enters Step I		
	Exits Step IV		
-	a Director with four year training (as defined in paragraph (e) of this subclause):		
	Enters Step III		
	Exits Step VI		

- (ii) Director Grade Two (as defined in Clause 27 of this award):
  - a Director with two year or three year training, (as defined in paragraph (e) of this subclause):
    - Enters Step III
    - Exits Step VI
  - a Director with four year training (as defined in paragraph (e) of this subclause):
    - Enters Step V
    - Exits Step VIII
- (iii) Director Grade Three (as defined in Clause 27 of this award):
  - a Director with two year or three year training (as defined in paragraph (e) of this subclause):
    - Enters Step V
    - Exits Step VIII
  - a Director with four year training (as defined in paragraph (e) of this subclause):
    - Enters Step VII
    - Exits Step IX
- (d) In addition to the grading, level of training and experience relevant to determining the appropriate rate of pay for a Director an employer may advance a Director beyond the steps/increments provided for, taking into account such factors as:
  - (i) number of sites supervised, size of centre(s), including number of places centre(s) licensed to cover and/or total number of children taken into care; and/or
  - (ii) hours of operation of the centre; and/or
  - (iii) other factors relevant to the exercise of increased skills and responsibilities by the Director.
- (e) "Two year, three year and four year trained" refers to a tertiary or post secondary qualification which is relevant to the position of Director. Where there is a dispute as to whether a qualification is relevant to the position of Director it shall be determined by the Western Australian Industrial Relations Commission.
- (f) Except as provided in paragraph (d) of this subclause progression from step to step for Director will be contingent upon:
  - (i) 12 months' service at each step; and
  - (ii) satisfactory performance at each step.
- (5) On ceasing employment with an employer, the employee shall be given a written statement of their current Level or Grade and Step if appropriate and the date of commencement at that Level or Grade and Step to be passed on to the next employer.
- (6) It is a condition that no employee shall suffer a reduction in wages by reasons of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the minimum rates adjustments.
- (7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments
- (8) Wage relativities in the Award have been established in accordance with the September 1989 State Wage Case Decision ([1989] 69 WAIG 2917) and the establishment of a Key Minimum Classification Rate for the Qualified Child Care Giver (73 WAIG 101).

## CLEANERS AND CARETAKERS (CAR AND CARAVAN PARKS) AWARD 1975

### NO. 5 OF 1975

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 24.—WAGES

The minimum rate of wage payable under this award shall be as follows:

	Base Rate	Arbitrated Safety Net Adjustments	Award Rate
	\$	\$	\$
(1) (a) <b>Adult Employees</b>			
Caretaker	357.20	88.00	445.20
Cleaner	340.60	88.00	428.60
Watchman	338.30	88.00	426.30
Parking Attendant	336.10	88.00	424.10
(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			
(2) <b>Junior Workers:</b> Junior workers shall be paid the prescribed percentage of the adult rate for the class of work on which they are engaged:		%	
Under 17 years of age		50	
At 17 years and under 18 years of age		60	
At 18 years and under 19 years of age		70	
At 19 years and under 20 years of age		80	
At 20 years and under 21 years of age		90	
(3) <b>Casual Workers:</b> A casual worker shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he or she is employed.			
(4) <b>Leading Hands:</b> Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following:			Per Week \$
(a) if placed in charge of not less than three and not more than six other employees			10.45
(b) if placed in charge of more than six and not more than ten other employees			18.55
(c) if placed in charge of more than 10 and not more than 15 other employees			23.55
(d) if placed in charge of more than 15 and not more than 20 other employees			28.20
(e) if placed in charge of more than 20 other employees			36.25
(1) The hourly rate shall be calculated by dividing the weekly rate herein expressed by 38.			

**CLEANERS AND CARETAKERS (GOVERNMENT) AWARD, 1975****NO. 32 OF 1975****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**17.—WAGES****PART A ALL EMPLOYEES EXCEPT THOSE EMPLOYED  
BY THE MINISTRY OF EDUCATION**

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be as follows—

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
Level One Comprehends the following classes of work			
Kitchen Hand (Agricola College)			
1st year of employment	356.90	88.00	444.90
2nd year of employment	361.30	88.00	449.30
3rd year of employment	365.10	88.00	453.10
Attendant Cleaner			
Gatekeeper (Robbs Jetty)			
1st year of employment	370.10	88.00	458.10
2nd year of employment	374.10	88.00	462.10
3rd year of employment and thereafter	378.30	88.00	466.30
Level Two Comprehends the following classes of work			
Home Economic Assistant Car Park Attendant Window Cleaner			
1st year of employment	377.30	88.00	465.30
2nd year of employment	381.30	88.00	469.30
3rd year of employment and thereafter	385.10	88.00	473.10

		Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$	
Level Three	Comprehends the following classes of work	Caretaker			
		Estate Attendant (Homeswest) Grade 1			
		1st year of employment	388.10	88.00	476.10
		2nd year of employment	391.90	88.00	479.90
		3rd year of employment and thereafter	395.80	88.00	483.80
	Level Four Comprehends the following classes of work	Estate Attendant (Homeswest) Grade 2			
		1st year of employment	399.60	88.00	487.60
		2nd year of employment	403.40	88.00	491.40
		3rd year of employment and thereafter	407.30	88.00	495.30
	Level Five Comprehends the following classes of work	Janitor			
		Security Officer			
		1st year of employment	404.10	88.00	492.10
		2nd year of employment	408.10	88.00	496.10
3rd year of employment and thereafter		412.10	88.00	500.10	
Office Attendant (Homeswest)					
1st year of employment		395.70	88.00	483.70	
2nd year of employment		403.50	88.00	491.50	
	3rd year of employment and thereafter	413.70	88.00	501.70	
Level Six Comprehends the following classes of work	Court Usher				
	Second Cook (Agricola College)				
	1st year of employment	417.80	90.00	507.80	
	2nd year of employment	423.00	90.00	513.00	
	3rd year of employment and thereafter	427.20	90.00	517.20	
Level Seven Comprehends the following classes of work	Estate Attendant (Homeswest) Grade 3				
	Foreperson (BMA)				
	1st year of employment	430.40	90.00	520.40	
	2nd year of employment	434.30	90.00	524.30	
	3rd year of employment and thereafter	438.40	90.00	528.40	
	First Cook (Agricola College)				
	1st year of employment	439.90	90.00	529.90	
	2nd year of employment	444.70	90.00	534.70	
	3rd year of employment and thereafter	448.30	90.00	538.30	

## (2) Supervision Allowance

Employees other than Forepersons and Estate Attendants Homeswest (Grade 2 and 3) placed in charge of others shall be paid the following weekly allowance in addition to the rate prescribed for his/her class of work—

	\$
1 to 5 employees	7.11
6 to 10 employees	12.65
11 to 15 employees	15.81
16 to 20 employees	21.82
Over 20 (for each additional employee)	0.24

## (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (3) Casual employees shall be paid 20% in addition to the rates payable under this award.

PART B—ALL EMPLOYEES EMPLOYED  
BY THE MINISTRY OF EDUCATION

## (1) The minimum weekly rate of wage payable to employees covered by this award shall be as follows—

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Award Wage
	\$	\$	\$
Level One			
Comprehends the following classes of work			
Cleaner for initial 12 months of employment	370.10	88.00	458.10
Level Two			
Comprehends the following classes of work			
Cleaner			
1st year of employment	374.10	88.00	462.10
2nd year of employment	377.40	88.00	465.40
3rd year of employment and thereafter	380.60	88.00	468.60
Level Three			
Comprehends the following classes of work			
Cleaner in Charge (of one to six employees inclusive)			
Home Economics Assistant			
1st year of employment	381.00	88.00	469.00
2nd year of employment	385.00	88.00	473.00
3rd year of employment and thereafter	389.20	88.00	477.20
Level Four			
Comprehends the following classes of work			
Cleaner in Charge (of seven to ten employees inclusive)			
Caretaker of Schools (employing seven to ten employees inclusive)			
1st year of employment	390.20	88.00	478.20
2nd year of employment	393.80	88.00	481.80
3rd year of employment and thereafter	398.00	88.00	486.00
Level Five			
Comprehends the following classes of work			
Cleaner in charge (of eleven or more employees)			
Caretaker of Schools (employing eleven or more employees)			
1st year of employment	402.20	88.00	490.20
2nd year of employment	406.00	88.00	494.00

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Award Wage
	\$	\$	\$
3rd year of employment and thereafter	409.90	88.00	497.90
Level Six Comprehends the following classes of work Cleaner in Charge of TAFE Campuses:			
- Balga;			
- Bentley Day;			
- Bentley Night;			
- Carlisle;			
- Fremantle;			
- Grosvenor Street Day;			
- Geraldton;			
- Great Southern;			
- Leederville;			
- Midland;			
- Mount Lawley;			
- Perth Aberdeen Street Day;			
- Perth Aberdeen Street Night;			
- Main Art Department Aberdeen Street;			
- South West;			
- Wembley			
Foreperson (Cleaning)			
1st year of employment	433.30	90.00	523.30
2nd year of employment	438.60	90.00	528.60
3rd year of employment and thereafter	442.90	90.00	532.90

(2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rates prescribed herein for their class of work.

### CLEANERS AND CARETAKERS AWARD, 1969

#### NO. 12 OF 1969

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 22.—WAGES

## (1) The minimum total rate of wage payable under this award shall be as follows:

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
(a) Adult Employees:			
Cleaner	340.60	88.00	428.60
Caretaker	357.20	88.00	445.20
Watchman	338.30	88.00	426.30
Watchman (Mobile)	354.20	88.00	442.20
Watchman/Cleaner	339.40	88.00	427.40
Window Cleaner	346.10	88.00	434.10
Lift Attendant	336.10	88.00	424.10
Attendant	331.70	88.00	419.70
Female Lavatory Attendant	338.80	88.00	426.80

## (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (c) Junior Employees:

Junior employees shall be paid the prescribed percentage of the adult rates for the class of work on which they are engaged.

	%
Under 16 years of age	40
16 to 17 years of age	50
17 to 18 years of age	60
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

## (2) Casual Workers: A casual worker shall be paid 20 percent of the ordinary rate in addition to the ordinary rate for the calling in which he or she is employed with a minimum engagement of two hours to be worked in a continuous shift.

## (3) Leading Hands: Any employee in charge of other employees shall be paid in addition to the appropriate wage prescribed, the following:

(a) if placed in charge of not less than three and not more than six other employees	10.45
(b) if placed in charge of not less than six and not more than ten other employees	18.55
(c) if placed in charge of not less than ten and not more than 15 other employees	23.25
(d) if placed in charge of not less than 15 and not more than 20 other employees	28.20
(e) if placed in charge of more than 20 other employees	36.25

## (4) The hourly rate shall be calculated by dividing the weekly rate herein expressed by 38.

## CLOTHING TRADES AWARD 1973

## NO. 16 OF 1972

## 18.—WAGES

## A The rates of pay in this Award have been broadbanded as an interim step towards the introduction of a new skills based classification structure.

This interim broadbanding arrangement is a measure designed to assist the future effective implementation of skills based classification structures presently under development. The interim arrangements will provide a basis for employers, unions and employees, to examine and introduce work arrangements which eliminate impediments to multiskilling and broadbanding the range of tasks which employees may be required to carry out.

Subject to the provisions of Clause 26 of this Award, employees of the classifications set out in Clause 18 hereof shall be paid the weekly Award Rates set opposite those classifications hereunder and provided that the Award Rates as then applying shall have the further minimum rates adjustments prescribed hereunder added at the time prescribed hereunder.

#### B BROADBANDED RATES

Wage Band Number	Base Rate per week \$	Supplementary Payment per week \$	Award Rates per week 1st pay period commencing on or after 15/5/92 \$
1A	299.50	25.90	325.40
1B	314.30	27.80	342.10
2A	322.00	31.40	353.40
2B	326.30	27.10	353.40
3A	334.00	30.60	364.60
3B	345.70	39.80	385.50
4	358.30	58.90	417.20
5	376.30	82.60	458.90

The above Supplementary Payment column includes the following total minimum rates adjustments (MRA) and the difference between the base rate of the Federal Clothing Trades Award 1982 as at 15/5/92 and the result of subtracting the total MRA adjustments from the award rate effective on 15/5/92 in this Award.

Wage Band Number	1st MRA per week (15/5/91) \$	2nd MRA per week (15/11/91) \$	3rd & Final MRA per week (15/5/92) \$	Total MRA per week \$
1A	4.90	7.30	7.40	19.60
1B	5.10	7.70	7.90	20.70
2A	5.50	8.30	8.60	22.40
2B	3.80	5.80	5.90	15.50
3A	5.20	7.70	7.90	20.80
3B	8.50	12.80	13.10	34.40
4	12.70	19.10	19.60	51.40
5	19.30	29.00	29.70	78.00

#### (a) Order Tailoring for Males:

The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or work incidental thereto of all male outer garments of any description (including dressing gowns) cut and made to chart measure or cut and made to an individual measure and garments that are fitted on shall be as follows:

No.	Classification	Wage Band No.
1.	Cutter, marking in and/or cutting out .....	5
2.	Trimmer marking in and/or cutting out linings or trimmings .....	3B
3.	Fitter up and/or shaper .....	3B
4.	Head of a table or bench of machines, in charge of four or more persons \$10.00 above appropriate machinist rate .....	\$10.00
5.	Tailor or tailoress employed in making and/or altering coats by hand or by machine and who in the ordinary course of employment is performing similar work to that ordinarily performed by an order tailor .....	4
6.	Coat maker engaged on three of any of the following operations: (a) Canvassing fore-parts by hand; (b) Basting-under and basting-out facings by hand; (c) Inserting pads, basting on under-collars and basting-in sleeves for try-on; (d) Hand felling top collars (e) Basting-in sleeves by hand and working sleeve heads .....	3B
7.	Employees employed making and/or altering by hand or by machine any part of a dress coat, tuxedo, frock coat, dinner jacket, or body coats of all descriptions .....	3B

No.	Classification	Wage Band No.
8.	Coat table hand or coat machinist .....	2B
9.	Trouser table hand or trouser machinist .....	2A
10.	Vest table hand or vest machinist .....	2A
11.	Embossers, embroiderer, cornelli employee .....	2B
12.	Presser pressing off and/or under-pressing .....	3A
13.	Examiner examining for faults in construction .....	3B
14.	All others not herein classified .....	1A
(b)	<b>Order Tailoring for Females</b>	
	The weekly wage for every description of work done in connection with order tailoring for females which includes the making and/or altering and/or repairing and/or work incidental thereto of tailored female outer garments cut and made to chart measure or cut and made to an individual measure and garments that are fitted on shall be as follows:	
15.	Cutter, marking in and/or cutting out .....	5
16.	Trimmer marking in and/or cutting out linings or trimmings .....	3B
17.	Fitter up and/or shaper .....	3B
18.	Head of a table or a bench of machines, in charge of four or more persons \$10.00 above appropriate machinist rate.....	\$10.00
19.	Tailor or tailoress employed in making coats by hand or by machine and who in the ordinary course of employment is performing similar work to that ordinarily performed by an order tailor .....	4
20.	Coat maker engaged on three of any of the following operations: (a) Canvassing fore-parts by hand; (b) Basting-under and basting-out facings by hand; (c) Inserting pads, basting on under— collars and basting-in sleeves for try-on; (d) Hand felling top collars (e) Basting-in sleeves by hand and working sleeve heads .....	3B
21.	Coat table hand or coat machinist .....	2B
22.	Skirt maker and/or machinist .....	2A
23.	Outer leg wear maker and/or machinist .....	2A
24.	Embossers, embroiderer, cornelli employee .....	2B
25.	Presser pressing off and/or under-pressing .....	3A
26.	Examiner examining for faults in construction .....	3B
27.	All others not herein classified .....	1A
(c)	<b>Ready Made Clothing for Males</b>	
	The provisions contained in this group shall not apply to the making of cardigans, pullovers and knitted swimsuits in establishments of employers wherein the principal business of such employer consists of the knitting of materials and the making of garments so knitted.	
	The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or work incidental thereto of all male outer garments of any description (including dressing gowns) excepting those specified in Groups A and I shall be as follows:	
28.	Cutter, laying up and/or marking in and/or using marker lay and/or cutting out .....	4
29.	Die cutter in cutting room .....	4
30.	Trimmer marking in and/or cutting out linings or trimmings .....	3B
31.	Fitter up and/or shaper .....	3B
32.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
33.	Tailor or Tailoress .....	4
34.	Alteration or repair hand (tailor or tailoress) .....	4

No.	Classification	Wage Band No.
35.	Alteration hand (other than tailor or tailoress) in retail establishment .....	3A
36.	Coat table hand or coat machinist .....	2B
37.	Trouser table hand or trouser machinist .....	2A
38.	Vest table hand or vest machinist .....	2A
39.	Presser pressing off and/or under pressing garments other than the garment which the employee is making .....	3A
40.	Durable crease setters and/or sprayers .....	2B
41.	Seam presser and/or seam opener by machine or by hand .....	2A
42.	Canvas fuser and/or air operated fusing machine operator other than on a Hoffman type press .....	2A
43.	Embossers, embroiderer, cornelli employee .....	2B
44.	Proofer .....	2A
45.	Examiners, examining for faults in construction:	
	(i) Tailor or Tailoress .....	3B
	(ii) Others .....	2B
46.	Brusher and folder .....	2A
47.	Hand sewer of buttons, hooks eyes, press studs and the like .....	2A
48.	Operator, electronic welding machine .....	1B
49.	Operator of press stud or rivetting machine .....	1B
50.	Transporter operator, i.e. employee operating console .....	2B
51.	All others not herein classified .....	1A
(d)	Order Dressmaking	
	The weekly wage for every description of work done in connection with order dressmaking which includes the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of all female outer garments of any description (including dressing gowns) cut and made to an individual measure and garments that are fitted on, other than such items of outer wearing apparel as are specified in Group B hereof, shall be as follows:	
52.	Cutter, marking in and/or cutting out .....	5
53.	Head of a table or a bench of machines in charge of four or more persons \$10.00 above appropriate machinist rate .....	\$10.00
54.	Table hand or machinist .....	2B
55.	Presser operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) .....	3A
56.	Presses pressing off and/or underpressing - other .....	2B
57.	Pleater making patterns and pleating by hand or by machine .....	3B
58.	Pleater, rolling in by hand or machine and/or inserting pleat into pattern .....	2A
59.	Embossers, embroiderer, cornelli employee .....	2B
60.	Fitter-on trying on to a customer unfinished or finished garments .....	3A
61.	Hand sewers of buttons, hooks, eyes, press studs and the like .....	2A
62.	All others not herein classified .....	1A
(e)	Ready Made Dressmaking and Ready Made Tailoring for Females	
	The provisions contained in this group shall not apply to the making of cardigans, pullovers and knitted swimsuits in establishments of employers wherein the principal business of such employer consists of the knitting of materials and the making of garments so knitted.	
	The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of all descriptions of ready made garments or outer wearing apparel for females excepting those specified in Groups B, D and I, which shall include tea, dressing or house gowns, blouses, fronts, collars, collarettes, cuffs and children's garments (other than those included in Group F shall be as follows:	
63.	Cutter, marking in and/or cutting out .....	4

No.	Classification	Wage Band No.
64.	Die cutter in cutting room .....	4
65.	Trimmer marking in and cutting out linings and/or trimmings .....	3B
66.	Fitter up and/or shaper .....	3B
67.	Head of a table or a bench of machines, in charge of four or more persons \$7.30 above appropriate machinist rate .....	\$7.30
68.	Tailor or Tailoress .....	4
69.	Table hand, finisher or machinist including the making garment of fronts, collars collarettes, cuffs or shoulder pads .....	2B
70.	DELETED	
71.	Embosser, Embroiderer, Cornelli employee .....	2B
72.	Alteration hand (other than tailor or tailoress) in retail establishment .....	3A
73.	Presser pressing off and/or underpressing operating Hoffman type press or hand iron more than 3.63 kg (8 lbs.) in weight (not counter-balanced) .....	3A
74.	Presser pressing off and/or under-pressing - other .....	2B
75.	Seam presser and/or seam opener by machine or by hand .....	2A
76.	Durable crease setter and/or sprayer .....	2B
77.	Pleater making patterns and pleating by hand or by machine .....	3B
78.	Pleater, rolling in by hand or by machine and/or inserting pleat into pattern .....	2A
79.	Examiner examining for faults in construction .....	2B
80.	Hand sewer of buttons, hooks, eyes, press studs and the like .....	2A
81.	Operator, electronic welding machine .....	1B
82.	Operator of press stud or riveting machine ..	1B
83.	Transport operator i.e., employee operating console .....	2B
84.	All others not herein classified .....	1A

(f) Underclothing

The provisions contained in this group shall not apply to establishments of employers wherein the principal business of such employers consists of the knitting of goods and making of garments from goods so knitted.

The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of all descriptions of underclothing for females which includes corsets, brassieres, nightgowns, pyjamas, pinafores, and aprons for females, and sunsuits, playsuits, and similar garments for children not exceeding eight years of age shall be as follows:

85.	Cutter, marking in and/or cutting out .....	4
86.	Die cutter in cutting room .....	4
87.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
88.	Machinist .....	2A
89.	Adornment employee .....	2A
90.	Table hand and/or finisher .....	2A
91.	Presser and/or ironer operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) ..	3A
92.	Presser and/or ironer—other .....	2A
93.	Transferer .....	2A
94.	Examiner examining for faults in construction .....	2A

No.	Classification	Wage Band No.
95.	Hand sewer of buttons, hooks, eyes, press studs and the like .....	2A
96.	Transporter operator i.e., employee operating console .....	2A
97.	All others not herein classified .....	1A
(g)	<b>Whitework</b> The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of all descriptions of whitework which shall include all descriptions of napery and/or sheets and/or pillow slips and/or pillow shams and/or diapers and/or handkerchiefs and/or towels and/or chenille bedspreads and/or mosquito nets and/or chenille bath mats, ironing board covers and, when made in clothing and whitework factories, toys and/or lamp shades and/or cot covers and/or blankets and/or bedspreads, shall be as follows:	
98.	Cutter, marking in and/or cutting out .....	4
99.	Die cutter in cutting room .....	4
100.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
101.	Machinist and/or table hand .....	2A
102.	Transferer and/or adornment employee .....	2A
103.	Presser and/or ironer operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) .....	3A
104.	Presser and/or ironer—other .....	2A
105.	Examiner .....	2A
106.	Dyer and/or bleacher (Chenille) .....	3A
107.	Vat attendant (Chenille) .....	2A
108.	Divider of material .....	2A
109.	All others not herein classified .....	1A
(h)	<b>Collars, Shirts, Ties, Scarves and Pyjamas</b> The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of collars, ties, scarves, cuffs, shirts, shirt fronts, pyjamas for males, singlets or underpants (except knitted goods,) shall be as follows:	
110.	Cutter, marking in and/or cutting out .....	4
111.	Die cutter in cutting room .....	4
112.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
113.	Machinist and/or table hand and/or adornment employee .....	2A
114.	Presser and/or ironer operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) .....	3A
115.	Presser and/or ironer—other .....	2A
116.	Fuser .....	2A
117.	Examiner examining for faults in construction .....	2A
118.	Transporter operator i.e., employee operating console .....	2A
119.	All others not herein classified .....	1A
(i)	<b>Industrial Clothing</b> The weekly wage for every description of work done in the making and/or work incidental thereto of industrial clothing for males and females which includes industrial uniforms overalls (excluding what are known in the trade as shaped garments) boiler suits, dust coats and industrial shorts, made from materials other than woollen or worsted shall be as follows:	
120.	Cutter, marking in and/or cutting out .....	4
121.	Die cutter in cutting room .....	4
122.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
123.	Machinist and/or table hand .....	2A
124.	Presser and/or ironer operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) .....	3A

No.	Classification	Wage Band No.
125.	Presser and/or ironer—other .....	2A
126.	Examiner .....	2A
127.	Operator, electronic welding machine .....	1B
128.	Operator of press stud or riveting machine .....	1B
129.	Transporter operator i.e., employee operating console .....	2A
130.	All others not herein classified .....	1A

(j) Headwear

The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or adorning and/or work incidental thereto of any kinds of hats, caps, bonnets, helmets, berets, or any other kind of headwear (except such hats as are made under the provision of the Felt Hatting Award 1977) shall be as follows:

131.	Cutter other than milliner .....	4
132.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
133.	Hand blocker .....	4
134.	Machine blocker .....	3A
135.	Helmet maker .....	2B
136.	Cap maker .....	2B
137.	Machinist and/or table hand .....	2A
138.	Model milliner designing original models .....	3A
139.	Milliner .....	2A
140.	Presser and/or ironer operating Hoffman type press or hand iron more than 3.63kg (8 lbs.) in weight (not counter-balanced) .....	3A
141.	Presser and/or ironer—other .....	2A
142.	Operator, electronic welding machine .....	1B
143.	All others not herein classified .....	1A

(k) Umbrellas

The weekly wage for every description of work done in connection with the making and/or altering and/or repairing and/or work incidental thereto of any description of umbrellas, or parasols or the like shall be as follows:

144.	Gore cutter, marking in and/or cutting out .....	3B
145.	Machinist .....	2A
146.	Examiner .....	2A
147.	Hand ironer .....	2A
148.	Frame maker .....	2A
149.	Umbrella assembler, including rib assembling, band fixing, topping, clipping in rolling, studding, pulling up and fitting handles, angle joints, runners, notches, bells and spikes .....	1B
150.	All others not herein classified .....	1A

(l) Fur Trade

The weekly wage for every description of work done in connection with the making and/or altering and/or remodelling and/or repairing and/or work incidental thereto of all types of garments or articles such as coats, jackets, capes, headwear, scarves, collars, cuffs, neckwear, muffs, rugs, mats and toys made in the establishment of a furrier from furred and/or haired and/or woolled skins shall be as follows:

151.	Cutter marking in and/or cutting out .....	5
152.	Head of a table or a bench of machines, in charge of four or more persons \$7.10 above appropriate machinist rate .....	\$7.10
153.	Nailer .....	3A
154.	Fur machinist .....	3A
155.	Machinist (other than on fur machine) and/or table hand .....	2B
156.	All others not herein classified .....	1A

No.	Classification	Wage Band No.
(m)	Artificial Flowers and Brushed Silk Emblems	
	The weekly wage for every description of work done in connection with the making and/or work incidental thereto of all types of artificial flowers and brushed silk emblems shall be as follows:	
157.	Cutter and/or stamper .....	3A
158.	Dyer .....	3A
159.	Shaper of petals by hand, with aid of curling iron and/or bowler and assembling the petals so shaped .....	2B
160.	Employee assembling and/or making and/or tying and/or pressing artificial flowers .....	2B
161.	Tiers and/or cutters and/or brushers of emblems .....	2B
162.	All others not herein classified .....	1A

#### C BROADBANDING ADJUSTMENT

- (1) Any overaward payment applicable at the date of the order of the Western Australian Industrial Relations Commission State Wage Decision 1989 shall be reduced by the amount of difference between the broadbanded rate specified below and the weekly wage rate which applied immediately prior to that order for the classification concerned.

Wage Band Number	Broadbanded Rate Per Week as at 14/3/91 \$
1A	288.00
1B	300.70
2A	310.10
2B	316.90
3A	322.60
3B	329.50
4	341.40
5	355.40

- (2) The structural efficiency increases specified above shall be added to existing actual rates of pay/base rates of pay for time employees/payment by results employees respectively and shall not be absorbed into any overaward or bonus payment.

1A	10.00
1B	12.50
2A	12.50
2B	12.50
3A	12.50
3B	12.50
4	15.00
5	15.00

#### D (DELETED)

#### E STRUCTURAL EFFICIENCY

In consideration of the wage increases resulting from the first structural efficiency adjustment payable employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.

In accordance with the Structural Efficiency Principle the parties agree to the:

- (a) acceptance of classification change and new job specifications;
- (b) performance of a wider range of duties, including work which is incidental or peripheral to the main tasks or functions;
- (c) preparedness of employees to undertake training associated with wider range of duties;
- (d) acceptance in principle that with due consultation between the relevant parties there will be no barriers to opportunity for advancement of employees within the award structure or through access to training;
- (e) co-operation in the transition from the old structure to the new structure in an orderly manner.

The parties to this Award have agreed that the trialling and test procedures are to be conducted during October 1990.

#### F SKILL BASED CLASSIFICATION STRUCTURE

The new classification structure shall be trialled in companies, following agreement being reached between the parties.

G ENTERPRISE FLEXIBILITY—WORKING PATTERNS/ARRANGEMENTS

The parties to this Award have agreed to a procedure, consistent with the State Wage Case Decision, to provide for enterprise flexibility in working arrangements and patterns.

Proposed enterprise flexibility in terms of work arrangements/patterns will be trialled in the same companies in which skill structures are to be trialled.

For the purpose of testing, the following procedure will be established:

- (a) A committee shall identify matters to be subject to trial, to ensure that working patterns and arrangements enhance flexibility and the efficiency of the industry. Without limiting the opportunities for innovation, the identification of matters should include, but not be limited to pages 9, 10 and 11 of the National Wage Case Decision, August 1989.
- (b) Examination of enterprise flexibility shall occur on a joint basis through Consultative Committees established pursuant to the TCF National Consultative Guidelines.
- (c) Before any changes to work arrangements or patterns are considered by the Consultative Committee, the Union official, the whole workforce and the section of the workforce affected shall be advised that the changes are to be considered and of the date and time of the consultative committee meeting at which the matter will be subject to initial consideration.
- (d) Before any changes to work arrangements or patterns are proposed by the Consultative Committee, the relevant union official, the whole workforce and the section of the workforce affected shall have the opportunity to examine the proposals and to express their views on the desirability of the proposed changes. These views shall be taken into account by the Consultative Committee before they finalise their proposal.
- (e) Where the consultative committee makes a proposal relating to work patterns/arrangements, the proposal shall be referred to senior management. Senior management shall consider the matter to the Union for consideration.
- (f) No change to existing work patterns/arrangements shall be introduced unless:—
  - (i) it is a change in relation to a matter which is subject to trial;
  - (ii) a majority of the workforce affected by the proposed change has endorsed the proposal;
  - (iii) senior management has endorsed the proposal;
  - (iv) the union has endorsed the proposal.
  - (v) All agreed changes to work patterns/arrangements shall be incorporated within a written Agreement, signed for an on behalf of the employer and the Union.
  - (vi) Each agreement shall be subject to ratification by the W.A. Industrial Relations Commission

(H) PAYMENTS BY RESULTS

The parties have agreed to jointly review and develop the Payment By Results clause. The review shall include, but not be confined to:

- (a) the establishment of an appropriate Payment By Results rate or rates,
- (b) a review of the extent to which the existing Payment By Results clause is consistent with the effective implementation of the structural efficiency principle.
- (c) any other matter the Commission determines is relevant.

18A.—RATES OF PAY POST TRANSITION PERIOD

- (1) Subject to the provisions of Clause 26.—Aged, Infirm or Slow Employees of this award, employees in the skill levels set out in subclause (3) of this clause shall be paid the weekly award rate set out opposite those skill levels in subclause (2) of this clause.

(2) **Skill Based Classification Structure**

- (a) The following wage schedule will operate from the beginning of the first pay period to commence after the 1<sup>st</sup> August 2001.

Skill Level	Relativity to Skill Level 4	Base Rate	Supplementary Payment	Arbitrated Safety Net Adjustment	Total Minimum Award Rate
Trainee	78	299.50	25.90	88.00	413.40
1	82	314.30	27.80	88.00	430.10
2	87.4	334.00	30.60	88.00	452.60
3	92.4	345.70	39.80	88.00	473.50
4	100	358.30	58.90	90.00	507.20
5	Na	376.30	82.60	90.00	548.90

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**(3) Skill Levels****Trainee**

Employees at this level:

- Shall be new entrants into the industry.
- Shall for a period of up to three months undergo approved (including induction) training so as to enable them to achieve the level of competence required to be classified at skill level 1.
- Shall work under the following conditions:
  - Totally defined procedures and methods
  - Constant direct supervision
  - Constant direct training
  - Progressive assessment and feedback

Training for new entrants will be determined in accordance with the needs of the enterprise, but shall involve instruction aimed at assisting trainees to achieve the range of competencies required at skill level 1, including:

- The knowledge and skills required to apply relevant Occupational Health and Safety practices and procedures.
- The knowledge and skills required to apply specified quality control standards to their own work.
- The knowledge and skills required to apply specified operation practices and procedures and to meet efficiency requirements.
- The knowledge and skills required to apply minor equipment/machine maintenance relevant to the equipment involved in the performance of their own work.

**Skill Level 1**

Employees at this level:

1. Shall work to defined procedures/methods either individually or in a team environment and
2. Shall exercise skills to perform basic tasks and
3. Shall be aware of and apply basic quality control skills in the receipt and completion of their own work to the specified quality standards.  
In addition, according to the needs and operational requirements of the enterprise, employees at this level:
  4. May be required to exercise the skill necessary to assist in providing basic on-the-job instruction by way of demonstration and explanation.
  5. May be required to record basic information on production and/or quality indicators as required.
  6. May be required to work in a team environment.
  7. May be required to apply minor equipment/machine maintenance.
  8. May be required to exercise key pad skills.
  9. May be required to exercise the level of English literacy and numeracy skills to effectively perform their tasks.
  10. May commence training in additional skills required to advance to a higher skill level.

**Skill Level 2**

Employees at this level exercise the skills required to be graded at skill level 1, and

1. Shall work to defined procedures/methods, either individually or in a team environment, and
2. Shall exercise the skills to perform intermediate tasks, and
3. Shall understand and apply quality control skills in their own work and component parts (including understanding of the likely cause/s of deviations to specified quality standards in their own work).  
In addition, according to the needs and operational requirements of the enterprise, employees at this level:
  4. May be required to exercise the skill necessary to assist in providing on-the-job instruction to employees in skills required at skill level 2 and below by way of demonstration and explanation.
  5. May be required to record detailed information on production and/or quality indicators as required.
  6. May be required to exercise team work skills.
  7. May be required to identify and rectify minor equipment/machine faults, and report problems that cannot be rectified to a mechanic or supervisor.
  8. May be required to exercise basic computer skills.
  9. May commence training in additional skills required to advance to a higher skill level.

**Skill Level 3**

Employees at this level exercise the skills required to be graded at skill level 2, and

1. Shall exercise discretion, initiative and judgement on the job in their own work, either individually or in a team environment, and
2. Shall exercise skills to:
  - (a) perform a complex task/s, or
  - (b) perform a series of different operations on a machine/s, or

- (c) use a variety of machine types three of which require the exercise of level 2 skills, and
3. (a) Shall be responsible for quality assurance in their own work and assembly of component parts including having an understanding of how this work relates to subsequent production processes and its contribution to the final appearance of the garment.

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

- (b) May be required to investigate causes of quality deviations to specified standards and recommend preventative action.
4. May be required to exercise the skills necessary to assist in providing on-the-job instruction to employees in skills required at skill level 3 and below by way of demonstration and explanation.
5. May be required to record detailed information on, and recommend improvements to, production and/or quality.
6. May be required to take a co-ordinating role for a group of employees or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 3 and below.
7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults).
8. May commence training in additional skills required to advance to a higher skill level.

#### **Skill Level 4**

Employees at this level exercise the skills required to be graded at skill level 3 and have a comprehensive knowledge of product construction. Employees at this level shall also:

- Apply skills and knowledge, equivalent to that of a qualified tradesperson, that have been acquired as a result of training or experience, or
  - Hold a relevant trade certificate, and
1. Shall work largely independently (including developing and carrying out of a work plan to specifications), and
2. Shall exercise a range of skills involving planning, investigation and resolution of problems, and/or training, and/or supervision, and/or specialised technical tasks, or
- Shall make a whole garment to specifications, or exercise equivalent skills.

In addition, according to the needs and operational requirements of the enterprise, employees at this level:

3. May be required to apply quality control/assurance techniques to their work group or team.
4. May have designated responsibility for the training of other employees (and if so shall be trained trainers).
5. May be responsible for quality and production records relating to their own work group or team.
6. May be required to take a co-ordinating role for a group of workers or in a team environment (which includes contributing to the identification and resolution of the problems of others and assisting in defining work group procedures and methods), where the members of the group or team are at skill level 4 and below.
7. May be required to exercise advanced equipment maintenance and problem solving skills (including identification of major equipment faults and organisation or performance or necessary repair).
8. May commence training in additional skills required to advance to a higher skill level.

#### **Explanation of terms**

##### **1. Basic tasks**

Uncomplicated tasks which are easily learned and involve little decision making whether machine or non machine.

Basic machine tasks are those where the positioning of the work may be controlled by guidebars and sensor lights, or other such guiding devices or where there is uncomplicated feeding of the fabric.

##### **2. Intermediate tasks**

Tasks which are more difficult to learn, involve more decision making than skill level 1 tasks and which may require fabric knowledge, whether machine or non machine.

Intermediate machine tasks require skill in positioning, feeding and handling of work involving directional changes, contouring or critical stopping points, or require feeding and handling skills beyond those of a skill level 1 operator because of fabric variation.

Intermediate non machine tasks require skills to perform a sequence of related tasks.

##### **3. Complex tasks**

Tasks which are more difficult to learn and involve a higher level of decision making than skill level 2 tasks, whether machine or non machine.

Complex machine tasks require fabric manipulation skills and knowledge beyond those of a skill level 2 operator to perform more difficult tasks or to handle and align the sections while ensuring correct shaping of the end result because of the complexity of combining parts or because of frequent variation in fabrics.

4. **Series of different operations on a machine/s**  
Performing a sequence of different operations on a machine/s to complete the majority of a complex garment.
5. **Machine**  
Any piece of equipment which performs a significant part of an operation in:
  - designing/grading of patterns
  - marker spreading
  - spreading of fabric
  - cutting, sewing, finishing, pressing and packaging of productsand which is powered by an external source i.e. electricity, steam or compressed air or combinations of these.  
Hand tools are not machines and refer to those items which are primarily powered by the operator e.g. scissors, shears, staplers, tagging guns and tape dispensers.
6. **Variety of machine types**  
Three or more different types of machines which are sufficiently different in their operation to require the exercise of different skills (i.e. a button holer and a button sewer are the same machine type for this purpose whereas a button holer and an overlocker are different machine types).
7. **Whole garment machinist or equivalent skills**  
A machinist who works largely independently in producing a complex garment from written specifications and patterns. Examples of "equivalent skills" include:
  - sample machinist
  - a machinist who performs each of the operations required to complete a complex whole garment from specifications
  - a fully multi-skilled machinist who is required to perform any of the operations involved in the making of a complex whole garment to specification.
8. **Skill**  
The application of a combination of abilities, knowledge and attributes to competently perform a given activity or activities.
9. **Competence**  
The ability to perform a particular activity or activities to a prescribed standard (or standards) and under a prescribed set of circumstances.
10. **Component parts**  
The parts of the product which the operator receives in order to perform their job.
11. **Key pad skills**  
Ability to use a small panel of keys, either numerical or with symbols, to operate equipment.
12. **Basic computer skills**  
Use of a computer to enter, retrieve and interpret data.
13. **Co-ordinating role**  
A role which involves responsibility for organising and bringing together the work and resource requirements of a work group or team.
14. **Defined procedures/methods**  
Specific instructions outlining how an operator is to do their job.
15. **Largely independently**  
Where the employee is accountable for own results including:
  - carrying out assigned task
  - co-ordinating processes
  - setting and working to deadlines.
16. **Designated responsibility**  
Identified by management as a person with a specific role or responsibility.
17. **Minor equipment/machine maintenance**  
Includes cleaning and minor adjustments to the equipment involved. In the case of sewing machines for example, it may include:
  - changing needles
  - cleaning
  - lubrication
  - tension and stitch adjustment.
18. **On-the-job instruction**  
Demonstrating, showing, explaining and/or guiding other employees as to how to perform a particular task or operation to a competent standard.

19. **Quality assurance**  
The overall system and plans used to provide confidence that goods and services will satisfy given requirements.
20. **Quality control**  
The activities used to check that materials and products meet quality specifications; includes the grading of product into acceptable and unacceptable categories.
21. **Quality deviations**  
Departures from a quality standard.
22. **Quality indicators**  
Information used to determine whether a quality standard has been met.
23. **Specified quality standards**  
Detailed standards against which quality is measured.
24. **Team environment**  
An environment involving work arrangements in which a group of people work closely, flexibly and in co-operation with each other to ensure efficient and effective performance.
- (4) **Supplementary Payments**
- (a) An adult weekly employee shall be paid not less than the award rate specified in subclause (2)(a) and (2)(b) hereof.
- (b) The supplementary payment specified in subclause (2)(a) and (2)(b) hereof is in substitution for any overaward payment received by an employee immediately prior to the beginning of the first pay period to commence on or after 1 November 1993 which shall be reduced by the amount of the supplementary payment or discontinued if the overaward payment was less than the supplementary payment.  
"Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus", "service increment", or any term whatsoever) which an employee would receive in excess of the award rate specified in subclause (2)(a) and (2)(b) hereof but shall not include overtime, shift allowances, penalty rates, disability allowances, or any other ancillary payments of a like nature prescribed by this award.
- (c) Whenever a decision of the Western Australian Industrial Relations Commission provides that award wage rates are to be increased by a percentage, a flat amount, or a combination of both, the base rate and the award rate prescribed in subclause (2)(a) and (2)(b) hereof shall be increased by either the specified percentage or by adding the specified flat amount. The supplementary payment shall then be calculated by deducting the new base rate from the new award rate, and any increase in the supplementary payment shall not reduce the level of overaward payment defined in paragraph (b) hereof.
- (d) The award rate specified in subclause (2)(a) and (2)(b) hereof and which includes the supplementary payment specified in subclause (2)(a) and (2)(b) hereof shall be paid for all purposes of this award.

#### 19.—MINIMUM WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.  
(bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —  
(aa) apply to all work in ordinary hours.  
(bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**CLERKS (COMMERCIAL RADIO AND TELEVISION BROADCASTERS) AWARD OF 1970  
NO. 14C OF 1968**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**8.—RATES OF PAY**

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.
- (2) Adult Employees (rate per week)—

(a)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
At 21 years of age	361.10	88.00	449.10
At 22 years of age	365.30	88.00	453.30
At 23 years of age	369.10	88.00	457.10
At 24 years of age	373.00	88.00	461.00
At 25 years of age and over	377.40	88.00	465.40

- (b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	88.00	471.20

- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) **Junior Employees—**

- (a) Percentage of the rate for an adult employee at 21 years of age per week—

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60

- |                    |    |
|--------------------|----|
|                    | %  |
| At 18 years of age | 70 |
| At 19 years of age | 80 |
| At 20 years of age | 90 |
- (b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—
- |                    |      |
|--------------------|------|
| At 17 years of age | 0.70 |
| At 18 years of age | 1.00 |
| At 19 years of age | 2.60 |
| At 20 years of age | 3.40 |

**CLERKS (COMMERCIAL, SOCIAL AND PROFESSIONAL SERVICES) AWARD  
NO. 14 OF 1972**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

11.—RATES OF PAY

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, for the purposes of this clause, shall be graded pursuant to the provisions of Clause 11A.—Classification Structure—Skill Descriptors of this award.

(2)		Base Rate (per week):\$
	(a) Adult Employees	
	Grade 1	
	1st year of experience at this grade	314.10
	2nd year of experience at this grade	326.10
	3rd year of such experience and thereafter	336.30
	Grade 2	
	1st year of experience at this grade	345.50
	2nd year of experience at this grade	349.10
	3rd year of such experience and thereafter	354.20
	Grade 3	
	1st year of experience at this grade	360.80
	2nd year of such experience and thereafter	365.20

## (b) Junior Employees

Base Rate (per week) expressed as a percentage of the base rate prescribed for the relevant year of experience at the Grade in paragraph (2) hereof appropriate to the work performed by the junior employee—

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

## (3) Supplementary Payments (per week)—

## (a) (i) Adult Employees

In addition to the Base Rate payable pursuant to the provisions of subclause (2) of this clause, an adult employee employed in a grade listed hereunder, shall be paid per week the supplementary payment prescribed in this paragraph.

Grade 1	\$
1 <sup>st</sup> year of experience at this grade	132.70
2 <sup>nd</sup> year of experience at this grade	134.50
3 <sup>rd</sup> year of such experience and thereafter	135.90
Grade 2	
1 <sup>st</sup> year of experience at this grade	137.20
2 <sup>nd</sup> year of experience at this grade	137.70
3 <sup>rd</sup> year of such experience and thereafter	138.50
Grade 3	
1 <sup>st</sup> year of experience at this grade	139.40
2 <sup>nd</sup> year of such experience and thereafter	142.00

## (ii) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (b) Junior Employees

A junior employee shall be paid per week a percentage of the supplementary payment prescribed for the relevant year of experience at the Grade appropriate to the work performed by the junior employee, being the percentage applicable to the age of the junior employee according to the percentage scale prescribed in subclause (2), of this clause.

## (c) The amount payable to any employee pursuant to the provisions of this subclause—

(i) shall be for all purposes of this award;

(ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this clause, whether or not such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.

## (d) The rate prescribed in this award for any grade of employee is not amended by this subclause and shall not, for the purpose of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.

## (4) Implementation

An employer shall grade clerical employees according to this clause and the provisions of Clause 11A.—Classification Structure—Skill Descriptors of this award no later than 19th September, 1993 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase (i.e. being the amount due under this clause in excess of the actual rate which was paid immediately prior to the pay period commencing on or after 1st June, 1993) shall be implemented and paid in the following manner—

(a) where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993;

(b) where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993;

(c) where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993;

(d) where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of March, 1994.

**CLERKS (TIMBER) AWARD  
NO. 61 OF 1947**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

**(8) Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**10.—RATES OF PAY**

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, shall for the purposes of this clause, shall be graded pursuant to the provisions of Clause 10A.—Classification Structure—Skill Descriptor of this award.

(2)	Base Rate (per week):	\$
	(a) Adult Employees	
	Grade 1	
	1st year of experience at this grade	314.10
	2nd year of experience at this grade	326.10
	3rd year of such experience and thereafter	336.30
	Grade 2	
	1st year of experience at this grade	345.50
	2nd year of experience at this grade	349.10
	3rd year of such experience and thereafter	354.20
	Grade 3	
	1st year of experience at this grade	360.80
	2nd year of such experience and thereafter	365.20
	(b) Junior Employees	
	Base Rate (per week) expressed as a percentage of the base rate prescribed for the relevant year of experience at the Grade in paragraph (a) hereof appropriate to the work performed by the junior employee—	
		%
	At 15 years of age	40
	At 16 years of age	50
	At 17 years of age	60
	At 18 years of age	70
	At 19 years of age	80
	At 20 years of age	90

- (3) Supplementary Payments (per week)—
  - (a) (i) Adult Employees
    - In addition to the Base Rate payable pursuant to the provisions of subclause (2) of this clause, an adult employee employed in a grade listed hereunder shall be paid per week the supplementary payment prescribed in this subparagraph.

		\$
	Grade 1	
	1 <sup>st</sup> year of experience at this grade	132.70
	2 <sup>nd</sup> year of experience at this grade	134.50
	3 <sup>rd</sup> year of such experience and thereafter	135.90

- |  | \$     |
|--|--------|
| Grade 1  |        |
| 1 <sup>st</sup> year of experience at this grade       | 137.20 |
| 2 <sup>nd</sup> year of experience at this grade       | 137.70 |
| 3 <sup>rd</sup> year of such experience and thereafter | 138.50 |
| Grade 3  |        |
| 1 <sup>st</sup> year of experience at this grade       | 139.40 |
| 2 <sup>nd</sup> year of experience at this grade       | 142.00 |
- (ii) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (b) Junior Employees
- relevant year of A junior employee shall be paid per week a percentage of the supplementary payment prescribed for the experience at the Grade appropriate to the work performed by the junior employee, being the percentage applicable to the age of the junior employee according to the percentage scale prescribed in subclause (2) of this clause.
- (c) The amount payable to any employee pursuant to the provisions of this subclause—
- (i) shall be for all purposes of this award;
  - (ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this clause, whether or not such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.
- (d) The rate prescribed in this award for any grade of employee is not amended by this subclause and shall not, for the purpose of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.
- (4) Casual Employees
- A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Base Rate and Supplementary Payment prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.
- (5) Part-time Employees
- (a) A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.
  - (b) Progression through the incremental levels of the appropriate grade in subclause (2) of this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.
  - (c) Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.
- (6) Implementation
- An employer shall grade clerical employees according to this clause and the provisions of Clause 10A.—Classification Structure—Skill Descriptors of this award no later than 19th September, 1993 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase (i.e. being the amount due under this clause in excess of the actual rate which was paid immediately prior to the pay period commencing on or after 1st June, 1993) shall be implemented and paid in the following manner—
- (a) where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993;
  - (b) where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993;
  - (c) where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993;
  - (d) where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of March, 1994.

**CLERKS' (ACCOUNTANTS' EMPLOYEES) AWARD 1984  
NO. A8 OF 1982**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**11.—RATES OF PAY**

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.
- (2) Adult Employees (rate per week)—

(a)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
At 21 years of age	361.40	88.00	449.40
At 22 years of age	365.60	88.00	453.60
At 23 years of age	369.30	88.00	457.30
At 24 years of age	373.30	88.00	461.30
At 25 years of age and over	377.70	88.00	465.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.70	88.00	471.70

- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) **Junior Employees—**
  - (a) Percentage of the rate for an adult employee at 21 years of age per week—
 

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60

- |                    |    |
|--------------------|----|
|                    | %  |
| At 18 years of age | 70 |
| At 19 years of age | 80 |
| At 20 years of age | 90 |
- (b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—
- |                    |      |
|--------------------|------|
|                    | \$   |
| At 17 years of age | 0.70 |
| At 18 years of age | 1.00 |
| At 19 years of age | 2.60 |
| At 20 years of age | 3.40 |
- (4) Casual clerks may be employed at an hourly rate and shall be paid whilst so employed twenty-five percent, in addition to the rates prescribed above, with a minimum engagement of four hours.

### CLERKS (BAILIFFS' EMPLOYEES) AWARD 1978

#### NO. R19 OF 1976

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### 12.—RATES OF PAY

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.
- (2) Adult Employees (rate per week)—
  - (a)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
At 21 years of age	361.10	88.00	449.10
At 22 years of age	365.30	88.00	453.30
At 23 years of age	369.10	88.00	457.10
At 24 years of age	373.00	88.00	461.00
At 25 years of age and over	377.40	88.00	465.40

- (b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

- (3) Junior Employees—
- (a) Percentage of the rate for an adult employee at 21 years of age per week—
- |                    |    |
|--------------------|----|
|                    | %  |
| At 15 years of age | 40 |
| At 16 years of age | 50 |
| At 17 years of age | 60 |
| At 18 years of age | 70 |
| At 19 years of age | 80 |
| At 20 years of age | 90 |
- (b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—
- |                    |      |
|--------------------|------|
|                    | \$   |
| At 17 years of age | 0.70 |
| At 18 years of age | 1.00 |
| At 19 years of age | 2.60 |
| At 20 years of age | 3.40 |
- (4) Employees classified in accordance with subclauses (2) and (3) of this clause who are gazetted as Assistant Bailiffs in order to facilitate office procedures shall not be paid in accordance with subclause (5) of this clause, unless they are required by the Bailiff to perform those additional duties beyond the immediate precincts of the office.
- (5) Assistant Bailiffs (wage per week):

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate \$ Per Week \$
On appointment	364.00	88.00	452.00
After six months' service	407.30	88.00	495.30
After two years' service	431.70	90.00	521.70

- (6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## CLERKS' (CONTROL ROOM OPERATORS) AWARD 1984

### NO. A14 OF 1981

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages

payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 14.—RATES OF PAY

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this award.  
 (2) Control Room Operators (wages per week):

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
During the first six months experience	361.40	88.00	449.40
Thereafter	395.50	88.00	483.50

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) (a) Casual employees may be employed at an hourly rate for a lesser period than thirteen weeks and shall be paid while so employed 20 per cent in addition to the rates prescribed above, with a minimum engagement of four hours.  
 (b) Subject to any agreement between the employer and the employee to the contrary subclause (4) of Clause 7.—Hours shall not apply to casual employees.  
 (c) Notwithstanding anything contained in this subclause the basis and terms of employment of casual clerks may be varied in any particular case by agreement in writing between the employer and the Union.  
 (4) (a) Part-time employees may be employed at an hourly rate for a lesser period per week than the hours usually worked in each establishment.  
 (b) Payment for annual leave and sick pay, for part-time employees, shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.  
 (c) For the purpose of this clause part-time employees weekly hours shall not exceed thirty-two except by written agreement with the Union.  
 (d) In the event of any dispute concerning the employment of any part-time employee the matter may be referred to a Board of Reference.  
 (e) Subject to any agreement between the employer and the employee to the contrary subclause (4) of Clause 7.—Hours shall not apply to part-time employees.

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### CLERKS' (CREDIT AND FINANCE ESTABLISHMENTS) AWARD NO. 16 OF 1952

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.  
 (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.  
 (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.  
 (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.  
 (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.  
 (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.  
 (7) Subject to this clause the Minimum Adult Award Wage shall—  
 (a) apply to all work in ordinary hours.  
 (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 10.—RATES OF PAY

(1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.

(2) Adult Employees (rate per week)—

(a)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
At 21 years of age	361.10	88.00	449.10
At 22 years of age	365.30	88.00	453.30
At 23 years of age	369.10	88.00	457.10
At 24 years of age	373.00	88.00	461.00
At 25 years of age and over	377.40	88.00	465.40

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	88.00	471.20

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (3) Junior Employees—

(a) Percentage of the rate for an adult employee at 21 years of age per week—

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—

	\$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

**CLERKS' (CUSTOMS AND/OR SHIPPING AND/OR FORWARDING AGENTS) AWARD****NO. 47 OF 1948****1B.—MINIMUM ADULT AWARD WAGE**

(1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

(2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 10.—RATES OF PAY

The following shall be the minimum rates of wages per week payable to employees covered by this Award.

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this Award.
- (2) **Adult Employees (rate per week)—**
- (a)
- |                             | Base Rate<br>Per Week<br>\$ | Arbitrated Safety<br>Net Adjustment<br>Per Week<br>\$ | Total Rate<br>\$ Per Week<br>\$ |
|-----------------------------|-----------------------------|---|---------------------------------|
| At 21 years of age          | 361.10                      | 88.00   | 449.10                          |
| At 22 years of age          | 365.30                      | 88.00   | 453.30                          |
| At 23 years of age          | 369.10                      | 88.00   | 457.10                          |
| At 24 years of age          | 373.00                      | 88.00   | 461.00                          |
| At 25 years of age and over | 377.40                      | 88.00   | 465.40                          |
- (b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.
- (c)
- |   | Base Rate<br>Per Week<br>\$ | Arbitrated Safety<br>Net Adjustment<br>Per Week<br>\$ | Total Rate<br>\$ Per Week<br>\$ |
|---|-----------------------------|---|---------------------------------|
| Senior Clerks (Classified as such or in default of agreement by the Board of Reference) | 383.20                      | 88.00   | 471.20                          |
- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (3) **Junior Employees—**
- (a) **Percentage of the rate for an adult employee at 21 years of age per week—**
- |                    | %  |
|--------------------|----|
| At 15 years of age | 40 |
| At 16 years of age | 50 |
| At 17 years of age | 60 |
| At 18 years of age | 70 |
| At 19 years of age | 80 |
| At 20 years of age | 90 |

- (b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—

	\$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

### CLERKS' (GRAIN HANDLING) AWARD

#### NO. R34 OF 1977

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 8.—WAGES

- (1) The rates of pay of adult employees shall be as prescribed by this clause and the rates of pay of junior employees shall be the following percentages of the prescribed adult rate for the work upon which the junior employee is engaged:
- |                       |     |
|-----------------------|-----|
| Under 18 years of age | 60% |
| At 18 years of age    | 70% |
| At 19 years of age    | 80% |
| At 20 years of age    | 90% |
- (2) The weekly rate of pay for adult employees shall be as follows:

	\$	Arbitrated Safety Net \$	Total \$
Level 7:			
Base	519.90	88.00	607.90
Increment 1	532.20	88.00	620.20
Increment 2	544.50	88.00	632.50
Increment 3	556.80	88.00	644.80
Increment 4	569.10	88.00	657.10
Level 6:			
Base	479.10	88.00	567.10
Increment 1	487.20	88.00	575.20
Increment 2	495.30	88.00	583.30
Increment 3	503.50	88.00	591.50
Increment 4	511.70	88.00	599.70

	\$	Arbitrated Safety Net \$	Total \$
Level 5:			
Base	422.90	90.00	512.90
Increment 1	434.10	90.00	524.10
Increment 2	445.30	90.00	535.30
Increment 3	456.50	90.00	546.50
Increment 4	467.80	88.00	555.80
Level 4:			
Base	392.00	88.00	480.00
Increment 1	402.30	88.00	490.30
Increment 2	412.60	88.00	500.60
Level 3:			
Base	369.50	88.00	457.50
Increment 1	377.00	88.00	465.00
Increment 2	384.50	88.00	472.50
Level 2:			
Base	359.50	88.00	447.50
Increment 1	364.50	88.00	452.50
Level 1			
Base	350.40	88.00	438.40

- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (4) No employee shall, as a result of the implementation of this classification structure, suffer any reduction in wages or conditions which the employee was receiving as at 11 October, 1991.
- (5) (a) Promotion to an employee's next and subsequent increments shall be based on a combination of performance, qualifications and experience.
- (b) Reclassification to another level shall be subject, but not limited to, the employee satisfying the relevant criteria, training requirements and competency standards for that level.
- (c) Application for progression to the employee's next increment or for reclassification may be made by the employee or by the employee's Section and/or Department Head.
- (6) The employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training.

**CLERKS' (HOTELS, MOTELS AND CLUBS) AWARD 1979**  
**NO. R7 OF 1977**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

7.—WAGES

(1) The minimum fortnightly rates of pay for employees covered by this Award shall be as set out in this clause.

(2) Adult Employees (rate per fortnight):

	Base Rate per Fortnight \$	Arbitrated Safety Net Adjustment per Fortnight \$	Total Rate per Fortnight \$
(a) At 21 years of age	724.10	176.00	900.10
At 22 years of age	732.40	176.00	908.40
At 23 years of age	739.80	176.00	915.80
At 24 years of age	747.70	176.00	923.70
At 25 years of age and over	756.70	176.00	932.70

(b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amount per fortnight.

Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.

(c) Senior Clerks (classified as such or in default of agreement, by a Board of Reference)	768.60	176.00	944.60
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(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

(3) Junior Employees—

(a) Percentage of the rate for an adult employee at 21 years of age per fortnight—

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

(b) Junior stenographers, comptometer or calculating or ledger machine operators shall receive in addition to the rates set out in paragraph (a) of this subclause, the following amounts per fortnight—

	\$
At 17 years of age	1.50
At 18 years of age	2.30
At 19 years of age	5.00
At 20 years of age	6.80

Provided that the allowance shall not be paid to an employee for using a calculator for the purpose of simple arithmetic calculation.

**CLERKS (PUBLIC AUTHORITIES) AWARD 1987**

**NO. PSA A7A OF 1987**

**1B.—MINIMUM ADULT AWARD WAGE**

(1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

(2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

(3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.

(4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### SCHEDULE A—SALARIES AND SALARY RANGES

- (1) Annual salaries applicable to officers covered by this Award.

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
<b>LEVEL 1</b>			
Under 17 years	10445	2357.00	12802.00
17 years	12207	2753.00	14960.00
18 years	14238	3212.00	17450.00
19 years	16481	3720.00	20201.00
20 years	18507	4177.00	22684.00
1.1	20331	4589.00	24920.00
1.2	20983	4589.00	25572.00
1.3	21634	4589.00	26223.00
1.4	22281	4694.00	26975.00
1.5	22932	4694.00	27626.00
1.6	23583	4694.00	28277.00
1.7	24332	4590.00	28922.00
1.8	24850	4590.00	29440.00
1.9	25616	4590.00	30206.00
<b>LEVEL 2</b>			
2.1	26533	4590.00	31123.00
2.2	27236	4590.00	31827.00
2.3	27975	4590.00	32565.00
2.4	28756	4590.00	33346.00
2.5	29573	4590.00	34163.00
<b>LEVEL 3</b>			
3.1	30696	4590.00	35286.00
3.2	31571	4590.00	36161.00
3.3	32473	4590.00	37063.00
3.4	33399	4590.00	37989.00
<b>LEVEL 4</b>			
4.1	34669	4590.00	39259.00
4.2	35664	4485.00	40149.00
4.3	36688	4485.00	41173.00
<b>LEVEL 5</b>			
5.1	38660	4485.00	43145.00
5.2	39993	4485.00	44478.00
5.3	41378	4485.00	45863.00
5.4	43597	4485.00	48082.00

- (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### CLERKS' (R.A.C. CONTROL ROOM OFFICERS) AWARD

#### NO. A42 OF 1987

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

##### (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### 31.—RATES OF PAY

The following shall be the base rates of wages per week payable to employees covered by this award.

(1)	Base Rate \$	Supplementary Payment \$	Total Rate \$
Grade 1: Service Operator			
Level 1	387.00	85.20	472.20
Level 2	387.00	88.00	475.00
(2)			
Grade 2: Service Operator			
Level 1	393.50	89.20	482.70
Level 2	398.90	88.00	486.90
(3)			
Grade 3: Service Operator			
Level 1	398.90	93.80	492.70
Level 2	398.90	108.30	507.20
(4)			
Grade 4: Service Operator			
Level 1	425.70	91.30	517.00
Level 2	425.70	106.50	532.20

##### (5) Definitions—

- (a) Grade 1: Service Operator—Main Job Function—  
To receive and make telephone calls from club members (and potential members) requesting assistance and providing service as required.  
Indicative Key Tasks—
  - Access database and enter bookings in relation to emergency breakdown service.
  - Receive, make and transfer telephone calls from Automatic Call Distribution system and freeway phone.
  - Retrieve and enter information into database.
  - Arrange vehicle inspection bookings.

- Provide information to members and other callers by telephone on RAC products, services and procedures.

Employees at Grade 1 are expected to work within established routines, methods and procedures and after 4 weeks of training, shall work without direct supervision. They perform and are accountable for clerical and service tasks as directed within the general tasks outlined above.

(b) Grade 2: Service Operator—Main Job Function—

In addition to the general duties of a Grade 1 Service Operator, a Grade 2 employee is required to perform tasks as generally indicated below.

Indicative Key Tasks—

- Use VDU terminal for data communication with mobiles and access data base.
- Use voice radio for direct communication with mobiles.
- Use telephone for direct communication with staff, members and contractors.
- Operate manual job card system.
- Access database and make bookings in relation to services over and above those in Grade 1.

Employees at Grade 2 perform tasks using a more extensive range of skills and knowledge than Grade 1 Service Operators. They are required to exercise frequent low level decision making skills within established procedures and may apply limited discretion within their range of skill, knowledge, experience subject to routine supervision.

A working knowledge and understanding of the overall RAC phone room operation is required.

(c) Grade 3: Service Operator

In addition to the general duties of Grade 2 Service Operator, a Grade 3 employee is required to perform tasks as generally indicated below.

Indicative Key Tasks—

- Prioritise and dispatch jobs to individual mobiles, using data or radio transmission.
- Evaluate metropolitan fringe jobs for possible allocation to contractors.
- Operate manual job system.
- Ensure that Patrols are given breaks at the correct times.
- Use VDU terminal to dispatch to mobiles.
- Use voice radio to dispatch and receive jobs from mobiles.
- Discuss with members and arrange towing/battery service as required.
- Assist Shift Supervisor with issue of Patrol stores.
- Manning of VK1 phone.
- Assist with tasks undertaken by all staff up to and including Grade 3.

Employees at this grade as part of their required duties perform clerical and service tasks at a higher level than Grade 2. They have greater responsibility and accountability for their work which requires them to act upon most internal and external enquiries.

(d) Grade 4: Service Co-ordinator—Main Job Function—

Employees at this grade are primarily engaged to assist the Shift Supervisor and in doing so are required to provide general supervision and support to Grade 1, 2 and 3 Service Operators; and perform tasks as generally indicated below.

Indicative Key Tasks—

- Dispatch work to Field Operators and Contractors.
- Supervise and verify daily attendance and productivity records.
- Relieve and assist control room staff as required.
- Maintain control room stationery levels.
- Receive and deal with telephone calls.
- Issue stock to Patrols.

Employees at this grade are expected to supervise control room staff under guidance from the Shift Supervisor and generally perform tasks at a higher level than Grade 3 employees. A major focus of the position is customer relations.

Decision making and discretion is required within established procedures and overall the employee is responsible for his/her own work and the monitoring of others, reporting to the Shift Supervisor.

(6) Progression Within a Grade—

New employees shall be appointed at Level 1 of the relevant grade upon commencement.

Existing employees shall be graded according to the translation table at Appendix A of the Award and will be advised in writing of their classification. At twelve monthly intervals thereafter employees shall be subject to a performance appraisal and shall advance to the next level within their appointed grade upon completion of twelve months' satisfactory service.

Where an employee is denied an increment to the next level within a grade due to unsatisfactory performance, the Club shall further review the employee within three months from the expected date of progression. During the three months review period the employee shall be given adequate assistance by the employer and a reasonable opportunity to meet the performance requirements of the position.

(7) Progression From Grade to Grade—

An employee shall be graded according to the main job function for which they are employed. Movement to a higher grade shall be determined by the employer where the employee is required to and performs the duties of a higher classification and which is the employee's Main Job Function.

- (8) Disputed Gradings—  
 Within 21 days of being graded, an employee dissatisfied with the grading determined by the employer may—
  - (a) in the first instance request in writing a review by the Human Resources Department stating the reasons for review and the Human Resources Department shall respond within 21 days.
  - (b) if the employee remains dissatisfied after considering the written reasons provided by the employer, the employee shall within 14 days request that a Board of Reference be called to determine the appropriate grading.
 Any amendment to the employee's grading shall apply from the date of the employee requesting in writing a review in accordance with paragraph (a) hereof.
- (9) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (10) Wages—  
 Wages shall be paid fortnightly calculated on an average basis including an average of 38 hours per week. The method of payment will be by electronic funds transfer. The pay period commences on Sunday and ends on the Saturday.

**CLERKS (RACING INDUSTRY—BETTING) AWARD 1978  
 NO. R22 OF 1977**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**8.—RATES OF PAY**

- (1) The minimum rates of pay per hour payable to the employees classified hereunder shall be:

		Base Rate Per Hour \$	Arbitrated Safety Net Adjustment Per Hour \$	Total Rate Per Hour \$
(a)	Clerk	9.97	2.31	12.28
(b)	Supervising Clerk and/or banker	10.41	2.31	12.72
(c)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Employees under the age of 21 years who are not regularly operating or attending a computer terminal shall be paid 80% of the rate prescribed for a Clerk in subclause (1) hereof.
- (3) In addition to the rates prescribed in subclauses (1) and (2) hereof employees shall be paid a loading calculated in the following manner—
- |     |   |     |
|-----|---|-----|
| (a) | Employees employed by the W.A. Turf Club                    | 62% |
| (b) | Employees employed by the W.A. Greyhound Racing Association | 46% |
| (c) | Employees employed by the W.A. Trotting Association         | 27% |
| (d) | All others  | 31% |
- (e) The loadings referred to in paragraphs (a), (b), (c) and (d) hereof include amounts in compensation for the fact that annual leave, annual leave loading and sick leave are not otherwise provided for in this award.

### CLERKS' (SWAN BREWERY CO. LTD.) AWARD 1986

#### NO. A5 OF 1986

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
 (a) apply to all work in ordinary hours.  
 (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### SCHEDULE "A"

##### Rates of Pay

(1) Graded Adults		Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
Grade A	1	515.20	88.00	603.20
	2	509.40	88.00	597.40
	3	503.70	88.00	591.70
Grade B 1	1	494.60	88.00	582.60
	2	488.90	88.00	576.90
	3	483.70	88.00	571.70
Grade C 1	1	473.20	88.00	561.20
	2	468.20	88.00	556.20
	3	463.30	88.00	551.30

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
(2) Upgraded Adults			
At 28 yrs of age and over	451.60	90.00	541.60
At 27 yrs of age and over	442.90	90.00	532.90
At 26 yrs of age and over	436.90	90.00	526.90
At 25 yrs of age and over	429.90	90.00	519.90
At 24 yrs of age and over	420.40	90.00	510.40
At 23 yrs of age and over	413.30	88.00	501.30
At 22 yrs of age and over	407.70	88.00	495.70
At 21 yrs of age and over	400.90	88.00	488.90
(3)			
(a) Secretaries, stenographers, accounts typists, comptometer operators, ledger posting machine or punch card tabulator operators, teletypists, audio typists and switchboard operators:			
At 27 yrs of age and over	455.60	90.00	545.60
At 26 yrs of age and over	440.80	90.00	530.80
At 25 yrs of age and over	433.50	90.00	523.50
At 24 yrs of age and over	425.00	90.00	515.00
At 23 yrs of age and over	417.20	90.00	507.20
At 22 yrs of age and over	411.30	88.00	499.30
At 21 yrs of age and over	405.00	88.00	493.00
(b) Senior secretaries			
Secretary 1	472.00	88.00	560.00
Secretary 2	483.40	88.00	571.40
(c) Display Clerk	484.10	88.00	572.10
(d) Programmer	495.70	88.00	583.70
(4)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		
(5)	Junior (percent of minimum adult rate for classification in which employed).		
		%	
	At 20 years of age	92	
	At 19 years of age	75	
	At 18 years of age	65	
	At 17 years of age	55	
	At 16 years of age and over	50	

### CLERKS' (TAXI SERVICES) AWARD OF 1970

#### NO. 14B OF 1968

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.

- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

10.—RATES OF PAY

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this award.

(2) Adult Employees (rate per week)—

(a)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
At 21 years of age	361.10	88.00	449.10
At 22 years of age	365.30	88.00	453.30
At 23 years of age	369.10	88.00	457.10
At 24 years of age	373.00	88.00	461.00
At 25 years of age and over	377.40	88.00	465.40

- (b) Adult stenographers, comptometer or calculating or ledger machine operators shall receive \$4.10 per week in addition to the rates set out in paragraph (a) of this subclause.

(c)

	Base Rate Per Week \$	Arbitrated Safety Net Adjustment Per Week \$	Total Rate Per Week \$
Senior Clerks (Classified as such or in default of agreement by the Board of Reference)	383.20	88.00	471.20

- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Employees—

- (a) Percentage of the rate for an adult employee at 21 years of age per week—

	%
At 15 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90

- (b) Junior stenographers, comptometer or calculating or ledger machine operators shall, in addition to the rates set out in paragraph (a) of this subclause, receive—

	\$
At 17 years of age	0.70
At 18 years of age	1.00
At 19 years of age	2.60
At 20 years of age	3.40

**CLERKS' (WHOLESALE & RETAIL ESTABLISHMENTS) AWARD NO. 38 OF 1947**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

11.—RATES OF PAY

- (1) The following shall be the minimum rates of wages per week payable to employees covered by this award who, for the purposes of this clause, shall be graded pursuant to the provisions of Clause 11A.—Classification Structure—Skill Descriptors of this award.

(2)	(a)	Adult Employees	Base Rate (per week) \$:
		Grade 1	
		1st year of experience at this grade	314.10
		2nd year of experience at this grade	326.10
		3rd year of such experience and thereafter	336.30
		Grade 2	
		1st year of experience at this grade	345.50
		2nd year of experience at this grade	349.10
		3rd year of such experience and thereafter	354.20
		Grade 3	
		1st year of experience at this grade	360.80
		2nd year of such experience and thereafter	365.20
	(b)	Junior Employees	
		Base Rate (per week) expressed as a percentage of the base rate prescribed for the relevant year of experience at the Grade in paragraph (a) hereof appropriate to the work performed by the junior employee—	%
		At 15 years of age	40
		At 16 years of age	50
		At 17 years of age	60
		At 18 years of age	70
		At 19 years of age	80
		At 20 years of age	90

- (3) **Supplementary Payments (per week)—**
  - (a) (i) **Adult Employees**  
 In addition to the Base Rate payable pursuant to the provisions of subclause (2) of this clause, an adult employee employed in a grade listed hereunder, shall be paid per week the supplementary payment prescribed in this paragraph.
 

Grade 1	\$
1 <sup>st</sup> year of experience at this grade	132.70
2 <sup>nd</sup> year of experience at this grade	134.50
3 <sup>rd</sup> year of such experience and thereafter	135.90

- |  |  |        |
|--|--|--------|
|  |  | \$     |
|  | Grade 2  |        |
|  | 1 <sup>st</sup> year of experience at this grade       | 137.20 |
|  | 2 <sup>nd</sup> year of experience at this grade       | 137.70 |
|  | 3 <sup>rd</sup> year of such experience and thereafter | 138.50 |
|  | Grade 3  |        |
|  | 1 <sup>st</sup> year of experience at this grade       | 139.40 |
|  | 2 <sup>nd</sup> year of such experience and thereafter | 142.00 |
- (ii) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (b) Junior Employees  
A junior employee shall be paid per week a percentage of the supplementary payment prescribed for the relevant year of experience at the Grade appropriate to the work performed by the junior employee, being the percentage applicable to the age of the junior employee according to the percentage scale prescribed in subclause (2) of this clause.
- (c) The amount payable to any employee pursuant to the provisions of this subclause—
- (i) shall be for all purposes of this award;
  - (ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this clause, whether or not such payment is being made by virtue of any order, industrial agreement or other agreement or arrangement.
- (d) The rate prescribed in this award for any grade of employee is not amended by this subclause and shall not, for the purpose of any other award, order, industrial agreement or other agreement, be deemed to have been so amended.
- (4) Casual Employees
- (a) A casual clerk may be employed at an hourly rate for a lesser period than four weeks and shall be paid while so employed, twenty-five percent in addition to the Base Rate and Supplementary Payment prescribed by this award with a minimum engagement of four hours: Provided that, notwithstanding anything contained in this subclause, the basis and terms of employment of a casual clerk may be varied by agreement in writing between the employer and the Union.
  - (b) Subject to any agreement between the employer and the employee to the contrary, subclause (6) of Clause 7.—Hours of Duty, shall not apply to such casual employee.
- (5) Part-time Employees—
- (a) A part-time employee shall be an employee engaged at an hourly rate for a lesser period per week than the hours usually worked in each establishment.
  - (b) Progression through the incremental levels of the appropriate grade in subclause (2) of this clause shall be strictly related proportionally in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.
  - (c) Payment of annual leave and sick pay for part-time employees shall be strictly related proportionately in accordance with the number of hours worked, to the conditions prescribed in each establishment for full-time employees.
  - (d) Subject to any agreement between the employee and the employer to the contrary, subclause (5) of Clause 7.—Hours of Duty, shall not apply to part-time employees.
- (6) Implementation—  
An employer shall grade clerical employees according to this clause and the provisions of Clause 11A.—Classification Structure—Skill Descriptors of this award no later than 19th September, 1993 and, if such grading entitles an employee to an increased weekly wage in accordance with this clause, such increase (i.e. being the amount due under this clause in excess of the actual rate which was paid immediately prior to the pay period commencing on or after 1st June, 1993) shall be implemented and paid in the following manner—
- (a) where the increase to an employee is 3% or less, such increase is to be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993;
  - (b) where the increase to an employee is more than 3%, but 6% or less, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993;
  - (c) where the increase to an employee is more than 6%, but 9% or less, one third of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, two thirds of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993;
  - (d) where the increase due to an employee is greater than 9%, one quarter of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of June, 1993, half the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of September, 1993, three quarters of the increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of December, 1993 and the total increase shall be paid from the beginning of the first pay period commencing on or after the 1st day of March, 1994.

**CLUB WORKERS' AWARD, 1976****NO. 12 OF 1976****10A.—TRANSLATION OF CASUAL EMPLOYEES**

- (1) This clause sets out the procedure to be followed to translate casual employees from the classification and wages structure in this award prior to 21 February 2001 to a new classification and wages structure that will have effect on the first pay period commencing on or after 1 July 2001.
- (2) This clause is intended to minimise the potential for disputes between an employer and an employee on the translation and implementation of the new classification and wage structure. The clause does not diminish the employer's obligation to properly classify and pay an employee in accordance with the new classification and wage structure from 1 July 2001 and an employer and an employee cannot contract out of the provision of this award.
- (3) From 21 February 2001 an employee previously classified in a classification of work shown in Column A of the Table in sub-clause (4) below shall be reclassified to the classification shown immediately opposite in Column B. Provided that an employee previously classified Bar Attendant 2 shall be reclassified to Food and Beverage 3 where that employee's duties include the mixing of a range of sophisticated drinks or duties as defined in sub-clause (3) of Clause 6.—Definitions of this award.
- (4) Despite the provisions of sub-clause (3) of Clause 11.—Casual Employees of this award, from 21 February 2001 to 1 July 2001 a casual employee shall be paid only the following hourly base rate of pay for any work performed—

<b>Classification</b>		<b>Minimum Hourly Base Rate</b>
<b>Column A</b>	<b>Column B</b>	<b>21-02-01</b>
N/A	Introductory	10.54
Cleaner	Guest Service Grade 1	
Gardener	Gardener	
General Hand	General Hand	
Laundress	Guest Service Grade 1	
Lift Attd	Guest Service Grade 1	
Kitchen Hand	Kitchen Attendant Grade 1	
Yardman	Yardman	10.85
Housemaid	Guest Service Grade 2	
Comm' aire	Guest Service Grade 2	
Hall Porter	Guest Service Grade 2	
Night Porter	Night Porter	
Waiter	Food & Beverage Attendant Grade 2	
Steward	Food & Beverage Attendant Grade 2	
Snack Bar	Food & Beverage Attendant Grade 2	
Storeman	Storeperson Grade 1	
B'fast Cook	Cook Grade 1	
Bar Attd 1	Food & Beverage Attendant Grade 2	
Cashier	Food & Beverage Attendant Grade 2	
Bar Attd 2	Food & Beverage Attendant Grade 2	
Butcher	Cook Grade 1	
Security Off	Security Officer Grade 1	10.98
Cook Alone	Cook Grade 2	
Timekeeper	Timekeeper/Security Officer Grade 2	
Cellarman	Food & Beverage Attendant Grade 3	
Head Waiter	Food & Beverage Attendant Grade 3	
Head Steward	Food & Beverage Attendant Grade 3	
Hostess	Food & Beverage Attendant Grade 3	
Maintenance	Handyperson	
Housekeeper/ Supervisor	Guest Service Grade 3	11.27
Qual Cook	Cook Grade 3	
Butcher (Tradesperson)	Tradesperson Butcher	11.86
Chef	Cook Grade 4	12.62
-	Cook Grade 5	12.70

[All rates are effective from the beginning of the first pay period commencing on or after the date shown.]

- (5) Despite the provisions of sub-clause (4) of this clause, the provisions of Clause 29.—No Reductions of this award apply.
- (6) As soon as practicable but by no later than 31 March 2001 unless otherwise agreed between the Union and the employer, the employer shall notify each employee, in writing in the form specified in Schedule C – Letter to Employees of the classification of work the employee is required by the employer to perform.
- (7) If an employee disputes the correctness or fairness of the classification nominated by the employer, the employee shall notify the employer, in writing, of the employee's view. The employer and the employee shall then meet and make reasonable efforts to resolve any dispute.
- (8) Where the dispute is not resolved by discussions between the employer and the employee, either party may then seek to have the matter dealt with in accordance with the disputes settling procedure.
- (9) Nothing in this clause shall be read so as to exclude the Union from representing its members.

- (10) To avoid doubt, an employee shall be paid in accordance with the provision of sub-clause (11) of this clause from 1 July 2001 regardless of whether or not any dispute has been resolved.
- (11) Despite the provisions of sub-clause (3) of Clause 11.—Casual Employees of this award, from 1 July 2001 to 1 July 2003 a casual employee shall be paid only the following hourly base rate of pay for any work performed—

Level	Classification	Base \$ per Hour					
		1.7.01	1.8.01	1.1.02	1.7.02	1.1.03	1.7.03
Level 1	Introductory	10.54	10.88	10.88	10.88	10.88	10.88
	Food & Beverage Attendant Grade 1	10.88	11.22	11.25	11.28	11.30	11.32
	Kitchen Attendant Grade 1						
	Guest Services Grade 1						
	Gardener						
Level 2	General Hand						
	Yardman						
	Food & Beverage Attendant Grade 2	11.11	11.45	11.58	11.71	11.84	11.98
	Cook Grade 1						
	Kitchen Attendant Grade 2						
Level 3	Night Porter						
	Storeperson Grade 1						
	Doorperson/Security Officer Grade 1						
	Guest Services Grade 2						
	Food & Beverage Attendant Grade 3	11.44	11.78	11.95	12.12	12.29	12.46
Level 4	Cook Grade 2						
	Kitchen Attendant Grade 3						
	Guest Services Grade 3						
	Storeperson Grade 2						
	Timekeeper/Security Officer Grade 2						
Level 5	Handyperson						
	Forklift Driver						
	Cook Grade 3	12.08	12.42	12.64	12.86	13.08	13.34
Level 6	Storeperson Grade 3						
	Food & Beverage Attendant Grade 4 (Tradesperson)						
	Guest Service Grade 4						
Level 5	Cook Grade 4	12.90	13.29	13.57	13.85	14.13	14.44
	Food & Beverage Supervisor						
Level 6	Guest Services Supervisor						
	Cook Grade 5	13.07	13.46	13.83	14.20	14.57	14.94

[All rates are effective from the beginning of the first pay period commencing on or after the date shown.]

#### 21. – WAGES

- (1) The following shall be the minimum fortnightly rates of wage payable to full-time employees covered by this award—

Level	Classification	\$ per Fortnight			
		1.7.01	1.8.01	1.1.02	1.7.02
Level 1	Introductory	800.80	826.80	826.80	826.80
	Food & Beverage Attendant Grade 1	830.00	856.00	858.00	860.20
	Kitchen Attendant Grade 1				
	Guest Services Grade 1				
	Gardener				
Level 1	General Hand				
	Yardman				

Level	Classification	\$ per Fortnight			
		1.7.01	1.8.01	1.1.02	1.7.02
Level 2	Food & Beverage Attendant Grade 2 Cook Grade 1 Kitchen Attendant Grade 2 Night Porter Storeperson Grade 1 Doorperson/Security Officer Grade 1 Guest Services Grade 2	860.00	886.00	898.50	910.40
Level 3	Food & Beverage Attendant Grade 3 Cook Grade 2 Kitchen Attendant Grade 3 Guest Services Grade 3 Storeperson Grade 2 Timekeeper/Security Officer Grade 2 Handyperson Forklift Driver	890.00	916.00	931.00	947.00
Level 4	Cook Grade 3 Storeperson Grade 3 Food & Beverage Attendant Grade 4 (Tradesperson) Guest Service Grade 4	945.00	971.00	991.00	1014.40
Level 5	Cook Grade 4 Food & Beverage Supervisor Guest Services Supervisor	1010.00	1040.00	1065.00	1097.80
Level 6	Cook Grade 5	1060.00	1090.00	1110.00	1135.60

[All rates are effective from the beginning of the first pay period commencing on or after the date shown.]

(2) Arbitrated Safety Net Adjustments

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

21A.—MINIMUM WAGE -ADULT MALES & FEMALES

Notwithstanding the terms of this award no adult employee shall be paid less than the Minimum Adult Wage unless otherwise provided in this clause.

- (1) The Minimum Adult Wage for a full-time adult employee is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (2) Unless otherwise provided in this clause, adults employed as casual or part-time employees shall not be paid less than "pro rata" the Minimum Adult Wage according to the hours worked.
- (3) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Wage.
- (4) The Minimum Adult Wage shall not apply to apprentices, employees engaged on traineeships or to other categories of employees who by prescription are paid less than the Minimum Adult Wage.
- (5) Subject to this clause the Minimum Adult Wage shall
  - (a) apply to all work in ordinary hours.
  - (b) apply to calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (6)
  - (a) An apprentice, twenty one years of age or over, shall not be paid less than the minimum weekly rate of pay for an employee 21 years of age or more as prescribed by the Minimum Weekly Pay Order (provided the exclusion therein for apprentices shall not apply) made pursuant to the *Minimum Conditions of Employment Act, 1993*, as his ordinary rate of pay in respect of the ordinary hours of work prescribed by this award.
  - (b) Where the said rate of pay is applicable the same rate shall be payable on holidays, during annual leave, sick leave, long service leave and any other leave prescribed by this agreement.
  - (c) Notwithstanding the foregoing, where in this award an additional rate is prescribed for any work as a percentage, fraction or multiple of the ordinary rate of pay, it shall be calculated upon the rate prescribed in this award for the classification in which the employee is employed.

- (7) The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## COCKBURN CEMENT LIMITED AWARD 1991

### NO. A14 OF 1991

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 5.—WAGES

- (1) **Rates of Pay—**
  - (a) The wage rates and classifications in this award are the result of a substantial restructuring of provisions in the awards which this award replaces. They represent one of the means for providing improved efficiency and performance in the production, maintenance and distribution operations of the company.
  - (b) The objective of the classification and wages provisions of this award is to provide the basis for an equitable career path opportunity for all employees aimed at providing a flexible and productive workforce which can, with appropriate training, efficiently meet the operational and maintenance needs of the employer. An additional objective is to also provide work and a working environment which is satisfying for employees.
  - (c) The total wage payable in this subclause shall be inclusive of all over award, site allowances, dirt and disability allowances, metal trades allowances or any other allowance or payment not provided for in Clause 34.—Special Rates and Provisions.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (d) The total wage payable fortnightly to all adult employees with more than two years service with the company, except Woodman Point Dredging Operators, shall be—

	Classification	Fortnightly Wage \$	Relativity to Grade 4 %	ASNA per fortnight	Total per fortnight \$
Grade	1	977.70	88	104.00	1081.70
	2	1022.10	92	100.00	1122.10
	3	1066.60	96	100.00	1166.60
	4	1111.00	100	104.00	1215.00
	5	1155.40	104	104.00	1259.40
	6	1199.90	108	104.00	1303.90
	7	1244.30	112	104.00	1348.30
	8	1288.80	116	104.00	1392.80

- (e) The total wage payable fortnightly to all Woodman's Point Dredging Operators with more than two years service with the Company shall be:

Dredging Operator	Fortnightly Wage	Relativity Grade 4 to %	Fortnightly ASNA	Fortnightly Total
1	1177.10	88	104.00	1281.10
2	1230.60	92	104.00	1334.60
3	1284.10	96	104.00	1388.10
4	1337.60	100	104.00	1441.60

- (f) For the first two years of service with the Company an employee shall be paid 95% of his/her respective grade. Where an employee has previous experience with the Company in the two years prior to re-engagement, this may be taken into consideration as part of the first two years of service.

(2) Payment of Wages—

- (a) Wages shall be paid fortnightly by direct deposit to the employee's Bank, Building Society, Credit Union Account or any other Institution with a BSB number for electronic banking, for the actual time worked.
- (b) Each employee shall be provided in writing with details of the amount of wages to which the employee is entitled, the amount of deductions made thereupon, the net amount being paid and the number of hours worked.
- (c) The ordinary rate per hour shall be calculated by dividing the appropriate fortnightly rate by 72 to the fourth decimal place, ie \$00.0000 rounded off.
- (d) An employee who lawfully leaves the employment or is dismissed for any reason, shall be paid wages up to that time of termination of employment and all monies due will be paid by electronic transfer or cheque at the time of termination or within 24 hours of such termination.
- (e) All overtime, allowances and penalty rates as prescribed by this award may be paid if requested within 48 hours of the expiration of the pay period in which they occur.

(3) Leading Hand/Team Leader/Team Coordinator Rates—

- (a) In addition to the wages prescribed in this Award a Leading Hand/Team Leader/Team Coordinator shall be paid 5% of his basic 36 hour week wage.

(4) Apprentices—

- (a) The total wage payable fortnightly to all apprentices, expressed as a percentage of the Classification Grade 5 of paragraph (1)(d) of this clause shall be:

	Fortnightly wage \$	Relativity to Grade 5 %	ASNA	Total
Four Year Term				
First year	485.30	42	43.70	529.00
Second year	635.50	55	57.20	692.70
Third year	866.60	75	78.00	944.60
Fourth year	1016.80	88	91.50	1108.30

(b) Adult Apprenticeship

The total wage payable fortnightly to all first and second year adult apprentices shall be not less than the Grade 1 Classification rate, and for third year adult apprentices not less than 88% of the Grade 5 Classification rate expressed in paragraph (1)(d) of this clause.

(5) Junior Employees working in the chemical laboratory or clerical areas—

Wage per fortnight expressed as a percentage of the Classification Grade 1 of paragraph (1)(d) of this clause.

	Fortnightly wage \$	Relativity to Grade 1 %	Fortnightly ASNA	Total Fortnightly
Under 16 years of age	391.10	40	55.60	446.70
16 years of age	488.80	50	63.00	551.80
17 years of age	586.90	60	70.40	657.30
18 years of age	684.40	70	77.80	762.20
19 years of age	782.10	80	85.20	867.30
20 years of age	879.90	90	92.60	972.50

**COMMERCIAL TRAVELLERS AND SALES REPRESENTATIVES' AWARD 1978**  
**NO. R43 OF 1978**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

7.—WAGES

- (1) The following shall be the minimum weekly rates of wages payable to employees covered by this award with effect from the first pay period on or after 1 August 2001.
 

(a)	Base Rate \$	Arbitrated Safety Net Adjustments \$	Award Rate \$
(i) Commercial Traveller/ Sales Representative	417.20	90.00	507.20
(ii) Country Traveller/ Sales Representative	451.60	90.00	541.60

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (b) During the first three months in the industry in which the employer is engaged, an employee classified in (i) or (ii) above, shall be paid 85% of the appropriate rate of pay rounded to the nearest ten cents.

(c) (i) Probationary Commercial Traveller/Sales Representative	\$431.10
(ii) Probationary Country Traveller/ Sales Representative	\$460.40

The above "Probationary" rates are calculated by taking 85% of the appropriate rate in paragraph (a) above and rounding to the nearest ten cents.

- (2) Provided that a Commercial Traveller/Sales Representative, required by his/her employer to make periodic visits to country areas which necessitates him/her staying away from his/her normal place of residence for three or more nights in any one week, shall be paid as a country traveller/sales representative for that week.
- (3) Where a worker is engaged on a "**commission only**" basis or on a "**commission and retainer**" basis he/she shall be paid per week not less than the relevant minimum rate of pay prescribed in this award. Where a worker is employed on a "**commission only**" or "**retainer and commission**" basis the period in relation to which commission shall be calculated shall not be more than one month. The balance of commission outstanding after payment of the minimum remuneration as provided for by this clause shall be paid to the worker not later than one week following the last day of the said period.

At the time of payment of commission each worker shall be furnished with sufficient information to enable the worker to check the correctness of the amount of commission paid.

**COMMUNITY COLLEGES (SALARIED OFFICERS) AWARD****NO. A14 OF 1983****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**SCHEDULE B—SALARIES**

<b>Level</b>	<b>Salary Per Annum</b>	<b>Arbitrated Safety Net Adjustments</b>	<b>Total Salary Per Annum</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Level 1</b>			
Under 17 years	10,445	1,340	11,785
17 years	12,207	1,566	13,773
18 years	14,238	1,827	16,065
19 years	16,481	2,115	18,596
20 years	18,507	2,375	20,882
1.1	20,331	2,609	22,940
1.2	20,983	2,609	23,592
1.3	21,634	2,609	24,243
1.4	22,281	2,609	24,890
1.5	22,932	2,609	25,541
1.6	23,583	2,609	26,192
1.7	24,332	2,714	27,046
1.8	24,850	2,714	27,564
1.9	25,616	2,714	28,330
<b>Level 2</b>			
2.1	26,533	2,610	29,143
2.2	27,236	2,610	29,846
2.3	27,975	2,610	30,585
2.4	28,756	2,610	31,366
2.5	29,573	2,714	32,287
<b>Level 3</b>			
3.1	30,696	2,714	33,410
3.2	31,571	2,714	34,285
3.3	32,473	2,714	35,187
3.4	33,399	2,714	36,113
<b>Level 4</b>			
4.1	34,669	2,714	37,383
4.2	35,664	2,714	38,378
4.3	36,688	2,714	39,402

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
<b>Level 5</b>			
5.1	38,660	2,714	41,374
5.2	39,993	2,714	42,707
5.3	41,378	2,714	44,092
5.4	42,815	2,714	45,529
<b>Level 6</b>			
6.1	45,126	2,714	47,840
6.2	46,697	2,714	49,411
6.3	48,323	2,714	51,037
6.4	50,059	2,714	52,773
<b>Level 7</b>			
7.1	52,721	2,714	55,435
7.2	54,563	2,714	57,277
7.3	56,567	2,714	59,281
<b>Level 8</b>			
8.1	59,824	2,714	62,538
8.2	62,157	2,714	64,871
8.3	65,050	2,714	67,764
<b>Level 9</b>			
9.1	68,663	2,714	71,377
9.2	71,104	2,714	73,818
9.3	73,888	2,714	76,602
Class 1	78,098	2,714	80,812
Class 2	82,308	2,714	85,022
Class 3	86,516	2,714	89,230
Class 4	90,726	2,714	93,440

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### SCHEDULE C—SALARIES SPECIFIED CALLINGS

Level	Salary Per Annum \$	Arbitrated Safety Net \$	Total Salary Per Annum \$
<b>Level 2/4</b>			
1st year	26,533	2,610	29,143
2nd year	27,975	2,610	30,585
3rd year	29,573	2,714	32,287
4th year	31,571	2,714	34,285
5th year	34,669	2,714	37,383
6th year	36,688	2,714	39,402
<b>Level 5</b>			
1st year	38,660	2,714	41,374
2nd year	39,993	2,714	42,707
3rd year	41,378	2,714	44,092
4th year	42,815	2,714	45,529
<b>Level 6</b>			
1st year	45,126	2,714	47,840
2nd year	46,697	2,714	49,411
3rd year	48,323	2,714	51,037
4th year	50,059	2,714	52,773
<b>Level 7</b>			
1st year	52,721	2,714	55,435
2nd year	54,563	2,714	57,277
3rd year	56,567	2,714	59,281
<b>Level 8</b>			
1st year	59,824	2,714	62,538
2nd year	62,157	2,714	64,871
3rd year	65,050	2,714	67,764

Level	Salary Per Annum \$	Arbitrated Safety Net \$	Total Salary Per Annum \$
<b>Level 9</b>			
1st year	68,663	2,714	71,377
2nd year	71,104	2,714	73,818
3rd year	73,888	2,714	76,602
Class 1	78,098	2,714	80,812
Class 2	82,308	2,714	85,022
Class 3	86,516	2,714	89,230
Class 4	90,726	2,714	93,440

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

### COMMUNITY COLLEGES" AWARD, 1990

#### NO. A19 OF 1988(R)

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

##### (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### SCHEDULE A—SALARIES

##### (1) LECTURER SCALE

	Minimum Salary per annum \$	Safety Net Adjustment per annum \$	Total Salary per annum \$
(a) 1. Normal minimum commencing point for lecturers possessing no relevant post secondary qualifications	21558	3025.00	24583.00
2.	23229	3130.00	26359.00
3.	24900	3130.00	28030.00
4.	26573	3026.00	29599.00

	Minimum Salary per annum \$	Safety Net Adjustment per annum \$	Total Salary per annum \$
5. Minimum commencing point for graduate or equivalent qualification (UG2, UG1) without relevant experience	28265	3026.00	31291.00
6. Minimum commencing point for trades lecturer with at least 5 years relevant post apprenticeship experience	30037	3130.00	33167.00
7.	31811	3130.00	34941.00
8. Normal maximum point for lecturers possessing no relevant formal post secondary qualifications	33582	3130.00	36712.00
9.	35357	3130.00	38487.00
10. Normal maximum point for lecturers not possessing relevant graduate qualifications (UG2, UG1) or equivalent level	37131	3130.00	40261.00
11.	38903	3130.00	42033.00
12. Normal maximum point for lecturers with relevant graduate qualifications. Progression beyond this level requires a relevant four year UG1 graduate qualification or equivalent	40677	3130.00	43807.00
13.	42451	3130.00	45581.00
14.	44225	3130.00	47355.00

- (b) A UG1 or UG2 qualification means an advanced education or university level award which meets the criteria for those qualifications laid down from time to time by the Australian Council for Tertiary Awards, or its predecessor.
- (c) For Level 5, an approved equivalent means the qualification should be of similar level requiring a minimum of three years full time study beyond the year 12 level of secondary education at an advanced education level.
- (d) Equivalent qualification for UG1 includes the following:
- UG2 plus a relevant TAFE Diploma;
  - or a three year UG1 or UG2 plus one year post graduate award;
  - or any other equivalent level of qualification approved by the employer.
- (e) The performance management process will in special circumstances and subject to the lecturer completing a year of service at the level of a bar enable a lecturer to proceed beyond that bar, provided that no lecturer shall move beyond Level 12 unless that person possesses a relevant graduate qualification.

(2) SENIOR LECTURER

	Minimum Salary per annum \$	Safety Net Adjustment per annum \$	Total Salary per annum \$
The salary of a Senior Lecturer shall be	\$47322	3130.00	50452.00

(3) HEAD OF DEPARTMENT

- |        |         |         |          |
|--------|---------|---------|----------|
| (a) 1. | \$48542 | 3130.00 | 51672.00 |
| 2.     | \$50263 | 3130.00 | 53393.00 |
| 3.     | \$51984 | 3130.00 | 55114.00 |
- (b) Salary progression for a Head of Department shall be determined by Clause 12.—Annual Increments of this award. In subclause (2) of Clause 12.—Annual Increments of this award, annual increment dates shall be determined with reference to the date of appointment as a Head of Department.

(4) ALLOWANCES

Administrative and Management allowances shall be payable to staff appointed to the Lecturer Scale in accordance with the following provisions—

- (a) the allowance shall be payable only in respect of special duties assigned from time to time by the Director;
- (b) an Administration allowance of \$1131 p.a. shall be payable for significant administrative responsibility involving the organisation and supervision of resources for programmes; and
- (c) a Management allowance of \$2262 p.a. shall be payable for significant programme management responsibilities including line responsibility for full time staff and budget control.

(5) FRACTION OF FULL TIME

Where the employment is on a fraction of full time basis the salary payable shall be a proportion of the appropriate full time salary prescribed by this clause for that employee, according to the fraction of full time being worked.

(6) **ARBITRATED SAFETY NET ADJUSTMENT**

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**SCHEDULE B—PART TIME PROVISIONS**

	Minimum Salary \$ per hour	Safety Net Adjustment \$ per hour	Total
Group A	50.00	3.12	53.12
Group B	41.24	2.67	43.91
Group C	38.43	2.52	40.95
Group D	34.27	2.30	36.57
Group E	25.85	1.81	27.66

(EDIT NOTE: the ASNA amounts were calculated by the percentage amounts for the \$8 increase in Order 125/95 (75 WAIG 927))

(Editor's Note: The \$15 ASNA adjustment was calculated by halving the adjustment for the previous 3 adjustments which totalled \$30, as this ANSA was for \$15)

- (1) This scale will be adjusted annually in accordance with any change in full time academic salaries.
- (2) Part time employees will be paid the hourly rates in this schedule or by such contract sum as may be agreed between the part time employee and the employer.
- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**COMMUNITY WELFARE DEPARTMENT HOSTELS AWARD 1983****NO. A27 OF 1982****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 21.—WAGES

- (1) (a) The minimum weekly rates of wage payable to employees covered by this award shall be as follows—

	Base Rate	Arbitrated Safety Net Adjustment	Minimum award wage
<b>Cook</b>			
1st year of employment	397.70	88.00	485.70
2nd year of employment	402.00	88.00	490.00
3rd year of employment and thereafter	406.10	88.00	494.10
<b>Groundsperson and/or Gardener</b>			
1st year of employment	383.60	88.00	471.60
2nd year of employment	385.10	88.00	473.10
3rd year of employment and thereafter	392.30	88.00	480.30
<b>Domestic Employee</b>			
1st year of employment	369.70	88.00	457.70
2nd year of employment	374.30	88.00	462.30
3rd year of employment and thereafter	378.40	88.00	466.40

The classification Domestic Employee includes the following designations—

Kitchen Attendant, Pantry Attendant, Domestic, Yard Assistant, Dining Room Attendant, Laundry Employee and Machinist.

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Junior Employees

Junior Workers shall receive the following percentage of the 1st year rate for the class of work on which they are engaged—

	%
Under 16 years of age	60
16 to 17 years of age	70
17 to 18 years of age	80

- (3) General Conditions—

- (a) Junior employees may be employed in the proportion of one junior to every two or fraction of two not being less than one adult employee employed in the same occupation, provided that this ratio may be altered by written agreement between the Union and the employee concerned.
- (b) Senior employees appointed as such by the employer shall be paid \$17.90 per week in addition to the rates prescribed herein.
- (c) A leading hand placed in charge of not less than three other employees shall be paid \$17.90 per week in addition to the rates prescribed herein.
- (d) Employees who are required to work their ordinary hours each day in two shifts and where the break between the two shifts is not less than three hours shall be paid \$2.85 per day reimbursement for travelling expenses.

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**CONTRACT CLEANERS AWARD, 1986**

**NO. A6 OF 1985**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

20. – WAGES

(1) The minimum total rates of wages payable to employees covered by this award shall be

	Rate Per Week Award Wage	Arbitrated Safety Net	Total Wage
	\$	\$	\$
(a) <b>Adult Employees:</b>			
Cleaner	412.60	40.00	452.60
Window Cleaner	419.30	40.00	459.30
(b) <b>Casual Employees:</b>			
Cleaner		14.29	
Window Cleaner		14.50	

(c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) **Junior Employees—**  
 The minimum rate of wage payable to junior employees engaged in a classification prescribed by subclause (1) of this clause shall be the percentage of the prescribed wage for an adult cleaner, as follows—

	%
Under 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

(3) **Leading Hands—**  
 Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following—

	Rate Per Hour
	\$
In charge of up to ten Cleaners	0.65
More than ten Cleaners	1.25

**CONTRACT CLEANERS' (MINISTRY OF EDUCATION) AWARD, 1990  
 NO. A5 OF 1981**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 20.—WAGES

- (1) (a) The minimum weekly rate of wage payable to cleaners covered by this award shall be—
- |          | Base Rate | Arbitrated Safety Net<br>Adjustments | Wages per week |
|----------|-----------|--------------------------------------|----------------|
| Cleaners | \$377.40  | 88.00                                | \$465.40       |
- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rates prescribed herein for his/her class of work.
- (3) **Leading Hands—**
- Any full-time employee placed in charge of other employees shall be paid, in addition to the appropriate wage prescribed, the following—
- |   |                  |
|---|------------------|
| Cleaner In Charge<br>of a High School   | \$18.45 per week |
| Cleaner In Charge<br>of a TAFE College: |                  |
| 35 hours or less                        | \$55.15 per week |
| 35 hours or more                        | \$73.60 per week |

### COUNTRY HIGH SCHOOL HOSTELS AWARD, 1979

#### NO. R 7A OF 1979

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

24.—WAGES

- (1) (a) The minimum weekly rates of wage payable to employees covered by this award shall be as follows—

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Total Rate
<b>Cook</b>			
1st year of employment	397.70	88.00	485.70
2nd year of employment	402.00	88.00	490.00
3rd year of employment and thereafter	406.10	88.00	494.10
<b>Groundsperson and/or Gardener</b>			
1st year of employment	383.60	88.00	471.60
2nd year of employment	385.10	88.00	473.10
3rd year of employment and thereafter	392.30	88.00	480.30
<b>Domestic Employee</b>			
1st year of employment	369.70	88.00	457.70
2nd year of employment	374.30	88.00	462.30
3rd year of employment and thereafter	378.40	88.00	466.40

The classification Domestic Employee includes the following designations—

Kitchen Attendant, Cleaner, yard Assistant, Dining Room Attendant, and Laundry Attendant.

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) General Conditions—

- (a) Senior employees appointed as such by the employer shall be paid \$17.35 per week in addition to the rates prescribed herein.
- (b) A leading hand placed in charge of not less than three other employees shall be paid \$17.35 per week extra.

**CSBP & FARMERS AWARD 1990**

**NO. A19 OF 1989**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

9.—WAGES

- (1)
  - (a) The wage rates and classifications in this award are the result of a substantial restructuring of provisions in former awards which this award replaces. These provisions represent one of the means for providing improved efficiency and performance in the production and distribution operations of the employer.
  - (b) The objective of the classification and wages provisions of this award is to provide the basis for an equitable career path opportunity for all employees aimed at providing a flexible and productive workforce which can with appropriate training efficiently meet the operational and maintenance needs of the employer. In addition the objective is to provide work and a working environment which is satisfying for employees.

- (2) An employee in the classification and group specified shall be paid weekly as follows—

<b>Production and Maintenance Worker</b>	<b>Rate</b>	<b>Arbitrated Safety Net Adjustment</b>	<b>Total</b>
Group 1	\$429.60	\$50.00	\$479.60
Group 2	\$437.90	\$50.00	\$487.90
Group 3	\$446.20	\$50.00	\$496.20
Group 4	\$457.20	\$52.00	\$509.20
Group 5	\$468.00	\$52.00	\$520.00
Group 6	\$478.80	\$52.00	\$530.80
Group 7	\$491.80	\$52.00	\$543.80
Group 8	\$504.20	\$50.00	\$554.20
<b>Maintenance Trades</b>			
Group 1	\$491.80	\$50.00	\$541.80
Group 2	\$504.20	\$50.00	\$554.20
Group 3	\$515.50	\$50.00	\$565.50
Group 4	\$527.90	\$50.00	\$577.90
Group 5	\$565.10	\$52.00	\$617.10

- (3) An employee specifically appointed to be a leading hand or a leading operator in charge of four or more employees shall be paid the appropriate allowances as follows—

One to three employees (other than apprentices and employees performing the duties of trades assistant)	\$16.10 per week
Four to ten employees (including apprentices and employees performing the duties of trades assistant)	\$24.70 per week
Over ten employees (including apprentices and employees performing the duties of trades assistant)	\$31.80 per week

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (4) A Production and Maintenance Worker Group 4 who is competent to perform the duties of a leading operator and who performs such duties as required, shall be paid the appropriate leading operator rate of pay except for the allowance prescribed by clause 9(3).
- (5) A casual employee shall be paid at the classification and group specified plus a loading of twenty (20) per cent of the ordinary rate in lieu of the entitlements provided under clause 15—Public Holidays, 16—Annual Leave, 17—Sick Leave, 28—Maternity Leave, 29—Bereavement Leave and 41—Jury Service, provided that where a casual employee works on a public holiday the employee shall receive the rates provided in clause 15(3) in addition to the loading provided herein.

**CULTURAL CENTRE AWARD 1987****NO. A28 OF 1988****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

**(8) Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**16.—WAGES**

- (1) (a) The minimum weekly rate of wage payable to employees covered by this award, shall be as follows—

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Award Wage
<b>Cleaner</b>			
1st year of employment	370.10	88.00	458.10
2nd year of employment	374.10	88.00	462.10
3rd year of employment and thereafter	378.30	88.00	466.30
<b>Groundskeeper</b>			
1st year of employment	378.00	88.00	466.00
2nd year of employment	385.60	88.00	473.60
3rd year of employment and thereafter	393.70	88.00	481.70
<b>Attendant or Receptionist</b>			
<b>Attendant</b>			
1st year of employment	394.30	88.00	482.30
2nd year of employment	402.70	88.00	490.70
3rd year of employment and thereafter	411.10	88.00	499.10
<b>Security Officer</b>			
1st year of employment	394.30	88.00	482.30
2nd year of employment	402.70	88.00	490.70
3rd year of employment and thereafter	411.10	88.00	499.10
<b>Assistant Supervisor</b>			
1st year of employment	432.00	90.00	522.00
2nd year of employment	440.20	90.00	530.20
3rd year of employment and thereafter	448.40	90.00	538.40
<b>Installation Assistant</b>			
1st year of employment	461.30	90.00	551.30
2nd year of employment	468.40	88.00	556.40
3rd year of employment and thereafter	476.30	88.00	564.30
<b>Attendant Supervisor</b>			
1st year of employment	476.20	88.00	564.20
2nd year of employment and thereafter	491.50	88.00	579.50
<b>Installation Supervisor</b>			
1st year of employment	521.30	88.00	609.30
2nd year of employment and thereafter	535.40	88.00	623.40

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Award Wage
Regional Attendant			
1st year of employment	432.00	90.00	522.00
2nd year of employment	440.20	90.00	530.20
3rd year of employment and thereafter	448.40	90.00	538.40
(b)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.		
	These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.		
	Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.		
(2)	Leading Hands: In addition to the appropriate total wage prescribed in this clause, a leading hand shall be paid—		
			\$
(a)	if placed in charge of not less than one and more than five other employees		18.25
(b)	if placed in charge of more than six and not more than ten other employees		28.10
(c)	if placed in charge of more than 11 other employees		36.10
(3)	A casual employee shall receive 20% of the ordinary rate in addition to the ordinary rate for their class of work.		

### DAIRY FACTORY WORKERS' AWARD 1982

#### NO. A 15 OF 1982

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 29.—WAGES

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be as expressed hereunder as a base rate, supplementary payment and arbitrated safety net adjustments—

	Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(a) <u>Dairy Production Worker—Grade I</u> A new employee with less than three months of employment in the industry who performs routine duties under supervision	284.70	40.70	88.00	413.40

	Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(b) <u>Dairy Production Worker—Grade II</u> Shall mean an employee classified as such engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties under supervision beyond the skills of a Grade I employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained <u>Special Duties—Grade II</u>				
(i) Recrater/Decrater	314.00	44.80	88.00	446.80
(ii) Cool Room Hand				
(iii) Wheeler				
(iv) Yard Person				
(v) Auto Cutting, (Cheese Section)				
(vi) Spotter				
(vii) Hand Packer				
(viii) Machine Feeder				
(ix) Hand Conveyor Loader				
(x) Box Maker				
(xi) Powdered Milk Bagger				
(xii) Cleaner (General)				
(c) <u>Dairy Production Worker—Grade III</u> Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties with routine supervision, beyond the skills of a Grade II employee and who, may, be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained <u>Special Duties—Grade III</u>				
(i) Mobile Electric Milk Crate Lifter	321.20	45.90	88.00	455.10
(ii) Cheese Room Hand (Machine Operator)				
(iii) Mill Attendant (Casein/Cheese Manuf. Plants)				
(iv) Separator Operator				
(v) Freezer Room Hand				
(vi) Laboratory Assistant				
(vii) Bulk Bag Operator (Milk Section)				
(viii) Separator Operator (Cheese)				
(ix) Pickers				
(x) Despatch Hands				
(xi) Cleaning/Machine Operator				
(xii) Milk Receiver and Sampler				
(d) <u>Dairy Production Worker—Grade IV</u> Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to carry out duties beyond the skills of a Grade III employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained <u>Special Duties—Grade IV</u>				
(i) Pasteuriser (HTST)	328.60	46.90	88.00	463.50
(ii) Separator and/or Mix Maker				
(iii) Machine Operator (Cup)				
(iv) Tester and Grader				
(v) Cream Grader (Single)				
(vi) Cream Tester (Single)				
(vii) Assist. Cheese maker				
(viii) Pasteuriser Operator (Cheese)				
(ix) Butter Cutter (in charge of machine)				
(x) Vacreator Operator				
(xi) Tester and Grader (Casein Certificated)				
(xii) Casein Maker				
(xiii) Continuous Evaporator (Dryer Operator)				
(xiv) Machine Operator (Single)				
(xv) Blow Moulder Operator				
(xvi) Reverse Osmosis and/or Ultra Filtration Operator				

	Base rate	Supplementary Payment	Arbitrated Safety Net Adjustments	Minimum Rate
(xvii) Blender/Mix Maker				
(xviii) Butter Maker				
(xix) Despatch (Multiple Function)				
(xx) Boiler Attendant				
(e) <u>Dairy Production Worker—Grade V</u> Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills of a Grade IV employee and who, may be required to regularly carry out a range of the specific duties listed hereunder for which they have been suitably trained				
<u>Special Duties—Grade V</u>				
(i) Technical Assistant (Unqualified)	343.20	49.00	88.00	480.20
(ii) Butter Maker with Certificate				
(iii) Machine Operator (Multiple)				
(iv) Auto Form – Fill Aspectic Machine				
(v) Blow Moulder Operator (Advanced)				
(vi) Stores (Advanced)				
(vii) Process Controller (UHT, Ultra Clean, Pasteuriser)				
(f) <u>Dairy Production Worker—Grade VI</u> Shall mean an employee classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties, beyond the skills of a Grade V employee, and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –				
<u>Special Duties—Grade VI</u>				
(i) Technical Assistant (Qualified)	350.40	50.10	88.00	488.50
(ii) Cheese Maker (Qualified—up to 2 varieties)				
(iii) Process Controller (Advanced) Automated Batchmaking and Computerised Plant				
(g) <u>Dairy Production Worker—Grade VII</u> Shall mean an employee who is classified as such who is engaged on work in connection with or incidental to the production and distribution operations of the employer and who is able to perform duties beyond the skills required of a Dairy Production Worker—Grade VI and who, may be required to regularly carry out at least one of the specific duties listed hereunder for which they have been suitably trained –				
<u>Special Duties—Grade VII</u>				
(i) Laboratory Technician				
(ii) Cheese Maker (Advanced—more than 2 varieties)	365.20	52.00	90.00	507.20
(h) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.				
(ii) The supplementary payment set out in the clause is to be paid in addition to the base rate prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.				
(iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments. "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever), which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.				
(2) Junior Employees— Junior employees shall receive the prescribed percentage of the adult rate for the class of work on which they are engaged.				

	%
Under 17 years of age .....	70
17 to 18 years of age .....	80
18 to 19 years of age .....	90
At 19 years of age .....	Adult Rates

- (3) The ordinary rate per hour shall be calculated by dividing the appropriate weekly rate by 38.
- (4) The parties agree that the above wage rates include a first stage structural efficiency increase of \$15.00 per week to all employees with any amount in excess of that determined by the Western Australian Industrial Relations Commission to be appropriate being absorbed in the second structural efficiency increase. The total structural efficiency increase will be that determined by the Commission in the State Wage Case Decision of 8 September 1989 (Application No. 1940 of 1989) namely—
- |     |                            |         |
|-----|----------------------------|---------|
| (a) | basic skills/trainee level | \$20.00 |
| (b) | semi skilled               | \$25.00 |
| (c) | tradesperson or equivalent | \$30.00 |
- (5) Structural Efficiency
- (a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this Award are committed to implementing a new wage and classification structure. In making this commitment the parties—
- (i) accept in principle that the descriptions of job functions within a new structure will be broadly based and generic in nature;
  - (ii) state that wage increases arising from broadbanding and adjustment of minimum rates are subject to absorption into existing over award payments;
  - (iii) undertake that upon variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;
  - (iv) will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or dispute.
- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply—
- (i) the parties agree that the existing award disputes avoidance procedure shall be followed;
  - (ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
  - (iii) an agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;
  - (iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
- (6) The grade structure to be introduced on a trial basis without prejudice to the position of the parties to the award. The parties agree to review the operation of the grade structure at the end of the six months trial period with the aim of rectifying any problems which may have arisen with the grade structure.
- This review shall include a consideration of the basis upon which award rates are to be incorporated into the award in the form of base rates and supplementary payments as required by the State Wage Principles. This consideration will take into account relevant outcomes of the "paid rates review" conducted by the Australian Industrial Relations Commission.
- (7) Term
- The provisions of this clause will apply for a term of 24 months from the first pay period commencing on or after 14 August 1990 during which time the parties will report back to the Commission on the following matters—
- (a) The review referred to in subclause (6) of this clause.
  - (b) The conversion of the rates of pay contained in subclause (1) of this clause.
  - (c) The final form of the Definitions contained in subclause (1) of this clause.
  - (d) Training
  - (5) The progress of matters to be addressed under Clause 2B.—Award Modernisation of this award.
  - (6)

## DAMPIER PORT AUTHORITY PORT OFFICERS AWARD 1989

### NO. PSA A2 OF 1988

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 8.—SALARY

- (1) A Port Control Officer shall be paid on an all inclusive basis the following—
 

First pay period on or after the 10/12/91	\$ 54698.00
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  - (2) The annual rate prescribed in subclause (1) above covers all payments for the performance of all duties performed by the officer, the disabilities associated with shift work and the periods of duty, and all circumstances relating to the working environment within the Port, and also includes compensation and penalty rates and payments related to all hours and overtime worked in accordance with the roster and work on Saturdays and Sundays, and public holidays.
  - (3) Salaries shall be paid in fortnightly instalments directly into a bank or credit union account nominated by the officer at the rate of one twenty sixth (1/26th) of the annual rate in respect of each complete fortnight of fourteen (14) days, and with respect to days not comprising a complete fortnight, payment will be made for each day at the rate of one fourteenth (1/14th) of the abovementioned fortnightly rate, and with respect to hours not comprising a complete daily payment the hourly rate shall be one eighth (1/8th) of the daily rate.
  - (4) Salaries shall be paid fortnightly on a day to be agreed between the officers and the Authority.
  - (5) So far as is reasonably practicable the amount due to an officer shall be paid no later than 4.00 p.m. on the pay day and shall be paid together with a memorandum setting out salary particulars.
- The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

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### DAMPIER SALT AWARD 1990 NO. A 23 OF 1990

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

### 34.—WAGES

- (1) (a) Base Wage Rates

Salt Worker Level	Eng'g Classification	Production Classification	Base Trade	Minimum Weekly Wage \$	Safety net Adjustment \$	Gross Weekly Wage \$
SW1	T4		115	557.60	88.00	645.60
SW2	T3		110	533.30	88.00	621.30
SW3	T2	P6	105	509.10	88.00	597.10
SW4	T1	P5	100	484.80	88.00	572.80
SW5		P4	96	465.40	88.00	553.40
SW6		P3	92	446.00	90.00	536.00
SW7		P2	88	426.60	90.00	516.60
SW8		P1	82	397.60	88.00	485.60

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) (a) Apprentices (wages per week expressed as a percentage of Salt Worker Level SW4 rate)

5 Year Term	%
First year	45
Second year	55
Third year	65
Fourth year	85
Fifth year	95
4 Year Term	%
First year	50
Second year	65
Third year	85
Fourth year	95
3.5 Year Term	%
First Six Months	50
Next year	65
Next year	85
Final year	95
3 Year Term	%
First year	60
Second year	85
Third year	95

- (b) In addition to the wages per week, apprentices shall receive an allowance calculated by applying the year of apprenticeship percentage to 50% of the Standard Allowance. This allowance shall be paid in the same manner as and in lieu of the Standard Allowance.

- (c) Where an apprentice is not provided with tools an allowance for tools shall be paid. This allowance shall be the year of apprenticeship percentage applied to the Trades Allowance, paid in the same manner as and in lieu of the Trades Allowance.
- (d) An adult apprentice shall not be paid a rate less than the minimum wage as determined by the Commission.
- (3) Junior Employees
- (a) The minimum rates of wages per week expressed as a percentage of the Salt Worker Level SW8 rate.
- |                              |                        |
|------------------------------|------------------------|
|                              | %                      |
| Under 16 years of age        | 60                     |
| 16 and under 17 years of age | 80                     |
| 17 and under 18 years of age | 90                     |
| 18 years of age and over     | Appropriate Adult Rate |
- (b) In addition to the wages per week, junior employees shall receive an allowance which is the age percentage applied to 50% of the Standard Allowance. This allowance shall be paid in the same manner as and in lieu of the Standard Allowance.
- (4) Shift Allowance  
A shift employee shall be paid \$18.50 (flat) per shift of eight ordinary hours worked on afternoon or night shift.
- (5) Responsibility Loadings
- (a) Leading Hand Allowance
- (i) In addition to the classification rate a nominated Leading Hand shall be paid per week an amount equal to the difference to the next higher classified rate. In the case of the SW1 classification this will be the difference between the SW1 and the SW2 classification rates.
- (ii) This allowance is paid to employees while nominated as such to assist in supervision, due to the number of employees and/or amount of equipment, geographical spread of work, diversity of tasks, etc.
- (b) Senior Allowance
- (i) In addition to the classification rate, a nominated Senior shall be paid per week an amount equal to the difference to the next higher classified rate.
- (ii) This allowance is paid to an employee while nominated for area responsibility in a small area such as washplant, weirs, tyrebay etc. including co-ordination of work, record keeping (over and above that carried out by others), recommendation to management etc.
- (6) The responsibility loadings arrangement and apprentices and juniors allowances payment method are subject to review at the 1992 Award negotiations.

**DECKHANDS (PASSENGER FERRIES,  
LAUNCHES AND BARGES) AWARD**

**NO. 15 OF 1972**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage  
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages

payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 4.—RATES OF PAY

The following shall be the minimum rates of wages payable to employees covered by this award.

(1)

	COLUMN A	COLUMN B + ASNA
Adult Deckhand	\$392.80	\$442.80

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2)

Junior Employees (percent of wage for an Adult Deckhand)

Under 16 years of age	45%
16 to 17 years of age	55%
17 to 18 years of age	65%
18 to 19 years of age	75%
19 to 20 years of age	85%
20 to 21 years of age	100%

(3) An employee called upon to work at loading or unloading garbage and/or ashes or other like material shall be paid forty three cents per hour in addition to his rate prescribed herein.

(4) A junior employee called to work on slipways, cleaning, scraping, painting or overhauling launches, barges, punts or any other floating plant shall be paid the appropriate rate set out in subclause (2) of this clause, plus a margin of forty eight cents per hour.

(5) An employee required to work in the bilges shall be paid seventy cents per hour in addition to the rates prescribed herein.

### DENTAL TECHNICIANS' AND ATTENDANT/RECEPTIONISTS' AWARD, 1982

#### NO. 29 OF 1982

##### 1B.—MINIMUM ADULT AWARD WAGE

(1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

(2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

(3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.

(4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

(5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

(6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

(7) Subject to this clause the Minimum Adult Award Wage shall—

(a) apply to all work in ordinary hours.

(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 7.—WAGES

The following shall be the minimum fortnightly rates of wage payable to employees covered by this award.

	CURRENT	ASNA	NEW
(1) Dental Technicians			
(a) Dental Technician	895.70	108.00	1003.70
(b) Senior Dental Technician	912.70	112.00	1024.70
(c) Advanced Dental Technician	974.30	112.00	1086.30
(d) Senior Advanced Dental Technician	991.30	112.00	1103.30
(2) Laboratory Assistants			
(a) Laboratory Assistants	720.80	108.00	828.80
(b) Junior Laboratory Assistants—percent of adult rate			
Under 16 year of age			48%
16 to 17 years of age			58%
17 to 18 years of age			69%
18 to 19 years of age			82%
19 to 20 years of age			93%
20 to 21 years of age			99%
(3) Apprentices—percent of Dental Technicians ((1)(a)) rate			
(a) 4 year term -			
1st year			42%
2nd year			55%
3rd year			75%
4th year			88%
(b) 3.5 year term -			
1st six months			42%
Next year			55%
Next following year			75%
Final year			88%
(c) 3 year term -			
1st year			55%
2nd year			75%
3rd year			88%
	CURRENT	ASNA	NEW
(4) Assistants Attendants and Attendant/Receptionists			
(a) Dental Attendants and/or Receptionist	720.80	108.00	828.80
(b) Dental Assistants	735.20	108.00	843.20
(c) Senior Dental Attendant and/or Receptionist	737.80	108.00	845.80
(d) Senior Dental Assistant	752.20	108.00	860.20
(e) Junior Dental Assistants, Attendants and Attendant/Receptionist percent of relevant adult rate			
Under 16 years of age			48%
16 to 17 years of age			58%
17 to 18 years of age			69%
18 to 19 years of age			82%
19 to 20 years of age			93%
20 to 21 years of age			99%
(5) Casual employees shall receive twenty percent in addition to the rates prescribed in this clause for the work performed.			
(6) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			

**DEPARTMENT FOR COMMUNITY DEVELOPMENT (FAMILY RESOURCE WORKERS, WELFARE ASSISTANTS AND PARENT HELPERS) AWARD 1990**

**NO. PSA A1 OF 1989**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**SCHEDULE E – SALARIES**

Annual salaries applicable to officers covered by this Award—

<b>Level</b>	<b>Salary Per Annum \$</b>	<b>Arbitrated Safety Net Adjustment \$</b>	<b>Total Salary Per Annum \$</b>
<b>Level 1</b>			
Under 17 years	11,355	1,447	12,802
17 years	13,270	1,691	14,961
18 years	15,480	1,972	17,452
19 years	17,918	2,284	20,202
20 years	20,122	2,565	22,687
21 years or 1st year of adult service	22,104	2,817	24,921
22 years or 2nd year of adult service	22,756	2,817	25,573
23 years or 3rd year of adult service	23,407	2,817	26,224
24 years or 4th year of adult service	24,054	2,922	26,976
25 years or 5th year of adult service	24,705	2,922	27,627
26 years or 6th year of adult service	25,356	2,922	28,278
27 years or 7th year of adult service	26,105	2,818	28,923
28 years or 8th year of adult service	26,623	2,818	29,441
29 years or 9th year of adult service	27,389	2,818	30,207

**DEPARTMENT OF MARINE AND HARBOURS, HARBOUR MASTERS, RELIEVING HARBOUR MASTERS  
AND ASSISTANT HARBOUR MASTERS AWARD, 1984.**

**NO. CR 433 of 1983**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

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**THE DRAUGHTSMEN'S, TRACERS', PLANNERS' AND TECHNICAL OFFICERS' AWARD 1979**

**NO. R11 OF 1979**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**7.—WAGES**

The following shall be the minimum rates of wages payable to employees covered by this Award—

- (1) Trainee Draughtsperson (expressed as a percentage of the "First Year of Experience" rate of wage provided in subclause (3)(a) of this clause, and calculated to the nearest ten cents)

	%
17 years of age and under	52
18 years of age	62
19 years of age	75
20 years of age	88

- (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

	<b>WAGE PER WEEK</b>	<b>ARBITRATED SAFETY NET ADJUSTMENT</b>	<b>TOTAL RATE PER WEEK</b>
Adult Tracers			
First year of experience	331.70	58.00	389.70
Thereafter	343.80	58.00	401.80
<b>(3) Adult Employees</b>			
	<b>WAGE PER WEEK</b>	<b>ARBITRATED SAFETY NET ADJUSTMENT</b>	<b>TOTAL RATE PER WEEK</b>
(a) Draughtsperson-Detail Assistant			
Survey Draughtsperson Planning Assistant			
Technical Assistant Assistant Estimator			
First year of experience	363.60	58.00	421.60
Second year of experience	378.10	58.00	436.10
Third year of experience	399.60	58.00	457.60
Fourth year of experience	419.60	58.00	477.60
Thereafter	440.30	58.00	498.30
Edit Note: When evaluating total wage rate please take account of the Supplementary Payment Amount for the above Assistants at (5)(a)(i).			
Provided that where an employee has been classified in a higher tradesperson classification such as toolmaker or patternmaker immediately prior to being classified as a draughtsperson-detail or assistant survey draughtsperson, he/she shall commence on the second year of the scale.			
	<b>WAGE PER WEEK</b>	<b>ARBITRATED SAFETY NET ADJUSTMENT</b>	<b>TOTAL RATE PER WEEK</b>
(b) Draughtsperson-Senior Detail			
Survey Draughtsperson Planning Technician			
Technician Estimator			
First year of experience	452.50	60.00	512.50
Second year of experience	468.80	60.00	528.80
Thereafter	485.40	60.00	545.40
(c) Draughtsperson-Designing/Senior			
Survey Draughtsperson Production Planner			
Technical Officer Senior Estimator			
First year of experience	497.90	58.00	555.90
Second year of experience	518.60	58.00	576.60
Thereafter	542.90	58.00	600.90
(4) An employee subject to this award, who in addition to their ordinary duties, is required to supervise the work of three or more employees shall, in addition to the rate prescribed herein for their class of work performed, be paid per week the following allowances—			
(a) In the case of a draughtsperson detail, assistant survey draughtsperson, planning assistant or technical assistant			24.80
(b) In the case of a draughtsperson, senior detail, survey draughtsperson, planning technician or technician			28.40
(c) In the case of a draughtsperson, designing, senior survey draughtsperson, production planner or technical officer			32.00
(d) In the case of a tracer			12.60
unless such an employee is required to supervise the work of 10 or more other employees when the allowance shall be—			
(i) for an employee classified in paragraph (a) above			32.00
(ii) for an employee classified in paragraph (b) above			35.30
(iii) for an employee classified in paragraph (c) above			38.70
(iv) for an employee classified in paragraph (d) above			27.70
(5) (a) In addition to the rates applicable under subclauses (1) and (2) of this clause an adult employee employed in the following classifications shall be paid per week the supplementary payment prescribed.			
(i) Adult Employees—			
Draughtsperson Detail, Assistant Survey, Draughtsperson, Planning Assistant, Technical Assistant, Assistant Estimator			
		\$	
First year of experience		34.10	
Second year of experience		27.60	
Third year of experience		18.80	
Fourth year of experience		11.60	
Thereafter		3.10	

- (ii) Trainee Draughtsperson—(Expressed as a percentage of the "First Year of Experience" rate prescribed herein for adult employees)
- |                           | %  |
|---------------------------|----|
| 17 years of age and under | 52 |
| 18 years of age           | 62 |
| 19 years of age           | 75 |
| 20 years of age           | 88 |
- (b) The amount payable to any employee pursuant to the provisions of this subclause—
- (i) shall be for all purposes of the Award;
- (ii) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this subclause, whether such payment is being made by virtue of any Order, Industrial Agreement or other agreement or arrangement.
- (6) The rate prescribed for any classification in subclause (2) of this clause is not amended by subclause (5) of this clause and shall not, for the purpose of any other Award, Order, Industrial Agreement or other agreement or arrangement, be deemed to have been so amended.
- (7) Structural Efficiency
- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this Award are committed to developing a proposal for a new wage and classification structure. In making this commitment the parties—
- (i) accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
- (ii) state that wage increases arising from broadbanding and any adjustment of minimum rates which may occur, are subject to absorption into existing overaward payments;
- (iii) will make provisions of an exemption for employers from the requirement to pay any increases arising from the broadbanding and any minimum rates adjustments which may occur;
- (iv) intend to substitute the existing provisions of Clause 7 with a new wage classification structure and to make any consequential amendments no later than November 1990 or earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission;
- (v) undertake that upon any variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;
- (vi) will co-operate in any transition which may arise from the existing classification structure to a proposed new structure to ensure that any transition takes place in an orderly manner without creating false expectations or disputation.
- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply—
- (i) the parties agree that the existing award disputes avoidance procedure shall be followed;
- (ii) agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
- (iii) an agreed authority such as TAFE and SESDA or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;
- (iv) reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

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**THE DRIED VINE FRUITS INDUSTRY AWARD, 1951**

**NO. 8 OF 1951**

22.—WAGES

An employer on whom this award (or industrial agreement) is binding shall not increase the rate of wage payable to an employee on the 5th February, 1988 or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

(1)	<b>Adult Workers (per week) -</b>	ASNA	\$
	<b>All adults engaged in production</b>	<b>\$50.00</b>	<b>261.60</b>

(2)	Junior workers (per cent of the adult rate per week)	
	Under 16 years of age	50
	16 to 17 years of age	60
	17 to 18 years of age	70
	18 to 19 years of age	80
	19 to 20 years of age	90
	20 years of age.	Adult rates

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Minimum wage—Adult Males and Females—

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

## DRUM RECLAIMING AWARD

### NO. 21 OF 1961

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 25.—RATES OF PAY

- (1) The minimum weekly rates of wage payable to employees covered by this award shall be as follows—

	Base Rate	ASNA	Minimum Rate
	\$	\$	
Painting and incidental duties	348.30	88.00	436.30
Chiming, shaping, internal lacquering, rumbling, cleaning, classifying and drum inspecting, stencilling with a spray gun, spray painting	341.70	88.00	429.70
Yard Hands	331.50	88.00	419.50

- (2) Junior Employees: Junior employees shall be paid the prescribed percentage of the adult rate for the class of work on which they are engaged.

	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
20 years of age and over	Adult Rates

- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**DRY CLEANING AND LAUNDRY AWARD 1979****NO. R35 OF 1978**

## 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 30.—WAGES

- (1) The minimum weekly rate of wage payable to an adult employee covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder—

## (a) Group Classification

	Base Rate \$	Supplementa ry Payment \$	ASNA \$	Minimum Rate \$
A Tradesperson Dry Cleaner/ in charge of machinery maintenance and/or boiler	365.05	52.15	90.00	507.20
B "Invisible" Mender	337.30	48.20	88.00	473.50
B Tailor or Tailoress	337.30	48.20	88.00	473.50
C Presser	306.60	43.80	88.00	438.40
C Receiver and Despatcher in Charge (namely a person in charge of a depot and responsible for the keeping of records and responsible for cash)	306.60	43.80	88.00	438.40
C Cleaner (Operating Dry Cleaning Machine)	306.60	43.80	88.00	438.40
D Repairer (other than Tailor or Tailoress)	306.60	43.80	88.00	438.40
D Spotter	306.60	43.80	88.00	438.40
D Presser (Off-set Press)	306.60	43.80	88.00	438.40
D Hand Ironer	306.60	43.80	88.00	438.40
D Receiver and/or Despatcher	306.60	43.80	88.00	438.40
E Wet Cleaner	299.30	42.80	88.00	430.10
E Steam Air Finisher	299.30	42.80	88.00	430.10
E Examiner of Garments	299.30	42.80	88.00	430.10
E Assembler of Garments	299.30	42.80	88.00	430.10
E Sorter of Garments	299.30	42.80	88.00	430.10
F All other Adult Employees	284.70	40.70	88.00	413.40

Provided that a person employed in any area of operation of this Award who is required to be solely accountable for all aspects of a self-contained dry cleaning establishment including the receiving of garments and articles, the cleaning, spotting, pressing, packaging and despatch of garments and articles, the handling of moneys, the keeping of records and the maintenance of the establishment shall be paid at a rate of not less than the rate prescribed in this table for the Tradesperson Dry Cleaner. Provided that in such a case all receivers and despatchers in that establishment shall be paid in accordance with the rates prescribed for Group D of such table.

## (b) Laundering Industry—

Classification	Base Rate \$	Relativity to Trades person %	ASNA \$	Minimum Rate Per Week \$
Laundry Employee—Grade 1	333.75	80%	88.00	421.75
Laundry Employee—Grade 2	340.45	85%	88.00	428.45
Laundry Employee—Grade 3	367.00	91%	88.00	455.00
Laundry Employee—Grade 4	375.30	95%	88.00	463.30

- (c) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (2) Junior Employees—

## (a) Dry Cleaning and Dyeing Industry

- (i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows—

	Percentage of Minimum Rate for Classification E—Sorter of Garments
Under 16 years of age	50
16 years and under 17 years	55
17 years and under 18 years	65
18 years and under 19 years	75
19 years and under 20 years	85
20 years and under 21 years	93

- (ii) Proportion of Juniors—

(aa) Juniors may be employed in the following proportion of not more than two for every employee receiving the adult rate.

(bb) Calculation of Proportion: In the calculation of the proportion of the number of employees receiving the adult rate for the purposes of this clause, working proprietors shall be included, but each working proprietor shall be counted only once.

- (iii) No person under 18 years shall be employed on a manually operated steam press (other than an off-set silk press) or a manually operated dry cleaning machine.

- (iv) Junior employed in a Receiving Depot: Notwithstanding anything hereinbefore contained any junior working alone and responsible for cash transactions and/or in charge of depot shall be paid not less than the rate prescribed for a junior '19 years and under 20 years' plus an amount of \$5.20 per week.
- (b) Laundering Industry—
- (i) Wages: The minimum rates of wages to be paid to junior employees shall be as follows—
- |                       | Percentage of Minimum Rate for the<br>Classification in which they are<br>Employed |
|-----------------------|--|
| Under 16 years of age | 55   |
| 16 to 17 years of age | 65   |
| 17 to 18 years of age | 75   |
| 18 to 19 years of age | 85   |
| 19 to 20 years of age | 90   |
| 20 to 21 years of age | 95   |
- (3) Structural Efficiency—
- (a) Arising out of the decision of the 1989 State Wage Case Decision (69 WAIG 2913) and in consideration of the wage increases resulting from the first structural efficiency adjustment payable from the first pay week commencing on or after 29 March 1990, employees are to perform a wider range of duties including work which is incidental to or peripheral to their main tasks or functions.
- (b) Any changes to the classification system in the award will be based on the results of federal skill audit and trialing. The Union is prepared for the purposes of the second phase and in good faith, to duly consider any specific concerns identified by respondents to the Award and any proposals for trialing specific arrangements aimed at achieving greater flexibility for WA employers.
- (c) In accordance with the Structural Efficiency Principle the parties are prepared to commit themselves to the—
- (i) acceptance of classification change and new job specifications;
- (ii) acceptance in principle that with due consultation between the relevant parties there will be no barriers to opportunity for advancement of employees within the award structure or through access to training;
- (iii) co-operation in the transition from the old structure to the new structure in an orderly manner.
- (d) In addition the Union gives the following commitments—
- (i) preparedness of employees to undertake training associated with wider range of duties;
- (ii) acceptance by the Union of the broad award framework and relationships established.
- (4) (a) The structural efficiency increases specified below shall be added to existing actual rate of pay/base rates of pay for time employees/payment by results employees respectively and shall not be absorbed into any over award bonus payment.

GROUP	STRUCTURAL EFFICIENCY ADJUSTMENT
	\$
F (all others)	10.00
E (rest of Group E)	12.50
D	12.50
C	12.50
B	15.00
A	15.00

### EARTH MOVING AND CONSTRUCTION AWARD

#### NO. 10 OF 1963

#### 27.—WAGES

The minimum rate of wage to be paid to and received by all employees shall be as follows—

CLASSIFICATION	RATE PER WEEK \$	ARBITRATED SAFETY NET ADJUSTMENT \$	TOTAL RATE PER WEEK \$
<b>PART 1</b>			
(a) Engine Driver operating winch from pile driving rig net on pile driving	384.60	40.00	424.60
(b) All stationary steam engine drivers whose work requires first or second class certificate	392.90	40.00	432.90

CLASSIFICATION	RATE PER WEEK \$	ARBITRATED SAFETY NET ADJUSTMENT \$	TOTAL RATE PER WEEK \$
(c) All other stationary steam engine drivers whose work requires third class certificate	379.70	40.00	419.70
(d) Drivers of Internal Combustion Engines -			
(i) if under 250 b.h.p.	388.50	40.00	428.50
(ii) if 250 b.h.p. or over	395.70	40.00	435.70
(e) Locomotive fireman	379.20	40.00	419.20
(f) Boiler Attendant -			
(i) attending one boiler	371.30	40.00	411.30
(ii) attending two boilers	377.40	40.00	417.40
(g) Driver of steam crane	386.10	40.00	426.10
(h) Scotch Derrick power crane	405.30	40.00	445.30
(i) Compressor driver over 30 h.p.	373.70	40.00	413.70
(j) Driver of Wayne Road Sweeper	397.60	40.00	437.60
(k) Additions to margins, an Engine Driver engaged under this Part, as hereinafter specified shall have his/her marginal rate increased as follows—			
(i) Attending to electric generator or alternator exceeding 10 k.w. capacity			18.55
(ii) Attending to refrigerator compressor or compressors			18.55
(iii) Engine Driver in charge of plant			18.55
(iv) Engine Driver in charge of switchboard of 350 k.w. capacity or more			5.85
(v) Crane Drivers engaged on building construction or demolition			17.10

## PART 2 —Mechanical Equipment

CLASSIFICATION	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment \$	TOTAL RATE PER WEEK \$
Group 1	403.10	40.00	443.10
(a) Operator lance type hand sprayer			
(b) Operator aggregate dryer			
(c) Operator pre-mix drag spreader			
(d) Operator aggregate belt spreader			
(e) Operator of joint inserting machine			
(f) Operator concrete spray curing machine, self-propelled			
(g) Operator pneumatic tyre tractor without power operated attachments, up to and including 15 kW net engine power			
Group 2	408.60	40.00	448.60
(a) Operator crawler tractor without power operated attachments up to and including Class M4			
(b) Operator crawler tractor with power operated attachments Class M2			
(c) Operator pneumatic tyred tractor without power operated attachments above 15 kW up to and including 60kW net engine power. (This includes tilting or one man hitch trailer.)			
(d) Operator pneumatic tyred tractor with power operated attachments, up to and including 15 kW net engine power			
(e) Operator rear and bottom dump to and including 2 cubic metres struck capacity			
(f) Operator back hoe self powered (not self propelled)			
(g) Operator roller powered, under 8 tonnes			
(h) Operator roller powered, vibrating, under 4 tonnes			
(i) Operator trenching machine of the small Ditch Witch type			
(j) Operator bitumen sprayer			
(k) Screed operator, asphalt power			
(l) Mixer operator, asphalt plant (capacity of less than 10 tonnes of hot mix per hour)			
(m) Operator concrete spreader, powered, self propelled,			
(n) Operator concrete finisher, powered, self propelled			
(o) Operator concrete finisher, powered, hand propelled			
(p) Second-driver—navvy and dragline or dredge type excavator			

	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment \$	TOTAL RATE PER WEEK \$
Group 3	421.70	40.00	461.70
(a)	Operator crawler tractor without power operated attachments Class M5 up to and including Class M10		
(b)	Operator crawler tractor with power operated attachments Class M3 up to and including Class M5		
(c)	Operator pneumatic tyred tractor without power operated attachments above 60kW up to and including 150 kW net engine power		
(d)	Operator pneumatic tyred tractor with power operated attachments above 15kW up to and including 60kW net engine power (not including tilting or one person hitch trailer)		
(e)	Operator drawn grader		
(f)	Operator trenching machine, chain type up to and including 1.5 metre depth or up to and including 300 mm width		
(g)	Operator pile driver (power operated winch)		
(h)	Operator rear and bottom dump of capacity above 2 cubic metres struck capacity up to and including 15 cubic metres struck capacity		
(i)	Driver of bitumen sprayer		
(j)	Operator Aggregate Loader (Country Roads Board, Victoria Model)		
(k)	Operator asphalt paver		
(l)	Mixer operator, asphalt plant (capacity of more than 10 tonnes of hot mix per hour)		
(m)	Operator roadroller, powered, 8 tonnes and up to 20 tonnes		
(n)	Operator roadroller, powered, 8 tonnes and up to 25 tonnes		
(o)	Operator roadroller, powered, vibrating ,4 tonnes and over		
(p)	Locomotive driver—petrol, oil, pneumatic or electric driven (if carrying passengers an additional rate of 60¢)		
(q)	Operator crawler loader up to and including 500 kg mass (See note 3)		
(r)	Operator pneumatic tyred loader up to and including 30 kW net		
Group 4	430.70	40.00	470.70
(a)	Operator crawler tractor without power operated attachments above Class M10 up to and including Class M30		
(b)	Operator crawler tractor with power operated attachments above Class M5 up to and including Class M15		
(c)	Operator grader power operated, below 35 kW net engine power		
(d)	Operator excavator up to and including 0.5 cubic metres		
(e)	Operator trenching machine ladder type, depth greater than 1.5 metres up to 2.4 metres and width above 300 mm up to 450 mm and bucket wheel trencher with equivalent capacity in cubic metres per hour		
(f)	Operator pneumatic tyred tractor with power operated attachments above 60 kW up to and including 150 kW net engine power		
(g)	Operator self powered scraper up to and including 100 cubic metres struck capacity		
(h)	Operator rear and bottom dump above 15 cubic metres struck capacity up to and including 30 cubic metres struck capacity		
(i)	Operator pneumatic tyred tractor without power operated attachments above 150 kW up to and including 500 kW net engine power		
(j)	Operator crawler loader above 5 000 kg mass up to and including 15 000 kg mass (See note 3)		
(k)	Operator pneumatic tyred loader above 30 kW up to and including 105 kW net engine power		
(l)	Operator roadroller, powered, over 25 tonnes		
(m)	Operator special track laying, fixing or levelling machine (employed on railway construction in W.A.)		

	RATE PER WEEK Inclusive of \$15.90 Industry Allowance \$	Arbitrated Safety Net Adjustment \$	TOTAL RATE PER WEEK \$
Group 5	435.00	40.00	475.00
(a)	Operator crawler tractor with power operated attachments above Class M15 and up to and including Class M30		
(b)	Operator grader power operated 35 kW up to and including 70 kW net engine power		
(c)	Operator pneumatic tyred tractor with power operated attachments above 150 kW up to and including 500 kW net engine power		
(d)	Operator self powered scraper above 10 cubic metres struck capacity up to and including 20 cubic metres struck capacity		
(e)	Operator excavator above 0.5 cubic metres up to and including 2.2 cubic metres. (This group including Gradall.)		
(f)	Operator trenching machine ladder type, greater than 2.4 metres depth, and minimum 450 mm width and bucket wheel trench equivalent in cubic metres per hour		
(g)	Operator rear and bottom dump above 30 cubic metres struck capacity up to and including 60 cubic metres struck capacity		
(h)	Operator crawler loader above 15 000 kg mass and up to and including 30 000 kg mass (See note 3)		
(i)	Operator pneumatic tyred loader over 105 kW up to and including 200 kW net engine power		
(j)	Operator crawler tractor without power operated attachments above Class M30 up to and including 60 000 kg mass		
Group 6	441.90	40.00	481.90
(a)	Operator excavator above 2.2 cubic metres struck bucket capacity up to and including 5.5 cubic metres struck bucket capacity		
(b)	Operator grader power operated above 75 kW up to and including 190 kW net engine power		
(c)	Operated pneumatic tyred loader above 200 kW up to and including 500 kW net engine power		
(d)	Operator crawler tractor with power operated attachment, above Class M30 up to and including 60 000 kg mass		
(e)	Operator crawler loader above 30 000 kg mass up to and including 60 000 kg mass (See note 3)		
(f)	Operator rear and bottom dump above 60 cubic metres struck capacity up to and including 120 cubic metres struck capacity		
(g)	Operator self power scraper above 20 cubic metres 50 cubic metres struck capacity struck capacity up to and including		

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he/she is so occupied.

#### PART 2A—Mobile Crane Drivers

Operator of Mobile Crane with lifting capacity of—

CLASSIFICATION	TOTAL RATE PER WEEK Inclusive of \$15.60 Industry Allowance \$	Arbitrated Safety Net Adjustment \$	TOTAL RATE PER WEEK \$
(i) Up to 8 tonnes	426.70	40.00	466.70
(ii) In excess of 8 tonnes and not exceeding 15 tonnes	432.20	40.00	472.20
(iii) In excess of 15 tonnes and not exceeding 40 tonnes	438.20	40.00	478.20
(iv) In excess of 40 tonnes and not exceeding 80 tonnes	443.20	40.00	483.20
(v) In excess of 80 tonnes and not exceeding 100 tonnes	447.40	40.00	487.40
(vi) In excess of 100 tonnes and not exceeding 140 tonnes	453.40	40.00	493.40
(vii) In excess of 140 tonnes and not exceeding 180 tonnes	461.60	40.00	501.60
(viii) In excess of 180 tonnes and not exceeding 220 tonnes	471.40	42.00	513.40
(ix) In excess of 220 tonnes	485.30	42.00	527.30

Note: Mobile cranes are defined as those mounted on a specially designed chassis or a lorry and capable of load manipulation, slewing, and travelling under their own power. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.

The rates prescribed in Parts 2 and 2A of this Clause include an industry allowance as specified to compensate for the disabilities usually associated with earth moving and construction work.

1. (a) Crawler Tractors are classified in accordance with the proposed Australian Standard—"Classification of Crawler Tractor by Mass" as follows—
 

Class	Shipping Mass—Kilograms
M2	over 1000 up to 2000
M3	over 2000 up to 3000
M4	over 3000 up to 4000
M5	over 4000 up to 5000
M10	over 7000 up to 10000
M15	over 10000 up to 15000
M30	over 25000 up to 30000
M50	over 40000 up to 50000
- (b) Crawler Tractors above 50 000 kg mass are classified as indicated in the wages table of this clause.
2. The classification of pneumatic tyred tractors and pneumatic tyred loaders is based on the proposed Australian Standard for Metric Tractor Classification.
3. Crawler Tractor front-end loaders are to be classified by using the mass of the tractor, including the loader attachment in lieu of the bare shipping mass.
4. Self propelled rollers are classified by mass complete, including maximum ballast.
5. Mobile cranes constructed as an attachment to or modification of a tractor, fall into the appropriate group for the tractor with power operated attachment.
6. Tractors without power operated attachment includes tractors—
  - (i) with power operated attachments not in use; and
  - (ii) with items which, although they have a power-unit of their own are not controlled by the operator of the tractor except for starting and stopping (for example—Drawn Vibrating Roller).
7. Back hoe when attached to a tractor shall be considered as a power operated attachment to the tractor.
8. Reference to bituminous surfacing equipment or Materials includes tar, sprayed work and hot mix work.

### PART 3

Rates additional to and cumulative with any other rate specified for the employee—

	Total Rate per Week
	\$
(1) Employee operating side loader (truck mounted)	1.37
(2) Employee operating mechanical bucket type loader, truck or tractor mounted	1.37
(3) Employee in charge of plant (as defined) -Employee in charge of plant means	21.94

- (a) when two or more employees are employed at the plant at the one time, the employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility; or
- (b) an employee who is invested with the superintendence and responsibility or who has to accept the superintendence and responsibility over one or more other employees; or
- (c) when he/she is the only person of his/her class employed on the plant the employee who does the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work; or
- (d) where shifts are worked the employee who is directed to carry out the general repair work of the plant in addition to the work of operating, but not when he/she merely assists a fitter or engineer to do such work.

Minimum Wage—Adult Males and Females—

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
- (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.

- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
- (aa) apply to all work in ordinary hours.
- (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.
- (viii) The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements are not to be used to offset the adult minimum wage.
- (Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

## APPENDIX I

- (1) This Appendix shall apply to employees who perform work within the scope of the award on—
- (a) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of a large industrial undertaking or any large civil engineering project, or
- (b) the construction, erection, repair, renovation, maintenance, ornamentation or demolition of any multistorey building.
- In the event of any disagreement arising concerning the application of this Appendix the matter shall be referred to a Board of Reference for determination.
- (2) In lieu of the rates of wage prescribed in Parts 2 and 2A of Clause 27.—Wages of this award the following rates shall apply—

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect amounts in sub-clauses 2-5.

	\$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Industry Allowance \$	Actual Weekly Rate (x52/50.4) \$	Special Allowance \$	Total Wage \$
Plant Operator Group 1	341.90	52.10	90.00	18.40	518.40	7.70	526.10
Bitumen sprayer							
Concrete finisher, powered							
Concrete spreader, powered							
Crawler tractor with power operated attachments (up to and including 2000kg shipping mass)							
Dumper, rear and bottom (up to and including 2 cubic metres struck capacity)							
Hand sprayer, lance type Pneumatic tyred tractor with power operated attachments (up to and including 15 kW net engine power							
Roller (under 8 tonnes)							
Roller, vibrating (under 4 tonnes)							
Second driver, navvy and dragline or dredge type excavator,							
Trenching machine (small Ditch- Witch type)							

		Supple- mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate (x52/50.4)	Special Allowance	Total Wage
Plant Operator Group 2	367.20	52.10	90.00	18.40	544.50	7.70	552.20
	Plant sprayer (driver)						
	Concrete paver						
	Crawler loader (up to and including 15 000 kg mass)						
	Crawler tractor with power operated attachments (over 2000 kg up to and including 15 000 kg shipping mass)						
	Dumper, rear and bottom, (above 2 cubic metres, up to and including 30 cubic metres struck capacity)						
	Excavator (up to and including 0.5 cubic metres struck capacity)						
	Grader (below 35 kW net engine power)						
	Locomotive (not carrying passengers)						
	Pile driver						
	Pneumatic tyred loader (up to and including 105 kW net engine power)						
	Pneumatic tyred tractor with power operated attachments (above 15 kW up to and including 150 kW net engine power)						
	Roller (8 tonnes and above)						
	Roller, vibrating (4 tonnes and above)						
	Scraper (up to and including 10 cubic metres struck capacity)						
	Track laying, fixing or levelling machine (railway construction)						
	Trenching machine (depth up to 2.4 metres, and width up to 450mm) and bucket wheel trencher with equivalent capacity in cubic metres per hour.						
Plant Operator Group 3	381.00	52.10	88.00	18.40	556.60	7.70	564.30
	Crawler loader (above 15 000 kg mass, up to and including 60 000 kg mass)						

	Supple- mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate (x52/50.4)	Special Allowance	Total Wage
Crawler tractor with power operated attachments (above 15 000 kg up to and including 60 000 kg mass)						
Dumper, rear and bottom (above 30 cubic metres, up to and including 120 cubic metres struck capacity)						
Excavator (above 0.5 cubic metres, up to and including 5.5 cubic metres struck capacity. (This group includes Gradall).						
Grader. (35 kW up to and including 190 kW net engine power)						
Locomotive (carrying passengers)						
Pneumatic tyred loader (over 105 kW up to and including 500 kW net engine power)						
Pneumatic tyred tractor with power operated attachments (above 150 kW up to and including 500 kW net engine power)						
Scraper (above 10 cubic metres, up to and including 50 cubic metres struck capacity)						
Trenching machine (greater than 2.4 metres depth and 450 mm width) and bucket wheel trencher with equivalent capacity in cubic metres per hour.						

Special Work: A driver operating a tractor fitted with a blade and using such blade in breaking trail in heavy sidling country shall be paid an additional allowance of 8 cents per hour for each day or part of a day in which he is so occupied.

#### Mobile Crane Operators

Operator of mobile crane with lifting capacity of—

		Supple- mentary Payment	Arbitrated Safety Net Adjustment	Industry Allowance	Actual Weekly Rate (x52/50.4)	Special Allowance	Total Wage Rate
	\$	\$	\$	\$	\$	\$	\$
(i) Up to 8 tonnes	358.40	52.10	90.00	18.40	535.40	7.70	543.10
(ii) In excess of 8 tonnes and not exceeding 15 tonnes	368.40	52.10	90.00	18.40	545.70	7.70	553.40
(iii) In excess of 15 tonnes and not exceeding 40 tonnes	376.90	52.10	88.00	18.40	552.40	7.70	560.10
(iv) In excess of 40 tonnes and not exceeding 80 tonnes	383.60	52.10	88.00	18.40	559.30	7.70	567.00

		\$	Supple- mentary Payment \$	Arbitrated Safety Net Adjustment \$	Industry Allowance \$	Actual Weekly Rate (x52/50.4) \$	Special Allowance \$	Total Wage Rate \$
(v)	In excess of 80 tonnes and not exceeding 100 tonnes	388.70	52.10	88.00	18.40	564.60	7.70	572.30
(vi)	In excess of 100 tonnes and not exceeding 140 tonnes	396.30	52.10	88.00	18.40	572.40	7.70	580.10
(vii)	In excess of 140 tonnes and not exceeding 180 tonnes	406.30	52.10	88.00	18.40	582.70	7.70	590.40
(viii)	In excess of 180 tonnes and not exceeding 220 tonnes	419.70	52.10	88.00	18.40	596.60	7.70	604.30
(ix)	In excess of 220 tonnes	437.10	52.10	90.00	18.40	616.60	7.70	624.30

## (3) (a) Supplementary Payment

Employees shall be paid an additional payment of \$52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

## (b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment of \$48.00 (various see above table) which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## (4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purpose of the award a special allowance of \$7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

## (5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of \$18.40 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

## (6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), paragraphs (3)(a) and (3)(b) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the special allowance prescribed in subclause (4) hereof.

## (7) Overaward Payment

For the purposes of this clause, overaward payment is defined as amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

## (8) Allowances and Special Provisions

## (a) Dirt Money

A dirt allowance of 40 cents per hour shall be payable in connection with work deemed to be more than ordinarily dirty; cases of dispute to be determined by the Board of Reference.

## (b) Confined Space

Workers working in confined space shall be paid an allowance of 48 cents per hour. "Confined space" means one of which the dimensions are such that the workperson must work in an unusually stooped or cramped position or without adequate ventilation or where confinement within a limited place is productive of unusual discomfort to him/her.

## (c) Wet Work

(i) Any worker working in water or "wet places" shall be paid an extra allowance of \$3.15 per day or part of a day.

(ii) "Wet places" shall mean places where, in the performance of the work the splashing of water and mud saturate the worker's clothing or where protection is not provided to prevent splashing or dripping sufficient to saturate his/her clothing, and shall include wet material or wet ground in which it is impracticable for the worker wearing ordinary working boots to work without getting wet feet. Provided that this clause shall not apply to workers working on wet surfaces made wet by rain.

- (iii) In exceptional cases where the work is excessively wet and which are not covered by paragraph (ii) hereof, an extra allowance may be agreed upon, or failing agreement, determined by the Board of Reference.
  - (iv) Subject to paragraph (iii), the engineer in charge or the foreperson shall decide whether any allowance is payable under this clause.
  - (v) Workers called upon to work overtime in water or in wet places shall receive an extra \$3.15 or the appropriate allowance fixed by the Board of Reference for each eight hours or portion thereof, of overtime worked and such allowance shall be treated as portion of the wage for the calculation of overtime. For all other purposes, the extra payment shall be deemed an allowance.
- (d) A multi-storey allowance shall be paid to all employees to whom this Appendix applies engaged on site in the construction of a multi-storey building as defined in accordance with the following:—
- From commencement of building to 15th floor level—32 cents per hour extra.
  - From 16th floor level to 30th floor level—39 cents per hour extra.
  - From 31st floor level to 45th floor level—59 cents per hour extra.
  - From 46th floor level to 60th floor level—74 cents per hour extra.
  - From 61st floor level onwards—96 cents per hour extra.
- For the purposes of this subclause a multi-storey building means a building which will, when complete, consist of 5 or more storey levels and any other structure which does not have regular storey levels but which exceeds 15 metres in height.

### EDUCATION DEPARTMENT MINISTERIAL OFFICERS SALARIES ALLOWANCES AND CONDITIONS AWARD 1983 NO 5 OF 1983

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

#### (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 4.—SALARIES

- (1) The Minister shall allocate to school assistants such salaries and salary ranged taken from subclause (2) of this clause.
- (2)
  - (a)
    - (i) School Assistant Level 1

Level 1	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
1st year (21 years)	17,867	2,277	20,144
2nd year	18,394	2,277	20,671
3rd year	18,920	2,277	21,197
4th year	19,443	2,362	21,805
5th year	19,970	2,362	22,332
6th year	20,496	2,362	22,858
7th year	21,101	2,278	23,379
8th year	21,520	2,278	23,798
9th year	22,139	2,278	24,417

## (ii) School Assistant Level 2

Level 2	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
1st year	22,881	2,278	25,159
2nd year	23,449	2,278	25,727
3rd year	24,046	2,278	26,324
4th year	24,677	2,278	26,955
5th year	25,338	2,278	27,616

## (iii) School Assistant Level 3

Level 3	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
1st year	26,246	2,278	28,524
2nd year	26,953	2,278	29,231
3rd year	27,682	2,278	29,960
4th year	28,431	2,278	30,709

## (iv) School Assistant Level 4

Level 4	Salary Per Annum \$	1998 Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
1st year	29,457	2,278	31,735
2nd year	30,261	2,194	32,455
3rd year	31,089	2,194	33,283

## (v) School Assistant (Junior)

School Assistants employed below the age of 21 years are to be paid the following salaries—

Junior Level	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
Under 17 years	9,179	1169	10,349
17 years	10,726	1367	12,093
18 years	12,513	1594	14,107
19 years	14,483	1845	16,328
20 years	16,265	2073	18,338

- (3) Where an occupant of such office is employed for less than 32.5 hours per week, the salary paid shall be in accordance with the following formula:—

$\text{HOURS WORKED PER FORTNIGHT} / 65 \times \text{Full Time Fortnightly salary}$

- (4) The fortnightly salary of School Assistants shall be calculated as follows—

$\text{Annual Salary} \times 313/12 \quad \text{OR} \quad \text{Annual Salary} / 26.0833$

- (5) The salary rates expressed herein shall be varied to reflect variations which are made from time to time to the Public Service Salaries Agreement 1985 including amendments, replacements and variations. Such variations to this Award shall be in accordance with the method agreed between the parties to this Award.

It is a term of this Award or Industrial Agreement that the Union undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 1940 of 1989 not to pursue any extra claims, award or overaward except when consistent with the State Wage Principles.

### EGG PROCESSING AWARD 1978

#### NO. R42 OF 1978

##### 1A.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

14.—WAGES

(1) Adult Employees

The following rates shall apply from the first pay period commencing on or after the date of amendment.

	Relativity	Weekly Rate	ASNA	Total Weekly Rate
Level F5	100%	\$465.20	\$42.00	\$507.20
Level F4	92.4%	\$429.80	\$40.00	\$469.80
Level F3	87.4%	\$406.60	\$40.00	\$446.60
Level F2	82%	\$381.50	\$40.00	\$421.50
Level F1	78%	\$362.90	\$40.00	\$402.90

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Part Time Employee shall mean a worker who works regularly from week to week, less than 38 hours each week.

- (3) Casual Employee shall mean a worker engaged as such.

Casual Employees shall be paid 20 per cent in addition to the rate prescribed in this clause for the work performed.

**ELECTORATE OFFICERS AWARD 1986**

**NO. A18 OF 1986**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 6.—SALARY RANGE

- (1) The annual salaries applicable to employees covered by this award shall be as follows—

Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
32469	2818.00	35287.00
33344	2818.00	36162.00
34246	2818.00	37064.00
35172	2818.00	37990.00

- (2) Subject to the provisions of Clause 9.—Hours of Attendance, the salaries of employees as prescribed in this Award includes payment for all hours worked, including penalties for overtime and shift work.
- (3) Subject to good conduct, diligence and efficiency an employee shall proceed by annual increments to the maximum of the salary range.
- (4) It is a term of this Award or Industrial Agreement that the Union undertakes for the duration of the principles determined by the Commission in Court Session in Application No. 1940 of 1989 not to pursue any extra claims, award or overaward except when consistent with the State Wage Principles.

### ELECTRICAL CONTRACTING INDUSTRY AWARD NO. R 22 OF 1978

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### FIRST SCHEDULE—WAGES

- (1) The following shall be the rate of wages payable to employees covered by this award.

1<sup>st</sup>&2<sup>nd</sup>

(2) (a)

CLASSIFICATION	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
(i) LEVEL 1 Electronics Tradesperson	549.90	88.00	637.90
(ii) LEVEL 2			
(aa) Electrician—Special Class	491.50	88.00	579.50
(bb) Instrument Fitter/Electrical Grade 2	499.20	88.00	587.20
(iii) LEVEL 3			
(aa) Electrical Installer	467.30	88.00	555.30
(bb) Electrical Fitter	467.30	88.00	555.30

CLASSIFICATION		Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
(cc)	Instrument Fitter/Electrical Grade 1	484.90	88.00	572.90
(dd)	Linesperson—Grade 1 (ie. With not less that 3 years experience as a Linesperson)	467.30	88.00	555.30
(ee)	Cable Jointer	467.30	88.00	555.30
(iv)	LEVEL 4 Linesperson – Grade 2 (i.e. with less than 3 years experience as a Linesperson)	449.30	90.00	539.30
(iv)	LEVEL 5 Electrical Assistant	394.70	88.00	482.70
(b)	The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			
(3)	Leading Hands—In addition to the appropriate rates shown in subclause (2) hereof a leading hand shall be paid—			
(a)	If placed in charge of not less than three and not more than ten other employees		\$19.10	
(b)	If placed in charge of more than ten and not more than twenty other employees		\$29.20	
(c)	If placed in charge of more than twenty other employees		\$37.60	
(4)	Apprentices—			
(a)	Wage per week expressed as a percentage of the Electrical Installer's rate per week and Safety Net Adjustment Payment.			
	%	Rate Per Week \$	Arbitrated Safety Net adjustment \$	Total Rate per Week \$
	Four Year Term			
	39	182.25	34.32	216.57
	51	238.32	44.88	283.20
	67	313.09	58.96	372.05
	79	369.17	69.52	438.69
	Three and a Half Year Term			
	39	182.25	34.32	216.57
	51	238.32	44.88	283.20
	67	313.09	58.96	372.05
	79	369.17	69.52	438.69
	Three Year Term			
	51	238.32	44.88	283.20
	67	313.09	58.96	372.05
	79	369.17	69.52	438.69
(5)	Tool Allowance—			
(a)	In accordance with the provisions of subclause (20) of Clause 18. – Special Rates and Provisions of this award the tool allowance to be paid is—			
(i)	\$11.00 per week to such tradesperson, or			
(ii)	In the case of an apprentice a percentage of \$11.00 being the percentage which appears against his/her year of apprenticeship set out in subclause (4) of this schedule.			
(b)	Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.			
(6)	Construction Allowance—			
(a)	In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid—			
(i)	\$33.85 per week if he/she is engaged on the construction of a large industrial undertaking or any large civil engineering project.			
(ii)	\$30.50 per week if he/she is engaged on a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.			

- (iii) \$17.95 per week if he/she is engaged otherwise on construction work falling within the definition of construction work in Clause 5.—Definitions of this Award.
- (b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Board of Reference.
- (7) Casual Employees—  
A casual employee shall be paid 20 per cent of the ordinary rate payment in addition to the ordinary rate assigned to his class of work.
- (8) Part-Time Worker—  
A part-time worker shall be paid pro-rata in accordance with the appropriate rate for the classification for the employee for the number of hours so worked.  
Payments pursuant to the First Schedule Wages and Clause Nos. 21, 22, 23, 24, 25, 26 and 27 shall be strictly related proportionately in accordance with the number of ordinary hours worked, to the number of ordinary hours worked by a full time employee in accordance with Clause 11.—Hours.
- (9) Licence Allowance—  
A tradesperson who holds and in the course of his/her employment may be required to use a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force at the date of this Award under the Electricity Act, 1945, shall be paid \$16.10 per week.
- (10) Commissioning Allowances—  
An "Electrician Commissioning" as defined shall be paid at the rate of \$24.60 per week in addition to rates prescribed in this schedule.
- (11) New Classifications  
In reference to Clause 37.—Structural Efficiency of this Award—
  - (a) The parties to this Award are committed to implementing a new broadbanded wage and classification structure in accordance with the Grades set out in paragraph (f) hereunder, and—
    - (i) accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
    - (ii) intend to substitute the existing provisions of subclause (2) of the First Schedule—Wages of the Award with a new wage and classification structure;
    - (iii) to make any consequential amendments not later than October 1990, nor earlier if agreed between the parties and approved by the Western Australian Industrial Relations Commission.
  - (b) Employees who are transferred to the new classification structure proposed under this subclause at a level which provides for a pay rate less than that being received at the date of transfer under their old classification, will have that rate of pay maintained by way of an allowance which shall be paid until—
    - (i) the contract of employment is terminated; or
    - (ii) the employee accepts appointment to a new classification.
  - (c) In the event that there is a claim for reclassification to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on the job experience or on any other ground, the following principles shall apply—
    - (i) the parties agree that the matter shall be dealt with by the industry committee as provided by Clause 37(1)(e) of this Award;
    - (ii) agreed competency standards shall be established by the parties for all levels in any new classification structure before any claims for reclassification are processed.
  - (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
  - (e) The parties will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
  - (f) Broadbanded Grades
    - (i) Grade 1
    - (ii) Grade 2
    - (iii) Grade 3
    - (iv) Grade 4
    - (v) Grade 5
    - (vi) Grade 6
    - (vii) Grade 7
    - (viii) Grade 8
    - (ix) Grade 9
    - (x) Grade 10

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**ELECTRICAL TRADES (SECURITY ALARMS INDUSTRY) AWARD 1980**  
**NO. R27 OF 1979**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 28.—WAGES

- (1) (a) The ordinary weekly rate of wage payable to adult employees covered by this award shall be as follows—
- | Classification                        | On Engagement<br>\$ | Supplementary<br>Payment Per<br>Week | Arbitrated<br>Safety Net<br>Adjustment | Total<br>Payment<br>Per Week |
|---------------------------------------|---------------------|--------------------------------------|--|------------------------------|
| Group A Serviceperson(Special Class)  | 386.60              | 51.90                                | 90.00                                  | 528.50                       |
| Group B Serviceperson                 | 362.80              | 49.40                                | 88.00                                  | 500.20                       |
| Group C Installer                     | 362.80              | 49.40                                | 88.00                                  | 500.20                       |
| Group D Trades Assistant              | 310.20              | 39.30                                | 88.00                                  | 437.50                       |
| Group A Serviceperson (Special Class) | 407.30              | 51.90                                | 90.00                                  | 549.20                       |
| Group B Serviceperson                 | 384.20              | 49.40                                | 90.00                                  | 523.60                       |
| Group C Installer                     | 384.20              | 49.40                                | 90.00                                  | 523.60                       |
| Group D Trades Assistant              | 310.20              | 39.30                                | 88.00                                  | 437.50                       |
- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) A casual employee shall be paid 20 per cent of the ordinary rate in addition to the ordinary rate for the calling in which he is employed.
- (3) (a) Where an employer does not provide a tradesperson with the tools ordinarily required by that tradesperson in the performance of his/her work as a tradesperson the employer shall pay a tool allowance of \$10.95 per week to such tradesperson for the purpose of such tradesperson supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Clause.
- (c) An employer shall provide for the use of tradespersons all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson shall replace or pay for any tools supplied by his employer if lost through his/her negligence.
- (4) (a) In addition to the appropriate rates of pay prescribed in this Clause an employee shall be paid—
- (i) \$35.05 per week if he/she is engaged on the construction of a large industrial undertaking or any large civil engineering project.
- (ii) \$31.70 per week if he/she is engaged in a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
- (iii) \$18.25 per week if he/she is engaged otherwise on construction work falling within the definition of construction work in Clause 5.—Definitions of this Award.

- (b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.
- (c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 15.—Special Rates and Provisions of this Award except the allowance for work at heights, the first aid allowance and the licence allowance.
- (5) **Leading Hand:** In addition to the appropriate total wage prescribed in subclause (1) of this clause, a leading hand shall be paid—
- |     |  |         |
|-----|--|---------|
| (a) | If placed in charge of not less than three and not more than ten other employees | \$19.80 |
| (b) | If placed in charge of more than ten and not more than twenty other employees    | \$30.30 |
| (c) | If placed in charge of more than twenty other employees                          | \$39.00 |
- (6) **Structural Efficiency**
- (a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties—
- (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
  - (ii) Undertake that upon variation to the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure;
  - (iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
- (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply—
- (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
  - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and SESDA (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
  - (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification;
- (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
- (e) The parties to the award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the security alarms industry and to enhance the career opportunities and job security of employees in the industry.
- (f) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their Union. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or Union or Unions for consideration consistent with the objectives of paragraph (e) hereof shall be processed through that consultative mechanism and procedures.
- (g) Measures raised for consideration consistent with paragraph (f) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in the Award and, subject to Clause 34.—Training, matters concerning training and, subject to paragraph (h) hereof, any other measures consistent with the objectives of paragraph (e) of this subclause.
- (h) Without limiting the rights of either an employer or the Union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements—
- (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission;
  - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change;
  - (iii) No employee shall lose income as a result of the change;
  - (iv) The Union must be a party to the Agreement;
  - (v) The Union shall not unreasonably oppose any agreement;
  - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
- (i) Any disputes arising in relation to the implementation of paragraphs (f) and (g) hereof shall be subject to the provisions of Clause 31.—Avoidance of Industrial Dispute, of this Award.
- (j) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 20 February 1991.

**ELECTRICAL, ENGINEERING AND BUILDING TRADES  
(WEST AUSTRALIAN NEWSPAPERS LIMITED) AWARD, 1988**

**NO. A 17 OF 1985**

FIRST SCHEDULE—WAGES

(1)	(a)	Classification	Base Rate	Supple- mentary Payment	Addi- tional Payment	Arbitrated Safety Net Adjustment	Total Rate
			\$	\$	\$	\$	\$
	C6	Industrial Electronic Tradesperson (with 2 or more years experience)	456.50	65.00	48.60	88.00	658.10
	C6	Industrial Electronic Tradesperson (with less than 2 years experience)	456.50	65.00	30.30	88.00	639.80
	C8	Electrical, Engineering and Building Tradesperson— Carpenter- Tradesperson— Special Class	401.70	57.20	81.60	88.00	628.50
	C10	Electrical, Engineering Tradesperson and Building Tradesperson—Multi-skilled Carpenter (more than 2 years experience with the employer)	365.20	52.00	99.10	86.00	602.30
	C10	Electrical, Engineering and Building Tradesperson (with less than 2 years continuous experience with the employer)	365.20	52.00	82.60	88.00	587.80
	C12	Tool Storeperson	319.20	45.40	40.30	88.00	492.90
	C12/13	Trades Assistant	306.80	42.60	55.50	88.00	492.90

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) The weekly rate of wage for an apprentice shall be the following percentages of the tradesman's rate of wage as prescribed in paragraphs (a) and (c) of subclause (1) of this schedule. An apprentice, upon completing his indentures, shall be required to work two years before qualifying for the experience tradesman's rate as prescribed in paragraphs (b) and (d) of subclause (1) of this schedule.

(a) Wage per week expressed as a percentage of the "Tradesman's rate"—

Five Year Term	%
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term	
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
Three and a Half Year Term	
First Six Months	42
Next Year	55
Next Year	75
Final Year	88
Three Year Term	
First Year	55
Second Year	75
Third Year	88

(3) Responsibility Payment

An Engineering or Electrical Tradesperson, Special Class Electrician or Electronic Tradesperson or Building Tradesperson required to work when supervisory staff are not on duty shall receive the additional flat payment per shift—

(a)	Saturday	\$ 7.08
(b)	Sunday	\$13.88

- (4) In addition to the appropriate total wage prescribed in this schedule, a leading hand in charge of not less than three or more other employees shall be paid \$41.45 per week.
- (5) An Industrial Electronics Tradesperson, an Electrician—Special Class, an Electrical fitter and/or Armature Winder or an Electrical installer who holds, and in the course of this employment may be required to use, a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February, 1978 under the Electricity Act 1945 shall be paid an allowance of \$15.79 per week.
- (6) Structural Efficiency
- (a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1731 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to the Award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of West Australian Newspapers Limited and to enhance the career opportunities and job security of employees in the metal and engineering industry as a whole.
- (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.
- (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 28.—Training, of this Award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
- (e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission and by agreement of the parties involved shall be subject to the following requirements—
- (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.
- (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.
- (iii) No employee shall lose income as a result of the change.
- (iv) The relevant union or unions must be a party to the Agreement.
- (v) The relevant union or unions shall not unreasonably oppose any Agreement.
- (vi) Any Agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this Award and take precedence over any provision of this Award to the extent of any inconsistency.
- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the dispute settling procedures.
- (7) Award Modernisation
- (a) In accordance with paragraph (e) of subclause (6) hereof, the parties are committed to modernising the terms of the Award.
- (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of obsolete conditions to better reflect the realities of modern industry practices and assist in the restructuring process. Any such discussion with the Unions shall be on the premise that—
- (i) The majority of employees at the enterprise must genuinely agree.
- (ii) No employee will lose income as a result of the change.
- (iii) The Unions must be party to the agreement, particularly where enterprise level discussions relate to matters requiring variations to the Award.
- (iv) Agreements will be ratified by the Commission.
- (c) Should an agreement be reached pursuant to paragraph (b) hereof, and that agreement requires an award variation, the parties shall support such Award variation.
- (d) There shall be no limitations on any award matter being raised for discussion.
- (e) The parties agree that working parties will continue to meet with the aim of modernising the Award.
- (8) Minimum Wage
- (a) No adult employee shall be paid less than the Minimum Adult Wage unless otherwise provided by this clause.
- (b) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (c) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (d) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (e) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision of the Minimum Adult Award Wage of \$413.40.

- (f) (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on Traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (f) (ii) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (g) Subject to this clause the Minimum Adult Award Wage shall—
  - (i) apply to all work in ordinary hours
  - (ii) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
  - (ii) Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**ELECTRONIC SERVICING EMPLOYEES  
(BUILDING MANAGEMENT AUTHORITY) AWARD 1984  
NO. A40 OF 1982**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (6) (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**FIRST SCHEDULE—WAGES**

- (1) The total weekly wage payable to employees covered by this Award shall be as follows—
  - (a)

	On Engagement \$	ASNA \$	Total Rate \$
<b>Electronic Technician:</b>			
Level 1	437.40	58.00	495.40
Level 2	467.90	60.00	527.90
Level 3	498.80	58.00	556.80
Level 4	531.20	58.00	589.20
Level 5	563.70	60.00	623.70

(b)	After One Year of Service \$	ASNA \$	Total Rate \$
Electronic Technician:			
Level 1	442.40	58.00	500.40
Level 2	472.90	60.00	532.90
Level 3	503.60	58.00	561.60
Level 4	536.30	58.00	594.30
Level 5	569.00	60.00	629.00

(c)	After two Years of Service \$	ASNA \$	Total Rate \$
Electronic Technician:			
Level 1	446.70	60.00	506.70
Level 2	477.30	60.00	537.30
Level 3	508.00	58.00	566.00
Level 4	540.50	58.00	598.50
Level 5	573.50	60.00	633.50

(d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) (a) In addition to the appropriate rate of pay prescribed elsewhere in this Schedule an employee shall be paid—
- (i) \$27.90 per week if he is engaged on the construction of a large industrial undertaking or any large civil engineering project;
  - (ii) \$24.10 per week if he is engaged on a multi-storeyed building but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employees between the ground floor and the floor upon which he is required to work. A multi-storeyed building is a building which, when completed will consist of at least five storeys.
  - (iii) \$14.80 per week if he is engaged otherwise on construction work falling within the definition of construction work in Clause 5.—Definitions of this Award.
- (b) Any dispute as to which of the aforesaid allowances applies to particular work shall be determined by the Board of Reference.
- (c) An allowance paid under this subclause includes any allowance otherwise payable under Clause 13.—Special Rates and Provisions of this Award.
- (3) Casual Employees: An employee who is engaged to work for less than five consecutive days shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for his class of work.
- (4) Leading Hands: A technician placed in charge of three or more other workers shall, in addition to his ordinary rate, be paid:

	\$
(i) if placed in charge of not less than three and not more than ten other workers	15.70
(ii) if placed in charge of more than ten and not more than twenty other workers	24.10
(iii) if placed in charge of more than twenty other workers	31.00

(5) Tool Allowance

- (a) Where an employer does not provide a technician with the tools ordinarily required in the performance of his work as a technician the employer shall pay a tool allowance of \$8.70 per week to such technician for the purpose of such technician supplying and maintaining tools ordinarily required in the performance of his work.
- (b) Any tool allowance paid pursuant to this clause shall be included in, and form part of, the ordinary weekly wage prescribed in this schedule.
- (c) An employer shall provide for the use of technicians all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A technician shall replace or pay for any tools supplied by his employer if lost through his negligence.

**ELECTRONICS INDUSTRY AWARD  
NO. A 22 OF 1985**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
(a) apply to all work in ordinary hours.  
(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**33.—WAGES**

The minimum rates of wages payable weekly to employees covered by this award shall be as follows—

(1) (a) **Adults**

	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	88.00	625.50
Electronic Technician (Grade II)	463.30	88.00	551.30
Electronic Technician (Grade I)	442.20	90.00	532.20
Electronic Serviceperson	418.90	90.00	508.90
Installer	375.90	88.00	463.90
Serviceperson's Assistant	357.90	88.00	445.90
Assembler (1)	352.60	88.00	440.60
Assembler	331.50	88.00	419.50
Trainee Installer (90% of Installer)	338.30	79.20	417.50

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) **Leading Hands—**

In addition to the appropriate rate of wage prescribed in subclause (1) of this clause a leading hand shall be paid—

- (a) If placed in charge of not less than three and not more than ten other employees \$19.54
- (b) If placed in charge of more than ten but not more than twenty other employees \$29.90
- (c) If placed in charge of more than twenty other employees \$38.49

(3) **Apprentices:**

(Wage per week expressed as a percentage of the rate per week for an "Electronic Serviceperson" set out in subclause (1) of this clause).

- (a) Four Year Term - ..... %  
 First Year..... 42  
 Second Year..... 55  
 Third Year..... 75  
 Fourth Year..... 88

- |     |   |      |
|-----|---|------|
| (b) | Three and A Half-Year Term —  | %    |
|     | First Six Months.....   | 42   |
|     | Next Year.....  | 55   |
|     | Following Year.....   | 75   |
|     | Final Year.....   | 88   |
| (c) | Three Year Term - %   |      |
|     | First Year.....   | 55   |
|     | Second Year.....  | 75   |
|     | Third Year.....   | 88   |
| (4) | (a) Junior Employees—   |      |
|     | (Wage per week expressed as a percentage of the "Assembler" rate as shown in subclause (1) of this clause).   |      |
|     |   | %    |
|     | Under 16 years of age.....  | 35   |
|     | Between 16 and 17 years of age.....   | 45   |
|     | Between 17 and 18 years of age.....   | 55   |
|     | Between 18 and 19 years of age.....   | 65   |
|     | Between 19 and 20 years of age.....   | 78.5 |
|     | Between 20 and 21 years of age.....   | 93   |
|     | (b) Junior Employees—Installers   |      |
|     | (Wage per week expressed as a percentage of the "Installer" rate as shown in subclause (1) of this clause).   |      |
|     |   | %    |
|     | Under 17 years of age.....  | 45   |
|     | Between 17 and 18 years of age.....   | 55   |
|     | Between 18 and 19 years of age.....   | 65   |
|     | Between 19 and 20 years of age.....   | 75   |
|     | Between 20 and 21 years of age.....   | 90   |
| (5) | <b>Tool Allowance</b>   |      |
|     | (a) Where an employer does not provide a technician, serviceperson, installer or an apprentice with the tools ordinarily required by that person in the performance of work as a technician, serviceperson, installer or an apprentice the employer shall pay a tool allowance of—  |      |
|     | (i) <b>\$10.83</b> per week to such technician, serviceperson, installer; or  |      |
|     | (ii) In the case of an apprentice a percentage of <b>\$10.83</b> being the percentage which appears against his year of apprenticeship in subclause (3) of this clause for the purpose of such technician, serviceperson, installer or apprentice applying and maintaining tools ordinarily required in the performance of work as a technician, serviceperson, installer or apprentice.  |      |
|     | (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.   |      |
|     | (c) An employer shall provide for the use of technicians, servicepeople, installers or apprentices all necessary power tools, special purpose tools and precision measuring instruments.  |      |
|     | (d) A technician, serviceperson, installer or apprentice shall replace or pay for any tools supplied by the employer if lost through his negligence.  |      |
| (6) | Casual Employees:   |      |
|     | A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.   |      |
| (7) | Structural Efficiency—  |      |
|     | (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1756 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.  |      |
|     | (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and competitiveness of the electronics and information technology industry and to enhance the career opportunities and job security of employees in the industry.   |      |
|     | (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees, or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism. |      |
|     | (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this Award and, subject to Clause 36.—Training, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.   |      |
|     | (e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by either party shall be notified to the Western Australian Industrial Relations Commission and by agreement of the parties involved shall be subject to the following requirements—  |      |
|     | (i) The changes sought shall not affect provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.  |      |
|     | (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to such change.   |      |

- (iii) No Employee shall lose income as a result of the change.
- (iv) The relevant union or unions must be a party to the agreement.
- (v) The relevant union or unions shall not unreasonably oppose any agreement.
- (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a schedule to this Award and take precedence over any provision of this award to the extent of any inconsistency.
- (f) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 30.—Avoidance of Industrial Dispute, of this award.
- (g) The parties to this award agree to finalise outstanding matters relating to the classification structure and definitions and in respect of further flexibility provisions relating but not limited to hours of work and higher duties within six months of 25th October, 1990.

## PART II—CONSTRUCTION WORK

### 10.—WAGES

- (1) Subject to Clause 5.—Special Rates and Provisions of Part II of the award the ordinary weekly rate of wage shall be as set out hereunder and shall be inclusive of all special rates and allowances and be paid as an "all purpose" rate.
- (2) The ordinary weekly wage of an employee engaged on construction work shall consist of the base rate and the special payment as set out in subclause (3) of this clause.

(3) (a) **CLASSIFICATIONS**

	Rate Per Week	Special Payment	Arbitrated Safety Net Adjustment	Total Rate Per Week
Electronic Technician (Grade III)	537.50	31.50	88.00	657.00
Electronic Technician (Grade II)	463.30	26.90	88.00	578.20
Electronic Technician (Grade I)	442.20	25.40	88.00	555.60
Electronic Serviceperson	418.90	24.00	90.00	532.90
Installer	375.90	18.10	88.00	482.00
Trainee Installer (90% of Installer)	338.30	16.30	79.20	433.80

(4) **Apprentices—**

The ordinary weekly wage of an apprentice shall be calculated by applying the percentage applicable under subclause (4) of Clause 33.—Wages of PART I—GENERAL of this award to the rate prescribed for a "Serviceperson" in subclause (3) of this clause for the construction work upon which the apprentice is engaged.

(5) **Construction Allowances—**

- (a) In addition to the appropriate rates of pay prescribed in this clause an employee shall be paid—
  - (i) **\$34.61** per week if engaged on the construction of a large industrial undertaking or any large civil engineering projects.
  - (ii) **\$31.20** per week if engaged on a multi-storeyed building, but only until the exterior walls have been erected and the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A multi-storeyed building is a building which, when completed, will consist of at least five storeys.
  - (iii) **\$18.36** per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5.—Definitions of PART I—GENERAL of this award.
- (b) Any dispute as to which of the aforesaid allowances apply to particular work shall be determined by the Board of Reference.

(6) **Leading Hand—**

In addition to the appropriate rate of wage prescribed in subclause (1) of this clause a leading hand shall be paid—

- (a) If placed in charge of not less than three and not more than ten other employees \$19.54
- (b) If placed in charge of more than ten but not more than twenty other employees \$29.90
- (c) If placed in charge of more than twenty other employees \$38.49

- (7) (a) Where an employer does not provide a Technician, Serviceperson, Installer or Apprentice with the tools ordinarily required by that Serviceperson, Technician or Installer in the performance of work as a Technician, Installer or Apprentice the employer shall pay a tool allowance of—
  - (i) **\$10.83** per week to such Technician, Serviceperson or Installer, or
  - (ii) In the case of an apprentice a percentage of **\$10.83** being the percentage referred to in subclause (3) of Clause 33.—Wages of PART I—GENERAL of this award,
 for the purpose of such Technician, Serviceperson, Installer or Apprentice supplying and maintaining tools ordinarily required in the performance of work as a Technician, Serviceperson, Installer or Apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide for the use of Technicians, Servicepersons, Installers and Apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A Technician, Serviceperson, Installer or Apprentice shall replace or pay for any tools supplied by the employer if lost through that person's negligence.

- (8) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate prescribed for the classification in which that employee is employed.
- (9) Minimum Wage—
- (a) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
  - (b) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after the 1<sup>st</sup> August 2001.
  - (c) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
  - (d) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
  - (e) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
  - (f)
    - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
    - (ii) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
  - (g) Subject to this clause the Minimum Adult Award Wage shall—
    - (i) apply to all work in ordinary hours.
    - (ii) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
  - (h)
    - (i) The rates of pay in this award include the minimum weekly wage for adult employees payable under the July 2000 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
    - (ii) Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.  
(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)
- (10) Structural Efficiency—
- (a) Arising out of the decision of the State Wage Case on 8th September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
  - (b) The parties to the Award are committed to implementing a new wage and classification structure. In making this commitment the parties—
    - (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
    - (ii) Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation relating to a new classification structure;
    - (iii) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
  - (c) In the event that there is a claim for reclassification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply—
    - (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
    - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE and the State Employment Skills Development Authority (SESDA), (when operative) for all levels in any new classification structure before any claims for re-classification are processed.
    - (iii) An agreed authority (such as TAFE or SESDA) or agreed accreditation authority (when operative) shall test the validity of an employee's claim for reclassification.
  - (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.
  - (e) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters by 1 August 1990.
  - (f) The commitments referred to in this subclause are supported by a Memorandum of Agreement between the parties attached to the Award as a Third Schedule.

**ENGINE DRIVERS (GOVERNMENT) AWARD 1983****NO. A 5 OF 1983****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**24. – WAGES**

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (1) The total rates of wages payable to employees covered by the Award shall be as follows—

	Base Rate \$	A.S.N.A. \$	Special Payment \$	Total Rate \$	%
(a) Operators of Equipment, as specified -					
(i) Winch Driver (C12)	364.60	88.00	10.15	462.75	87.4
(ii) Pumpers, Country Pumping Stations (C11)	385.50	88.00	10.60	484.10	92.4
(b) Mobile Crane Operator (classified according to lifting capacity of crane) -					
(i) Up to 20 tonnes (C11)	385.50	88.00	7.70	481.20	92.4
(ii) Over 20 tonnes (C10)	417.20	90.00	-	507.20	100.0
(c) Fireperson as defined (C11)	385.50	88.00	-	473.50	92.4

- (d) Special Payment—

The special payment referred to in paragraph (a) hereof shall not apply to employees engaged after 12 July 1996. For employees so engaged, the total rate shall comprise the base rate and safety net adjustments only.

- (2) **Hospital Plant Operator**

- (a) The weekly rates of wages payable to employees defined as such shall be—

	Base Rate \$	ASNA \$	Total Rate \$	%
Hospital Plant Operator—Level 1 (C12a)	380.80	88.00	468.80	91.55
Hospital Plant Operator—Level 2 (C11a)	399.20	88.00	487.20	95.77
Hospital Plant Operator—Level 3 (C10)	417.20	90.00	507.20	100.00
Hospital Plant Operator—Level 4 (C9a)	449.40	90.00	539.40	107.33

- (b) Employees employed on boiler cleaning inside the boiler or flues or combustion chamber shall be paid 89 cents per hour while so engaged. Provided that this allowance shall not be payable to employees who are in receipt of the industry allowance or construction work allowance prescribed in subclause (1) of Clause 19.—Special Provisions of this Award.

- | (3) Additions to Wage Rates   | Per Week<br>\$ |
|---|----------------|
| (a) A classified employee engaged as hereinafter specified shall have his/her wage rate increased as follows:   |                |
| (i) Attending to refrigerator and/or air compressor or compressors  | 20.60          |
| (ii) Attending to an electric generator or dynamo exceeding 10 watt capacity  | 20.60          |
| (iii) Attending to a switchboard where the generating capacity is 350kw or more   | 6.60           |
| (iv) In charge of plant as defined  | 20.60          |
| (v) Leading Fireperson, where two or more Firepersons are employed on one shift (per shift)   | 0.45           |
| (b) Employees employed on boiler cleaning inside the boiler or flues or combustion chambers shall be paid 99 cents per hour while so engaged. Provided that this allowance shall not be payable to employees who are in receipt of the industry allowance or construction allowance prescribed in subclause (1) of Clause 19.—Special Provisions of this Award. |                |
- (4) Pumpers shall be paid the Government Water Sewerage and Drainage Wage Loading as prescribed from time to time in the Government Water Supply, Sewerage and Drainage Employees Award 1981.

### ENGINE DRIVERS' (BUILDING AND STEEL CONSTRUCTION)

#### AWARD NO. 20 OF 1973

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### 27.—WAGES

The weekly wage to be paid to all employees shall be as follows:—

- (1) When an employee is engaged on building or steel construction work on site in or in connection with—
  - (a) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of a large industrial undertaking or any large civil engineering project or any multi-storey building; or
  - (b) the construction, erection, repair, renovation, maintenance, ornamentation, alteration or demolition of any structure or civil engineering project which the employer and the union agree, or in the event of disagreement, which the Board of Reference declares to be construction work,
 shall consist of the sum of the base rate reflected in Column "A" of subclause (2) and the amounts reflected in subclauses (3), (4) and (5) of this clause.  
 For an employee engaged on other work than that specified above in (a) or (b) the weekly wage shall consist of the sum of the base rate reflected in Column "B" of subclause (2), and the amounts reflected in subclauses (3), (4) and (5) of this clause

(2)

Edit Note: Actual weekly amount utilises formula see subclause (6).

Columns added for administrative purposes and reflect sub-clauses 3-5.

CLASSIFICATION		COLUMN A" BASE RATE	Supplementar y Payment	Industry Allowance	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE \$
		\$	\$	\$				
0	8 tonnes	358.40	52.10	18.10	442.20	90.00	7.70	539.90
8	15 tonnes	368.40	52.10	18.10	452.50	90.00	7.70	550.20
15	40 tonnes	376.90	52.10	18.10	461.30	88.00	7.70	557.00
40	80 tonnes	383.60	52.10	18.10	468.20	88.00	7.70	563.90
80	100 tonnes	388.70	52.10	18.10	473.50	88.00	7.70	569.20
100	140 tonnes	396.30	52.10	18.10	481.30	88.00	7.70	577.00
140	180 tonnes	406.30	52.10	18.10	491.60	88.00	7.70	587.30
180	220 tonnes	419.70	52.10	18.10	505.50	88.00	7.70	601.20
	Over 220 tonnes	437.10	52.10	18.10	523.40	90.00	7.70	621.10
	Tower Crane	400.10	52.10	18.10	485.20	88.00	7.70	580.90

CLASSIFICATION		"COLUMN B" BASE RATE \$	Supplementar y Payment	Industry Allowance	Actual Weekly Rate amount	A.S.N.A.	Special Allowance	TOTAL WAGE \$
			\$	\$				
0	8 tonnes	334.00	52.10	18.10	417.00	90.00	7.70	514.70
8	15 tonnes	340.60	52.10	18.10	423.80	90.00	7.70	521.50
15	40 tonnes	348.40	52.10	18.10	431.90	88.00	7.70	527.60
40	80 tonnes	354.40	52.10	18.10	438.10	88.00	7.70	533.80
80	100 tonnes	359.10	52.10	18.10	442.90	88.00	7.70	538.60
100	140 tonnes	366.00	52.10	18.10	450.10	88.00	7.70	545.80
140	180 tonnes	374.80	52.10	18.10	459.10	88.00	7.70	554.80
180	220 tonnes	386.90	52.10	18.10	471.60	88.00	7.70	567.30
	Over 220 tonnes	403.10	52.10	18.10	488.30	88.00	7.70	584.00
	Stiff Leg Crane	354.70	52.10	18.10	438.40	88.00	7.70	534.10

(3) (a) Supplementary Payment

Employees shall be paid an additional payment of \$52.10 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The supplementary payment set out in this clause represents a payment in lieu of equivalent overaward payments

(b) Arbitrated Safety Net Payment

Employees shall be paid an arbitrated safety net payment of \$48.00 which shall be added to the base rate specified in subclause (2) hereof for the purpose of calculating the actual weekly rate.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(4) Special Allowance

In addition to the base rate specified in subclause (2) hereof employees shall be paid for all purposes of the award a special allowance \$7.70 per week and such allowance shall not be altered as a consequence of wage indexation decisions.

(5) Industry Allowance

In addition to the rates specified in subclause (2) an industry allowance of \$18.10 per week should be paid to all employees under this award to compensate for the disabilities usually associated with building and steel construction work.

(6) Actual Weekly Rate

The actual weekly rate shall be calculated by multiplying the sum of the appropriate amounts prescribed in subclause (2), subclause (3) (a) and subclause (5) hereof by 52 on 50.4. This subtotal shall be rounded to the nearest ten cents and then have added to it the Arbitrated Safety Net Payment prescribed in subclause (3) (b) and the Special Allowance prescribed in subclause (4) hereof.

(7) Overaward Payment

For the purposes of this clause, overaward payment is defined as the amount in rates of pay which an employee would receive in excess of the minimum award wage (ie base rate, arbitrated safety net and supplementary payment) as prescribed in this award for the classification in which such employee is engaged. Provided that this definition shall exclude overtime, shift allowances, penalty rates, expense related allowances, industry allowances, disability allowances, location allowances, special rates or allowances, responsibility allowances and any other ancillary payments of a like nature prescribed by this award.

**ENGINE DRIVERS' (GENERAL) AWARD  
NO. R 21A OF 1977**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**19.—WAGES**

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(1)	Classification:	Wage Per Week \$	Supplementary Payments Per Week \$	Safety Net \$	Total Per Week Adjustments \$
(a)	Turbine Driver	345.30	16.80	88.00	450.10
(b)	Steam Engine Drivers:				
	(i) whose work requires 1 <sup>st</sup> or 2nd class certificate	341.30	16.80	88.00	446.10
	(ii) whose work requires a 3rd class certificate	333.10	10.80	88.00	431.90
(c)	Internal Combustion Engine Drivers:				
	(i) 180 kW brake power or over	344.20	16.80	88.00	449.00
	(ii) 35 kW brake power or over but under 180 kW brake power	337.90	15.40	88.00	441.30
	(iii) under 35 kW brake power	330.80	10.80	88.00	429.60
(d)	Electric Motor Attendant:				
	(i) on motors over 180 kW power	339.60	16.80	88.00	444.40
	(ii) on motors 70 kW power to 180 kW power inclusive	329.10	9.30	88.00	426.40
	(iii) on motors under 70 kW power	318.40	6.40	88.00	412.80

Where an employee attends two or more motors he/she shall be paid at a rate calculated on the aggregate kW power of such motors.

Note: kW power shall be that shown on the maker's nameplate.

(e)	Greaser or Oiler	318.40	6.40	88.00	412.80
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Classification:	Wage Per Week \$	Supplementary Payments Per Week \$	Safety Net \$	Total Per Week Adjustments \$
(f) Fireperson:				
(i) Attending one boiler	327.40	7.60	88.00	423.00
(ii) attending two or more boilers	333.20	10.80	88.00	432.00
(g) Trimmer	306.90	4.40	88.00	399.30
(h) Scotch Derrick Crane Driver	347.40	16.80	88.00	452.20
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act	334.40	12.30	88.00	434.70
(j) Mobile Crane Driver				
(i) lifting capacity up to and including 5 tonnes	339.60	13.80	88.00	441.40
(ii) lifting capacity over 5 tonnes but not exceeding 10 tonnes	344.10	16.80	88.00	448.90
(iii) lifting capacity over 10 tonnes but not exceeding 20 tonnes	349.90	19.90	88.00	457.80
(iv) lifting capacity over 20 tonnes but not exceeding 40 tonnes	360.20	23.10	88.00	471.30
(v) lifting capacity over 40 tonnes but not exceeding 80 tonnes	366.30	26.00	88.00	480.30
(vi) lifting capacity in excess of 80 tonnes	373.90	28.00	88.00	489.90
(k) Excavator Driver:				
(i) up to.5m3	350.00	19.90	88.00	457.90
(ii) over.5 m3 and up to and including 2.25m 3	353.30	21.50	88.00	462.80
(iii) over 2.25 m3	364.00	24.80	88.00	476.80
(l) Tractors—while using power operated attachments:				
(i) up to 35 kW brake power	337.70	12.20	88.00	437.90
(ii) over 35 kW brake power to 70 kW brake power	344.20	16.80	88.00	449.00
(iii) over 70 kW brake power to 110 kW brake power	350.00	19.90	88.00	457.90
(iv) over 110 kW brake power	353.30	21.50	88.00	462.80
(m) Loader, front end or overhead— Appropriate Tractor Margin				
(n) Grader self propelled				
(i) over 70 kW brake power	364.00	24.80	88.00	476.80
(ii) 35 to 70 kW brake power inclusive	353.30	21.50	88.00	462.80
(iii) under 35 kW brake power	350.00	19.90	88.00	457.90

## (2) Additions to Weekly Wage Rates

(a) An Engine Driver, Electric Motor Attendant or Fireperson engaged as hereinafter specified shall have his/her wage increase as follows—

	Per Week \$
(i) Attending to refrigerating and/or air compressor or compressors	\$21.20
(ii) Attending to an electric generator or dynamo exceeding 10 kw capacity	\$21.20
(iii) Attending to switchboard where the generating capacity is 350 kw or over	\$6.70
(iv) An Engine Driver who attends a boiler or boilers	\$21.20

(b) Employees employed on boiler cleaning inside the boiler of flues of combustion chamber shall be paid an additional rate of \$1.05 per hour whilst so engaged.

- (3) Industry Allowance
- (a) In addition to the rates prescribed in this clause an amount of \$18.50 per week shall be paid to employees engaged under this award in rock quarries, limestone quarries and sand pits to compensate for dust and climatic conditions when working in the open and for deficiencies in general amenities and facilities. Provided that employees in the limestone quarries of Cockburn Cement Ltd shall be paid an amount of \$0.45 per hour in lieu of the \$18.50 referred to in this subclause.
- (b) (i) In addition to the rates prescribed in this clause a driver of an overhead electric crane, mobile crane, front end loader or tractor, employed by Cockburn Cement Limited shall, subject to as hereinafter provided, be paid an allowance of \$0.17 per hour.
- (ii) The allowance prescribed in this paragraph is to compensate for the extra duties, including servicing and re-fuelling of machines, associated with the work practices of Cockburn Cement Limited and shall be paid for each hour worked in a quarry, or for each hour worked elsewhere on shifts other than day shift Monday to Friday.

### ENGINE DRIVERS' (GOLD MINING) CONSOLIDATED AWARD, 1979

#### NO. 37 OF 1947

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### SCHEDULE 1.—WAGES

- (1) The minimum rate of wages payable to workers covered by this award shall be:—
- | Classification: |   | Award<br>Base Rate<br>\$ | ASNA<br>\$ | Total<br>\$ |
|-----------------|---|--------------------------|------------|-------------|
| (a)             | Winding Engine Driver   | 356.70                   | 58.00      | 414.70      |
| (b)             | Locomotive Engine Drivers on Mines  | 327.10                   | 58.00      | 385.10      |
| (c)             | Excavators driven by electricity or internal combustion -   |                          |            |             |
|                 | (i) up to 3/4 cubic yards   | 330.40                   | 58.00      | 388.40      |
|                 | (ii) over 3/4 cubic yards   | 335.20                   | 58.00      | 393.20      |
| (d)             | Drivers of suction gas and other internal combustion engines -  |                          |            |             |
|                 | (i) if under 50 bhp   | 320.60                   | 58.00      | 378.60      |
|                 | (ii) if 50 bhp or over  | 329.20                   | 58.00      | 387.20      |
| (e)             | Drivers of suction gas and other internal combustion engines in power houses including electric generating engines and/or air compressors - |                          |            |             |
|                 | (i) Exceeding 500 bhp -   |                          |            |             |
|                 | (aa) Shift Engine Driver in charge  | 334.10                   | 58.00      | 392.10      |

	Classification:	Award Base Rate \$	ASNA \$	Total \$
	(bb) Other Engine Drivers on shift	332.30	58.00	390.30
(ii)	Exceeding 2000 bhp -			
	(aa) Shift Engine Driver in charge	338.30	58.00	396.30
	(bb) Other Engine Drivers on shift	332.30	58.00	390.30
(iii)	Exceeding 5000 bhp -			
	(aa) Shift Engine Driver in charge	340.30	58.00	398.30
	(bb) Other Engine Drivers on shift	332.30	58.00	390.30
(iv)	Exceeding 8000 bhp -			
	(aa) Shift Engine Driver in charge	342.70	58.00	400.70
	(bb) Other Engine Drivers on shift	332.30	58.00	390.30
(v)	Exceeding 14000 bhp -			
	(aa) Shift Engine Driver in charge	344.80	58.00	402.80
	(bb) Other Engine Drivers on shift	332.30	58.00	390.30
(f)	If an engine driver also attends to an electric generator or dynamo exceeding 10 kilowatt capacity he/she shall be paid an additional sum of \$14.20 per week.			
(g)	If an engine driver also attends to a switchboard he/she shall be paid an additional sum of \$4.10 per week.			
(h)	If an engine driver also attends to a refrigerating and/or air compressor or compressors, he/she shall be paid an additional \$14.20 per week.			
(i)	Engine Greasers or Cleaners (Powerhouse)	310.80	58.00	368.80
(j)	Lube Oil—Fuel Oil Attendant	310.80	58.00	368.80
(k)	Electric Air Compressor Drivers	315.90	58.00	373.90
(l)	Electric Locomotive of Tractor Drivers	318.70	58.00	376.70
(m)	Drivers of Mobile Cranes -			
	Lifting capacity up to and including five tons	327.00	58.00	385.00
	Lifting capacity over five tons	331.00	58.00	389.00

The above wages are payable under a contract of weekly service.

- (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) Structural Efficiency—

- (a) An employer may direct an employee to carry out such duties as are within the limits of the employee's skill, competence and training consistent with the classification structure of this award provided that such duties are not designed to promote de-skilling.
- (b) Arising out of the decision on 8 September 1989 in the State Wage Case the parties to this Award are committed to implementing a new wage and classification structure. In making this commitment, the parties—
- Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature.
  - Undertake that upon variation of the Award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the Award variation relating to a new classification structure.
  - Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation
  - Are committed to modernising the terms of the Award and addressing issues associated with training in an endeavour to finalise matters.
- (c) In the event that there is a claim for reclassification by an employee to higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply—
- Agreed competency standards shall be established by the parties in conjunction with T.A.F.E. and S.E.S.D.A. (when operative) for all levels in any new classification structure before any claims for reclassification are processed;
  - An agreed authority such as T.A.F.E. or S.E.S.D.A. or agreed accreditation authority (when operative) shall test the validity of an employee's claim for classification.

- (d) The parties are committed to modernising the terms of the Award and to addressing the issues associated with training in an endeavour to finalise these matters.
- (4) Award Modernisation—
- (a) In accordance with sub-paragraph (iv) in paragraph (b) of subclause (5) hereof, the parties are committed to modernising terms of the award.
- (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of the obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that—
- (i) The majority of employees at the enterprise must genuinely agree;
- (ii) No employee will lose income as a result of the change;
- (iii) The Union must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variations to the Award;
- (iv) Agreements will be ratified by the Commission.
- (c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement requires an award variation, the parties will not oppose that award variation for that particular provision for that particular enterprise.
- (d) There shall not be limitations on any award matter being raised for discussion.
- (e) The parties agree that working parties will continue to meet with the aim of modernising the Award.

**ENGINE DRIVERS' (NICKEL MINING) AWARD 1968**  
**NO. 37 OF 1968**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

SCHEDULE 1—WAGES

The minimum rate of wages payable to employees covered by this award shall be—

(1) **KAMBALDA NICKEL OPERATIONS**

	Base Rate	Arbitrated Safety Net Adjustment	Total
	\$	\$	\$
Plant Controller Grade 1			
Semi skilled employee comparable to former classification of Engine Greaser.	318.50	58.00	376.50

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Total \$
Plant Controller Grade 2 Semi skilled employee comparable to former classification of Mobile or Electrical Air Compressor Driver and Locomotive Engine Driver (Surface).	335.30	58.00	393.30
Plant Controller Grade 3 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of less than 20 tonnes.	343.10	58.00	401.10
Plant Controller Grade 4 An employee who has acquired a Mobile Crane Drivers ticket and operates a crane with the capacity of more than 20 tonnes.	362.15	58.00	420.15
OR An employee who is a certificated Winding Engine Driver and is conversant and competent to operate all types of winders on the lease. In addition the duties will include the cleaning of the Winder cabin including the window.	368.30	58.00	426.30
Plant Controller Grade 5 An employee who is the holder of an Engine Drivers ticket relevant to drive internal combustion engines in Power Houses including Electric Generating and for Air Compressors and attending a Switchboard.	386.55	58.00	444.55
(2) Industry Allowance			
(a) Each employee shall be paid an allowance of \$66.30 per week.			
(b) The allowance recognises, and is in payment for, all aspects of work in the industry, including the location and nature of individual operations within it.			
(c) The allowance shall be paid in addition to the rate of wage set out in this clause and shall be paid for all purposes of the award.			
(3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle. These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement. Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.			

### ENGINE DRIVERS' MINERALS PRODUCTION (SALT) INDUSTRY AWARD, 1970

#### NO. 43 OF 1968

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 26.—WAGES

An employer on whom this award (or industrial agreement) is binding shall not increase the rate of wage payable to an employee on the 5th February, 1988 or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (1) The minimum rates of wages payable to workers covered by this award shall be—

Classification:	Base Rate \$	ASNA \$	Total Wage Rate \$
(a) Turbine Driver	290.30	60.00	350.30
(b) Steam Engine Drivers—			
(i) whose work requires 1st or 2nd class certificate	286.50	60.00	346.50
(ii) whose work requires a 3rd class certificate	278.80	60.00	338.80
(c) Internal Combustion Engine Drivers—			
(i) 180 kw brake power or over	289.20	60.00	349.20
(ii) 35 kw brake power or over but under 180 kw brake power	283.40	60.00	343.40
(iii) under 35 kw brake power	276.70	60.00	336.70
(d) Electric Motor Attendant—			
(i) on motors over 180 kw power	284.90	60.00	344.90
(ii) on motors 70 kw power to 180 kw power incl	275.10	60.00	335.10
(iii) on motors under 70 kw power	265.00	60.00	325.00
Where a worker attends to two or more motors he shall be paid at a rate calculated on the aggregate kw power of such motors NOTE: Kw power shall be that shown on the maker's name plate			
(e) Greaser or Oiler	265.00	60.00	325.00
(f) Firemen—			
(i) attending one boiler	273.50	60.00	333.50
(ii) attending two or more boilers	278.90	60.00	338.90
Where two or more firemen are employed on one shift, one fireman shall be paid ten cents per shift extra.			
(g) Trimmer	259.00	60.00	319.00

(h) Scotch Derrick Crane Driver	292.20	60.00	352.20
(i) Overhead electric crane driver who requires a certificate under the Inspection of Machinery Act	280.00	60.00	340.00
(j) Mobile Crane Driver—		60.00	
(i) lifting capacity up to and including 5 t	284.90	60.00	344.90
(ii) lifting capacity over 5 t but not exceeding 10 t	289.10	60.00	349.10
(iii) lifting capacity over 10 t but not exceeding 20 t	294.60	60.00	354.60
(iv) lifting capacity over 20 t but not exceeding 40 t	299.40	60.00	359.40
(v) lifting capacity over 40 t but not exceeding 80 t	305.20	60.00	365.20
(vi) lifting capacity in excess of 80 t	312.30	60.00	372.30
(k) Excavator Driver -			
(i) up to .5m <sup>3</sup>	294.70	60.00	354.70
(ii) over .5m <sup>3</sup> and up to and including 2.25m <sup>3</sup>	297.80	60.00	357.80
(iii) over 2.5m <sup>3</sup>	303.00	60.00	363.00
(2) Additions to wage rates prescribed in subclause (1) of this clause.			
(a) An Engine Driver, Electric Motor Attendant or Fireman engaged as hereinafter specified shall have his wage increased as follows:-			
(i) attending to refrigerating and/or air compressor or compressors			15.90
(ii) attending to an electric generator or dynamo exceeding 10 kw capacity			15.90
(iii) attending to switchboard where the generating capacity is 350 kw or over			4.90
(iv) an Engine Driver who attends a boiler or boilers			15.90
(b) Workers employed on boiler cleaning inside the boiler or flues or combustion chamber shall be paid an additional rate of \$0.81 cents per hour whilst so engaged.			

**ENGINEERING (GOVERNMENT PRINTING OFFICE)  
AWARD 1986  
NO. 12 OF 1984**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages

payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### FIRST SCHEDULE—WAGES

- (1) Subject to this Schedule, an adult employee in a classification specified in the table set out in subclause (2) hereof shall be paid at the respective award wage rate per week assigned to that class of work. The all-purpose hourly rate for this award shall be 1/38th of the total rate prescribed herein.

(2)	Classification:	Base Rate	Arbitrated	Total
		Per Week	Safety	Rate
		\$	Net	\$
			Adjustment	
			\$	
C 5	Advanced Engineering Tradesperson—Level II	566.80	60.00	626.80
C 6	Advanced Engineering Tradesperson—Level I	545.00	58.00	603.00
C 7	Engineering Tradesperson Special Class—Level II	501.40	58.00	559.40
C 8	Engineering Tradesperson Special Class—Level I	479.60	60.00	539.60
C 9	Engineering Tradesperson - Level II	457.80	60.00	517.80
C10	Engineering Tradesperson - Level I, Production Systems Employee	436.00	58.00	496.00
C11	Engineering Employee - Level IV	402.90	58.00	462.90
C12	Engineering Employee - Level III	381.10	58.00	441.10

- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (4) The classification prescribed in the relevant minimum rates award on which the rate prescribed for the key classification in this award is based, is the wage group C10 in the Metal Trades (General) Award 1966 No. 13 of 1965.

- (5) (a) In addition to the rates contained in subclauses (2) and (3) hereof, employees designated in classifications C12 to C7 inclusive shall receive an all-purpose industry allowance of \$10.30.

(b) This allowance will be paid in two instalments, as follows—

(i) \$5.20 of the allowance shall be paid after the first 12 months of Government service; and

(ii) the remaining \$5.10—totalling \$10.30—shall be paid on completion of 24 months of Government service.

(c) The industry allowance shall be adjusted in accordance with any movements to the wage prescribed in subclause (2) hereof, as follows—

(i) the increase shall apply to the 'plus 24 months of service' rate;

(ii) the increase is to be rounded to the nearest 10 cents;

(iii) the rate is to be divided by two to calculate instalments in accordance with sub-paragraphs (i) and (ii) of paragraph (b) hereof, provided that the instalment rates are not expressed in less than 10 cent amounts; and

(iv) in the event of such an equal division of the industry allowance not resulting in the rates being expressed in not less than 10 cent amounts, as provided in sub-paragraph (iii) hereof, the division shall be unequal and weighted to the 12 months' service instalment.

- (6) The classifications in subclause (2) hereof includes persons previously engaged as follows—

C 9 Engineering Tradesperson—Level II—  
Tradesperson.

C11 Engineering Employee—Level IV—  
Tool and Material Storeperson.

C12 Engineering Employee—Level III—  
General Hand.

- (7) Casual Employees: An employee who is engaged to work for less than five consecutive days shall be paid twenty per cent of the ordinary rate in addition to the ordinary rate for the class of work performed.
- (8) Employees appointed by the Government Printer as leading hands shall be paid, in addition to the rates prescribed herein for the appropriate class of work, an allowance equivalent to counterparts appointed as such under the Engineering Trades (Government) Award No. 29, 30 and 31 of 1961 and 3 of 1962 as amended.
- (9) Apprentices—
- (a) The weekly wage rate shall be a percentage, as shown hereunder, of the tradesperson's rate—
- |                           |    |
|---------------------------|----|
| Five Year Term—           | %  |
| First year                | 40 |
| Second year               | 48 |
| Third year                | 55 |
| Fourth year               | 75 |
| Fifth year                | 88 |
| Four Year Term—           | %  |
| First year                | 42 |
| Second year               | 55 |
| Third year                | 75 |
| Fourth year               | 88 |
| Three and Half Year Term— |    |
| First six months          | 42 |
| Next year                 | 55 |
| Next following year       | 75 |
| Final year                | 88 |
| Three Year Term—          |    |
| First year                | 55 |
| Second year               | 75 |
| Third year                | 88 |
- (b) For the purposes of this subclause "tradesperson's rate" means the rate of pay prescribed for an employee classified as Engineering Tradesperson Level 1.
- (10) Tool Allowance
- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of:—
- (i) \$9.20 per week to such tradesperson; or
- (ii) in the case of an apprentice a percentage of \$9.20, being the percentage which appears against the relevant year of apprenticeship in subclause (9) of this Schedule.
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) hereof shall be included in, and form part of, the ordinary weekly wage prescribed in this Schedule.
- (c) An employer shall provide for use by tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.

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**ENGINEERING AND ENGINE DRIVERS' (NICKEL SMELTING)  
AWARD, 1973  
NO. 4 OF 1973**

23.—ADULT MINIMUM WAGE

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.

- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

#### 26.—RATES OF PAY AND CLASSIFICATION DEFINITIONS

- (1) It is agreed by the parties to this award that the following classifications specify skill and training standards and broad areas of work. The definitions recognise national qualifications outlined by the Australian Council of Tertiary Awards and the standards set down by the National Metals and Engineering Skills Training Board (N.M.E.S.T.B.) on behalf of the National Training Board and recognised and accredited in Western Australia by the appropriate State Training Authority.
- (2) Classifications are based on the progressive acquisition of modules of skill and/or training and form the career path which determines the pay rate structure. Through the N.M.E.S.T.B. and the training providers, appropriate credits or exemptions will be given for training already completed, or experience and skills already obtained.
- (3) The structure recognises that credit for skill and formal training is transferable from one classification to the next. Reclassification on the basis of skills obtained through means other than training accredited by the National Training Board will be subject to the testing and competency standards set down by the N.M.E.S.T.B. and recognised in Western Australia by the appropriate State Training Authority and shall be in accordance with the training clause contained in this award.
- (4)
  - (a) The minimum rates of wages payable to employees covered by this award shall be as follows—

#### Engineering Employee Group—

Wage Group	Classification Title	Minimum Training Requirements	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
EE G1	Engineering Employee Grade 1	In-house Training	309.80	88.00	397.80
EE G2	Engineering Employee Grade 2	Production/Engineering Certificate I	323.50	88.00	411.50
EE G3	Engineering Employee Grade 3	Production/Engineering Certificate II	343.60	88.00	431.60
EE G4	Engineering Employee Grade 4	Trade Certificate	363.60	88.00	451.60
EE G5	Engineering Employee Grade 5	Completion of 33% Qualification for EE G7	384.30	88.00	472.30
EE G6	Engineering Employee Grade 6	Completion of 66% Qualification for EE G7	397.80	88.00	485.80
EE G7	Engineering Employee Grade 7	Post Trade Certificate or Formal Equivalent	410.70	88.00	498.70

#### Plant Control Group

PC G1	Plant Controller Grade 1	In-house Training	313.40	88.00	401.40
PC G2	Plant Controller Grade 2	Production/Engineering Certificate I	333.50	88.00	421.50

Wage Group	Classification Title	Minimum Training Requirements	Rate Per Week	Arbitrated Safety Net Adjustment	Total Rate Per Week
PC G3	Plant Controller Grade 3	Production/Engineering Certificate II	343.20	88.00	431.20
PC G4	Plant Controller Grade 4	Trade Certificate	363.20	88.00	451.20
PC G5	Plant Controller Grade 5	Completion of 33% of Qualification for PC G7	377.20	88.00	465.20
PC G6	Plant Controller Grade 6	Completion of 67% of Qualification for PC G7	390.70	88.00	478.70
PC G7	Plant Controller Grade 7	Post Trade Certificate or Formal Equivalent	403.70	88.00	491.60

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(5) Classification Definitions—

Engineering Employee Group—

Wage Group EE G1—

Engineering Employee—Grade I

(Relativity to EE G4—85%)

An Engineering Employee Grade I is an employee undertaking up to 38 hours' induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow employees, training and career path opportunities, plant lay-out, work and documentation procedures, occupational health and safety, equal employment opportunities and quality control/assurance.

An employee at this level performs routine duties essentially of a manual nature and, to the level of training—

Performs general labouring and cleaning duties.

Exercises minimal judgement.

Works under direct supervision.

Is undertaking structured training so as to enable him/her to perform work at EE G2 level.

Wage Group EE G2—

Engineering Employee—Grade 2

(Relativity to EE G4—90%)

An Engineering Employee Grade 2 has completed a Production/Engineering Certificate I or equivalent training to enable him/her to perform work within the scope of this level.

At this level an employee performs work above and beyond the skills of an employee at EE G1 and to the level of training—

Is responsible for the quality of his/her own work, subject to routine supervision.

Works under routine supervision, either individually or in a team environment.

Exercises discretion within his/her level of skills and training.

Indicative of the tasks which an employee at this level may perform are the following:—

Operates flexibly within the smelter.

Operates machinery and equipment which requires exercising skills and knowledge beyond that of an employee at EE G1.

Non-trade engineering skills.

Receiving, despatching, distributing, sorting, checking, packing, documenting and recording goods, materials and components for the engineering and maintenance section.

Basic keyboard skills.

Advanced soldering techniques.

Operation of mobile equipment including forklifts, hand trolleys, overhead cranes and winch operation not requiring a licence.

Ability to measure accurately.

Assists one or more tradespersons.

Welding which requires the exercise of knowledge and skills above EE G1.

Wage Group EE G3—

Engineering Employee—Grade 3

(Relativity to EE G4—95%)

An Engineering Employee Grade 3 has completed a Production/Engineering Certificate II or equivalent training so as to enable the employee to perform work within the scope of this level.

At this level an employee performs work above and beyond the skills of an employee at EE G2 and to the level of training—

Works from complex instructions and procedures.

Assists in the provision of on-the-job training to a limited degree.

Co-ordinates work in a team environment or works individually under general supervision.

Is responsible for assuring the quality of his/her own work.

Indicative of the tasks which an employee at this level may perform are the following—

Uses precision measuring instruments.

Rigging (not certificated).

Inventory and store control, including—

licensed operation of all appropriate materials handling equipment;

use of tools and equipment within the scope of (basis non-trades) maintenance;

computer operation at a level higher than that of an employee at EE G2 level.

Intermediate keyboard skills.

Basic engineering and fault-finding skills.

Basic quality checks on the work of others.

Is licensed and certificated for forklift.

Has a knowledge of the employer's operations as it relates to the smelting process.

Lubricates production machinery equipment.

Wage Group EE G4—

Engineering Employee Grade 4

An Engineering Employee Grade 4 holds a Trade Certificate or a Tradesperson's Rights Certificate as an—

Engineering Tradesperson (Electrical/Electronics)—Level I; or

Engineering Tradesperson (Mechanical)—Level I; or

Engineering Tradesperson (Fabrication)—Level I;

and is able to exercise the skills and knowledge of that trade.

An Engineering Employee Grade 4 works above and beyond an employee at EE G3 and to the level of training—

Understands and applies quality control techniques.

Exercises good interpersonal and communications skills.

Exercises keyboard skills at a level higher than EE G3.

Exercises discretion within the scope of this grade.

Performs work under limited supervision, either individually or in a team environment.

Operates all lifting equipment incidental to the work.

Performs all non-trade tasks incidental to the work.

Performs work which, while primarily involving the skills of the employee's trade, is incidental or peripheral to the primary task and facilitates the completion of the whole task. Such incidental or peripheral work would not require additional formal technical training.

Wage Group EE G5—

Engineering Employee Grade 5

(Relativity to EE G4—105%)

An Engineering Employee Grade 5 is an—

Engineering Tradesperson (Electrical/Electronics)—Level II; or

Engineering Tradesperson (Mechanical)—Level II; or

Engineering Tradesperson (Fabrication)—Level II;

who has completed the following training requirement—

33% of the modules towards an appropriate Post Trade Certificate; or

x percentage of modules towards an Advanced Certificate; or

y percentage of modules towards an Associate Diploma,

as prescribed in the Implementation Manual.

An Engineering Employee Grade 5 works above and beyond a Tradesperson at EE G4 and to the level of training—

Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.

Exercises discretion within the scope of this grade.

Works under general supervision, either individually or in a team environment.

Understands and implements quality control techniques.

Provides trade guidance and assistance as part of a work team.

Exercises trade skills relevant to specific requirements of the enterprise at a level higher than EE G4.

Tasks which an employee at this level may perform are subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed.

Wage Group EE G6—

Engineering Employee Grade 6

(Relativity to EE G4—110%)

An Engineering Employee Grade 6 means an—

Engineering Tradesperson Special Class (Electrical/Electronics)—Level I; or

Engineering Tradesperson Special Class (Mechanical)—Level I; or

Engineering Tradesperson Special Class (Fabrication)—Level I;

who has completed the following training requirement—

66% of the modules towards an appropriate Post Trade Certificate; or

x percentage of modules towards an Advanced Certificate; or

y percentage of modules towards an Associate Diploma,

as prescribed in the Implementation Manual.

An Engineering Employee Grade 6 works above and beyond a Tradesperson at EE G5 and to the level of training—

Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.

Provides trade guidance and assistance as part of a work team.

Assists in the provision of training in conjunction with supervisors and trainers.

Understands and implements quality control techniques.

Works under limited supervision, either individually or in a team environment.

The following tasks are indicative of what an employee at this level may perform, subject to the employee having the appropriate Trade and Post Trade Training to enable the particular tasks to be performed—

Exercises high precision trade skills using various materials and/or specialised techniques.

Performs basic operations on a computer or P.L.C. terminal in the performance of routine modifications to computer programmes.

Instals, repairs, maintains, tests, modifies, commissions and/or fault-finds complex machinery and equipment which utilises hydraulic and/or pneumatic principles and, in the course of such work, reads and understands hydraulic and pneumatic circuitry which controls fluid power systems.

Works on complex or intricate circuitry which involves examining, diagnosing and modifying systems comprising interconnected circuits.

Wage Group EE G7—

Engineering Employee Grade 7—Special Class Level II

(Relativity to EE G4—115%)

An Engineering Employee Grade 7 shall have—

achieved a standard superior to an experienced Grade 6 Employee and have demonstrated a capacity to deputise for the Maintenance Supervisor; or

demonstrated a capacity to impart knowledge to others by devising and implementing various training activities; or

have achieved a technical competency as an—

Engineering Tradesperson Special Class (Electrical/Electronics)—Level II; or

Engineering Tradesperson Special Class (Mechanical)—Level II; or

Engineering Tradesperson Special Class (Fabrication)—Level II;

who has completed a training module on the fundamentals of supervision; or

who has completed a training module on the training of trainers; or

an appropriate Post Trade Certificate; or

x percentage of modules towards an Advanced Certificate; or

y percentage of modules towards an Associate Diploma,

as prescribed in the Implementation Manual.

An Engineering Employee Grade 7—Special Class Level II works above and beyond a Tradesperson at EE G6 and to the level of training—

Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.

Is able to provide trade guidance and assistance as part of a work team.

Provides training in conjunction with supervisors and trainers.

Understands and implements quality control techniques.

Works under very limited supervision, either individually or in a team environment.

The following tasks are indicative of what an employee at this level may perform, subject to the employee having the appropriate Trade and Post Trade training to enable the particular tasks to be performed—

Works on machines or equipment which utilises complex mechanical, hydraulic and/or pneumatic circuitry and controls, or a combination thereof.

Works on machinery or equipment which utilises complex electrical/electronic circuitry and controls.

Works on instruments which make up a complex control system which utilises some combination of electrical, electronic, mechanical or fluid power principles.

Applies advanced computer techniques in machining, cutting, welding or fabrication.

Exercises intermediate computer skills in the performance of routine modifications to programmes.

Works on complex or intricate interconnected electrical circuits at a level above EE G6.

Works on complex radio/communication equipment.

NB: The Post Trade Certificate referred to in this definition is not directly comparable with existing post-trade qualifications and the possession of such qualifications does not itself justify classification of a tradesperson to this level.

(5) Plant Controller Group—

Wage Group PC G1—

Plant Controller—Grade I

(Relativity to PC G4—85%)

A Plant Controller Grade I is an employee undertaking up to 38 hours' induction training which may include information on the enterprise, conditions of employment, introduction to supervisors and fellow employees, training and career path opportunities, plant lay-out, work and documentation procedures, occupational health and safety, equal employment opportunities and quality control/assurance.

An employee at this level performs routine duties essentially of a manual nature and, to the level of training—

Performs general labouring and cleaning duties.

Exercises minimal judgement.

Works under direct supervision.

Is undertaking structured training so as to enable him/her to perform work at PC G2 level.

Wage Group PC G2—

Plant Controller—Grade 2

(Relativity to PC G4—90%)

A Plant Controller Grade 2 has completed a Production/Engineering Certificate I or equivalent training to enable him/her to perform work within the scope of this Level.

At this level an employee performs work above and beyond the skills of an employee at PC G1 and to the level of training—

Is responsible for the quality of his/her own work, subject to routine supervision.

Works under routine supervision, either individually or in a team environment.

Exercises discretion within his/her level of skills and training.

Indicative of the tasks which an employee at this level may perform are the following:—

Operates flexibly within the smelter.

Operates machinery and equipment which requires exercising skills and knowledge beyond that of an employee at PC G1.

Non-trade engineering skills

Receiving, dispatching, distributing, sorting, checking, packing, documenting and recording goods, materials and components for the Engineering and Maintenance section.

Basic keyboard skills.

Advanced soldering techniques.

Operation of mobile equipment including forklifts, hand trolleys, overhead cranes and winch operation not requiring certification.

This is the entry level for a person who has acquired a boiler ticket at another location.

Wage Group PC G3—

Plant Controller—Grade 3

(Relativity to PC G4—95%)

A Plant Controller Grade 3 has completed a Production/Engineering Certificate II or equivalent training so as to enable the employee to perform work within the scope of this level.

At this level an employee performs work above and beyond the skills of an employee at PC G2 and to the level of training—

- Works from complex instructions and procedures.
- Assists in the provision of on-the-job training to a limited degree.
- Co-ordinates work in a team environment or works individually under general supervision.
- Is responsible for assuring the quality of his/her own work.

Indicative of the tasks which an employee at this level may perform are the following—

- Uses precision measuring instruments.
- Rigging (certified).
- Inventory and store control, including—
  - licensed operation of all appropriate materials handling equipment;
  - use of tools and equipment within the scope of (basic non-trades) maintenance;
  - computer operation at a level higher than that of an employee at PC G2 level.
- Intermediate keyboard skills.
- Basic engineering and fault-finding skills.
- Basic quality checks on the work of others.
- Is a certified boiler attendant.
- Has a knowledge of the employer's operations as it relates to the smelting process.
- Lubricates production machinery equipment.

This is the entry level for a person who has achieved a steam ticket at another location.

#### Wage Group PC G4—

##### Plant Controller Grade 4

A Plant Controller Grade 4 holds a Steam Certificate applicable to the rating of the turbines at KNS and has demonstrated an ability to operate a cryogenic gaseous oxygen, distillation unit, or

- has achieved a suitable competency rating driving an overhead travelling crane (OHTC) and acquired an OHTC ticket; or
- has achieved a suitable competency rating driving a mobile crane and has acquired a mobile crane driver's ticket for a crane with a capacity up to but not including 20 tonnes.

A Plant Controller Grade 4 works above and beyond an employee at PC G3 and to the level of training—

- Understands and applies quality control techniques.
- Exercises good interpersonal and communications skills.
- Exercises keyboard skills at a level higher than PC G3.
- Exercises discretion within the scope of this grade.
- Performs work under limited supervision, either individually or in a team environment.
- Operates all lifting equipment incidental to the work.
- Performs non-trade tasks incidental to the work.
- Performs work which, while primarily involving the skills of the employee's trade, is incidental or peripheral to the primary task and facilitates the completion of the whole task. Such incidental or peripheral work would not require additional formal technical training.
- Is licensed and certified as a steam turbine driver or OHTC driver (as applicable to the equipment of KNS).

#### Wage Group PC G5—

##### Plant Controller Grade 5

(Relativity to PC G4—105%)

A Plant Controller Grade 5 shall have—

- satisfactorily completed the Power Station Plant course of study and demonstrated a competency to operate the complete Oxygen Plant without immediate supervision; or
- demonstrated superior competency as an OHTC or mobile crane driver and has a capacity to develop and implement a training program for other employees seeking to acquire certification.

A Plant Controller Grade 5 shall, in addition, have completed 33% of the modules prescribed for the Advanced Plant Controller Certificate, as outlined in the Implementation Manual.

A Plant Controller Grade 5 works above and beyond a person at PC G4 and to the level of training—

- Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.
- Exercises discretion within the scope of this grade.
- Works under general supervision, either individually or in a team environment.
- Understands and implements quality control techniques.
- Provides trade guidance and assistance as part of a work team.
- Exercises trade skills relevant to specific requirements of the enterprise at a level higher than PC G4.

Tasks which an employee at this level may perform are subject to the employee having the appropriate Trade and Post Trade training to enable the particular tasks to be performed.

Wage Group PC G6—

Plant Controller Grade 6

(Relativity to PC G4—110%)

A Plant Controller Grade 6 shall have achieved the highest level of competency in both the KNS, Power Plant and Oxygen Plant.

A Plant Controller Grade 6 shall, in addition, have completed 67% of the modules prescribed for the Advanced Plant Controller Certificate as outlined in the Implementation Manual.

A Plant Controller Grade 6 works above and beyond a person at PC G5 and to the level of training—

Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.

Provides trade guidance and assistance as part of a work team.

Assists in the provision of training in conjunction with supervisors and trainers.

Understands and implements quality control techniques.

Works under limited supervision, either individually or in a team environment.

Wage Group PC G7—

Plant Controller Grade 7

(Relativity to PC G4—115%)

A Plant Controller Grade 7 shall have achieved a standard superior to an experienced Grade 6 Controller and have demonstrated a capacity to deputise for the Shift Supervisor and/or devise and develop training modules for other, or

Achieve specific competency in some technical aspect of plant care through additional approved study and course work.

A Plant Controller Grade 7 shall, in addition, have completed all of the modules prescribed for the Advanced Plant Controller Certificate, as outlined in the Implementation Manual.

A Plant Controller Grade 7 works above and beyond a person at PC G6 and to the level of training—

Exercises the skills attained through satisfactory completion of the training prescribed for this classification, subject to the standards prescribed by the Implementation Manual.

Is able to provide trade guidance and assistance as part of a work team.

Provides training in conjunction with supervisors and trainers.

Understands and implements quality control techniques.

Works under limited supervision, either individually or in a team environment.

(6) Casual Employees—

A casual employee shall be paid 20% in addition to the rate prescribed in this clause.

(7) Apprentices—

Rates per week expressed as a percentage of the tradesperson's rate—

Four Year Term -

First Year	42
Second Year	55
Third Year	75
Fourth Year	88

Three and a Half Year Term -

First Six Months	42
Next Year	55
Next Following Year	75
Final year	88

Three Year Term -

First Year	55
Second year	75
Third Year	88

(8) Junior Employees (Percentage of "trades assistant" rate per week)—

	%
Under 17 years of age	55
Between 17 and 18 years of age	65
Between 18 and 19 years of age	80
At 19 years of age	Appropriate adult classification rate

(9) Tool Allowance—

A tradesperson to whom the employer does not supply all necessary tools shall be paid a tool allowance of \$9.80 per week.

A "tradesperson", for the purpose of this clause, shall be deemed to be an employee who is paid an equal rate of wage or higher than the classification "fitter".

- (10) Industry Allowance—
- (a) Each employee shall be paid an allowance of \$71.00 per week.
  - (b) The allowance recognises, and is in payment for, all aspects of work in the industry, including the location and nature of individual operations within it.
  - (c) The allowance shall be paid in addition to the rate of wage set out in this clause and shall be paid for all purposes of the award.
- (11) Structural Efficiency—
- (a) Employees shall perform a wider range of duties including work which is incidental or peripheral to their main task or functions.
  - (b) In the event of their being a claim for re-classification by an existing employee to a higher level under any new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any other ground, the following principles apply:—
    - (i) The parties agree that the existing award disputes avoidance procedure shall be followed.
    - (ii) Agreed competency standards shall be established by the parties in conjunction with T.A.F.E. and S.E.S.D.A. for all levels in any new classification structure before any claims for reclassification are processed.
  - (c) Current employees whose existing wage rates are rationalised as a consequence of award restructuring will remain paid at such rates and will continue to receive wage increases appropriate to their current rates of pay on the following conditions:—
    - (i) Are obliged to work within their current classification and may be required to use any lower classification skills which they hold or are trained in;
    - (ii) will retain their grade when retraining in another area of the operation (i.e. multi-skilled employees will not be disadvantaged).
- (12) Award Modernisation—
- (a) The parties are committed to modernising the terms of the award and to addressing the issues associated with training.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that:—
    - (i) The majority of employees at the enterprise must genuinely agree;
    - (ii) No employee will lose income as a result of the change;
    - (iii) The Unions must be party to any agreement, particularly where enterprise level discussions are considering matters requiring variations to the award;
    - (iv) Agreements will be ratified by the Commission;
    - (v) The disputes procedure prescribed in Clause 24.—Grievances and Disputes of this award shall apply if agreement cannot be reached in the implementation process of a particular issue.
  - (c) Should an agreement be reached pursuant to subclause (b) hereof and that agreement requires variation of the award, the parties shall support such award variation.
  - (d) There shall not be limitations placed on any award matter raised for discussion, however any changes sought shall not affect award provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the award.

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**ENGINEERING TRADES (GOVERNMENT) AWARD, 1967**

**NO.'S 29, 30 AND 31 OF 1961**

**AND 3 OF 1962**

**FIRST SCHEDULE—WAGES**

- (1) (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (b) Subject to this Schedule, an adult employee in a classification specified in the table set out in subclause (2) hereof (other than an apprentice or an employee of the Building Management Authority) shall be paid at the respective award wage rate per week assigned to that class of work.
- The all-purpose hourly rate for this Award shall be 1/38th of the total rate prescribed herein.

(2)

Classification:	On Engagement \$	Safety Net Adjustment \$	Total Rate \$
C 5 Advanced Engineering Tradesperson—Level II	566.8	88.00	654.80
C 6 Advanced Engineering Tradesperson—Level I	545	88.00	633.00
C 7 Engineering Tradesperson Special Class—Level II	501.4	88.00	589.40
C 8 Engineering Tradesperson Special Class—Level I	479.6	88.00	567.60
C 9 Engineering Tradesperson— Level II	457.8	90.00	547.80
C10 Engineering Tradesperson— Level I/Production Systems Employee	436	90.00	526.00
C11 Engineering Employee— Level IV	402.9	88.00	490.90
C12 Engineering Employee— Level III	381.1	88.00	469.10
C13 Engineering Employee— Level II	357.5	88.00	445.50
C14 Engineering Employee— Level I	340.1	88.00	428.10

(3) Transitional Arrangements

- (a) Notwithstanding the wage rates contained in subclause (2) hereof, existing employees employed in the classifications designated as C13 and C11A who, prior to the commencement of the first pay period on or after the 27th August, 1992 received wages in excess of those contained in subclause (2) hereof shall, in addition to the rates specified therein, receive an additional all-purpose rate as follows—

	\$
C13—	
Second year of service	1.90
Third year of service and above	3.00
C11A—	
Third year of service and above	0.10

These rates will not be increased for any reason and shall be absorbed when the rates in subclause (2) hereof are increased by a future wage movements.

(4) The classification prescribed in the relevant minimum rates award on which the rate prescribed for the key classification in this award is based, is the wage group C 10 in the Metal Trades (General) Award No. 13 of 1965.

(5) (a) In addition to the rates contained in subclauses (2) and (3) hereof, employees designated in classifications C 14 to C 7 inclusive shall receive an all purpose industry allowance of **\$12.10**.

(b) This allowance shall be paid in two instalments, as follows—

- (i) \$6.10 of the allowance shall be paid after the first 12 months of Government service; and  
(ii) the remaining \$6.00 – totalling \$12.10 – shall be paid on completion of 24 months of Government service.

(c) The industry allowance shall be adjusted in accordance with any movements to the wage prescribed in subclause (2) hereof, as follows—

- (i) the increase shall apply to the 'plus 24 months of service' rate;  
(ii) the increase is to be rounded to the nearest ten cents;  
(iii) the rate is to be divided by two to calculate instalments in accordance with subparagraphs (i) and (ii) of paragraph (b) hereof, provided that the instalment rates are not expressed in less than ten cents amounts; and

in the event of such an equal division of the industry allowance not resulting in the rates being expressed in less than ten cent amounts, as provided in subparagraph (iii) hereof, the division shall be unequal and weighted to the 12 months' service instalment.

(6) The classifications prescribed in subclause (3) hereof include persons previously engaged as follows—

C 6 Advanced Engineering Tradesperson Level I—

    Electronics Tradesperson—Groups A, B and C

    Instrumentation and Control Tradesperson—Groups A, B and C.

C 8 Engineering Tradesperson—Special Class Level I—

    A Electrician—Special Class

    Mechanical Tradesperson—Special Class

    Instrument Tradesperson—Complex Systems

- B
  - Pattern Maker
  - Tool Maker
  - Scientific Instrument Maker and Repairer
  - District Electrical Technician
- C 9 Engineering Tradesperson—Level II—
  - Tradesperson with marking off responsibilities
  - Welder—Special Class
- C10 Engineering Tradesperson—Level II—
  - Automotive Electrical Fitter
  - Blacksmith
  - Brass Finisher
  - Driller using Asquith or Tullis radial drills
  - Driller using borer or cutter bar
  - Electrical Fitter and/or Armature Winder
  - Electrical Installer
  - First Class Machinist
  - Fitter
  - Installer—low voltage equipment
  - Linesperson—Grade 1
  - Motor Mechanic
  - Moulder
  - Plant Mechanic
  - Radio and Television Serviceperson
  - Refrigeration Fitter
  - Turner and/or Iron Machinist
  - Welder—First Class
- C11 Engineering Employee—Level IV—
  - A
    - Certified Rigger and Splicer or Scaffolder on ships and buildings
    - Linesperson—Grade 2
  - B
    - Rigger and Splicer or Scaffolder, other than certificated, on ships and buildings
    - Tool and Material Storeperson (Education Department)
  - C
    - Certified Electrical Overhead Crane Driver
    - Cycle (Other than Motor) Mechanic
    - Driller using Swift Machine
    - Furnaceperson (Iron)
    - Rigger and Splicer or Scaffolder (Other than on ships and buildings)
    - Tool and Material Storeperson (Education Department)
  - D
    - Furnaceperson (Brass)
    - Tool Storeperson
    - Tool and Material Storeperson (Education Department)
- C12 Engineering Employee—Level III—
  - Annealing Stove Attendant
  - Bolt Machinist
  - Casting Dresser
  - Crane Attendant
  - Cycle (Other than Motor) Mechanic's Assistant
  - Driller
  - Screwery
  - Shearer
  - Welder—Second Class
- C13 Engineering Employee—Level II—
  - Furnaceperson's Assistant
  - Process Worker
  - Shot Blast/Sand Dresser
  - Trades Assistant
  - Welder—Fourth Class

## C14 Engineering Employee—Level I—

## Labourer

## (7) Casual Employees

An employee who is engaged to work for less than five consecutive days shall be paid 20% of the ordinary rate in addition to the ordinary rate for the class of work performed.

(8) (a) **Leading Hands**

A tradesperson placed in charge of three or more other employees shall, in addition to the ordinary rate, be paid per week—

	\$
If placed in charge of not less than three and not more than ten other employees	19.40
If placed in charge of more than ten and not more than twenty other employees	29.60
If placed in charge of more than twenty other employees	38.10

(b) Any tradesperson moulder employed in a foundry where no other jobbing moulder is employed shall be paid at the rate prescribed for leading hands in charge of not less than three and not more than ten other employees.

(c) A Certificated Rigger or Scaffolder on ships and buildings, other than a Leading Hand, who, in compliance with the provisions of the Occupational Health, Safety and Welfare Act and Regulations 1988, is responsible for the supervision of not less than three other employees, shall be deemed to be a Leading Hand and be paid at the rate prescribed for a Leading Hand in charge of not less than three and not more than ten other employees.

(d) In addition to any rates to which an employee may be entitled under this clause a Mechanic-in-Charge, employed by the Department of Conservation and Land Management in the following towns, shall be paid per week—

	\$
Manjimup, Collie	47.50
Harvey, Dwellingup, Mundaring, Yanchep	23.80
Ludlow, Nannup, Margaret River, Kirup, Walpole, Pemberton	11.90
Jarrahdale	11.90

## (9) Apprentices

(a) The weekly wage rate shall be a percentage, as hereunder, of the tradesperson's rate—

	%
Five Year Term -	
First Year	40
Second Year	48
Third Year	55
Fourth Year	75
Fifth Year	88
Four Year Term -	
First Year	42
Second Year	55
Third Year	75
Fourth Year	88
Three and a Half Year Term -	
First Six Months	42
Next Year	55
Next Following Year	75
Final Year	88
Three Year Term -	
First Year	55
Second Year	75
Third Year	88

(b) For the purposes of this subclause, "Tradesperson's Rate" means the rate of pay prescribed for an employee classified as Engineering Tradesperson Level 1 in subclause (2) hereof.

(10) **Construction Allowance**

(a) In addition to the appropriate rate of pay prescribed in subclause (1) hereof, an employee shall be paid—

- (i) **\$34.20** per week if engaged on the construction of a large industrial undertaking or any large civil engineering project;
- (ii) **\$30.80** per week if engaged on a multi-storeyed building but only until the exterior walls have been erected, the windows completed and a lift made available to carry the employee between the ground floor and the floor upon which he/she is required to work. A "multi-storeyed building" is a building which when completed will consist of at least five storeys.
- (iii) **\$18.20** per week if engaged otherwise on construction work falling within the definition of construction work in Clause 5 – Classification Structure and Definitions of this Award.

- (b) Any dispute as to which of the aforesaid allowances applied to particular work shall be determined by the Board of Reference.
- (c) Any allowance paid under this subclause includes any allowance otherwise payable under Clause 17 – Special Rates and Provisions of this Award.

**(11) Tool Allowance**

- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
  - (i) \$10.70 per week to such tradesperson; or
  - (ii) In the case of an apprentice a percentage which appears against the relevant year of apprenticeship in subclause (5) of this Schedule,
 for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) hereof shall be included in, and form part of, the ordinary weekly wage prescribed in this Schedule.
- (c) An employer shall provide, for the use of tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.

**(12) Drilling Allowance**

A driller using a Herbert two-spindle sensitive machine to drill to a marked circumference shall be paid an additional **\$1.70 per hour** whilst so engaged.

- (13) An engineering employee who is not protected from flying shot and sand by a properly enclosed cabin shall receive a weekly allowance to increase his/her wage to an amount not less than that received by a C11 Engineering Employee—Level IV.

**(14) Minimum Wage—**

- (a) No adult employee shall be paid less than the Minimum Adult Wage unless otherwise provided by this clause.
- (b) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (c) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (d) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (e) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision of the Minimum Adult Award Wage of \$413.40.
- (f)
  - (i) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on Traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (ii) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (g) Subject to this clause the Minimum Adult Award Wage shall –
  - (i) Apply to all work in ordinary hours.
  - (ii) Apply to the calculation of overtime and all other penalty rates, superannuation payments, during sick leave, annual leave, long service leave and for all other purposes of this award.

**ENGINEERING TRADES AND ENGINE DRIVERS  
(NICKEL REFINING) AWARD, 1971**

**NO. 10 OF 1971**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

30.—WAGES

- (1) (a) Subject to the provisions of this clause, the minimum rates of wages payable to the employees covered by this award shall be as follows—

	Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Electrical/Instrument Tradesperson	378.10	88.00	466.10
Electrician—Special Class	397.10	88.00	485.10
Instrument Electrical Fitter	419.20	90.00	509.20
Engineering Tradesperson	363.60	88.00	451.60
Machinist- Second Class	330.50	88.00	418.50
- Third Class	317.90	88.00	405.90
Certificated Rigger	348.00	88.00	436.00
Rigger—Other	328.60	88.00	416.60
Tool Storeperson	319.30	88.00	407.30
Battery Attendant	312.40	88.00	400.40
Trades Assistant	311.40	88.00	399.40
Crane Attendant and Dogman	314.90	88.00	402.90
Mobile Crane Driver lifting capacity - more than 10 tons but less than 20 tons	343.10	88.00	431.10
more than 20 tons but less than 40 tons	347.30	88.00	435.30
Power House Operator Grade 1	367.40	88.00	455.40
Grade 2	385.30	88.00	473.30
Grade 3	395.50	88.00	483.50

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) Employees employed in the classifications prescribed in subclause (1) hereof shall, in addition to the prescribed award rate of pay, receive a weekly all purpose industry allowance of **\$77.87**.
- (3) Employees meeting the requirements of an Instrument/Electrical Fitter Stage 1 as provided in Clause 6—Definitions of this award shall receive a weekly all purpose payment of **\$7.43** in addition to the wages rates set out in subclause (1) hereof for their classification.
- (4) Employees meeting the requirements of Electrical/Instrument Tradesperson Level 2 or Engineering Tradesperson Level 2 as prescribed in Clause 6—Definitions of the Award shall receive a weekly all purpose payment of **\$12.03** in addition to the wage rates set out in subclause (1) hereof for these classifications.
- (5) Employees meeting the requirements of Electrical/Instrument Tradesperson Level 3 or Engineering Tradesperson Level 3 as prescribed in Clause 6—Definitions of the Award shall receive a weekly all purpose payment of **\$24.06** in addition to the wage rates set out in subclause (1) hereof for these classifications.
- (6) Employees employed on boiler cleaning inside the boiler or flues or combustion chamber shall be paid an additional rate of **32 cents** per hour whilst so engaged.
- (7) **Leading Hands**—In addition to the appropriate rate prescribed in subclause (2) of this Clause a leading hand shall be paid—

	\$
(a) If placed in charge of not less than three and not more than 10 other employees	16.89
(b) If placed in charge of more than 10 and not more than 20 other employees	25.34
(c) If placed in charge of more than 20 other employees	33.01

- (8) Casual employees shall be paid 15 percent in addition to the rates prescribed in this clause.
- (9) Notwithstanding the provisions of this award, no employee (including an apprentice) 21 years of age or over shall be paid less than \$332.00 per week as the ordinary rate of pay in respect of the ordinary hours of work prescribed by this award, but that minimum rate of pay will not apply where the ordinary rate of pay is more than \$332.00 per week.
- Where the said minimum rate of pay is applicable the same rate shall be payable on holidays, during annual leave, sick leave, long service leave and any other leave prescribed by this award.
- Notwithstanding the foregoing, where in this award an additional rate is prescribed for any work, it shall be calculated upon the rate prescribed in this award for the classification in which the employee is employed.
- (10) Apprentices (rates per week expressed as a percentage of the Tradesperson's rate)—
- |     |   |    |
|-----|---|----|
| (a) | Four Year Term -  | %  |
|     | First year  | 42 |
|     | Second year   | 55 |
|     | Third year  | 75 |
|     | Fourth year   | 88 |
| (b) | Three and One Half Year Term -  | %  |
|     | First six months  | 42 |
|     | Next year   | 55 |
|     | Next year   | 75 |
|     | Final year  | 88 |
| (c) | Three Year Term -   | %  |
|     | First year  | 55 |
|     | Second year   | 75 |
|     | Third year  | 88 |
| (d) | For the purposes of this subclause "Tradesperson's Rate" means the wage rate prescribed in subclause (1) for the appropriate Tradesperson classification. |    |
- (11) Junior Employees—(percent of Trades Assistant per week)—
- |                         |     |
|-------------------------|-----|
|                         | %   |
| Under 17 years of age   | 55  |
| Between 17 and 18 years | 65  |
| Between 18 and 19 years | 80  |
| At 19 years of age      | 100 |
- (12) **Tool Allowance**  
A tradesperson to whom the employer does not supply all necessary tools shall be paid a tool allowance of **\$5.70** per week.  
A tradesperson for the purpose of this Clause shall be deemed to be a employee who is paid at equal rate of wage or higher than the classification Engineering Tradesperson or Electrical/Instrument Tradesperson.
- (13) Structural Efficiency—
- (a) Arising out of the decision of the State Wage Case on 8 September 1989 and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1752 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this award are committed to implementing a new wage and classification structure.
- (i) Accept in principle that the descriptions of job functions within a new structure will be more broadly based and generic in nature;
- (ii) Intend to substitute the existing provisions of Clause 30.—Wages hereof with a new wage and classification structure and to make consequential amendments no later than September 1991, or earlier if agreed between the parties and approved by The Western Australian Industrial Relations Commission;
- (iii) Undertake that upon variation of the award to implement a new wage and classification structure, employees may undertake training for a wider range of duties and/or access to higher levels in accordance with the definitions and training standards laid down in the award variation in relation to a new classification structure;
- (iv) Will co-operate in the transition from the existing classification structure to the proposed new structure to ensure that the transition takes place in an orderly manner without creating false expectations or disputation.
- (c) In the event that there is a claim for reclassification by an employee to a higher level under any new structure on the grounds that the employee possesses equivalent skill and knowledge gained through on the job experience or on any other ground, the following principles apply—
- (i) The parties agree that the existing award disputes avoidance procedure shall be followed;
- (ii) Agreed competency standards shall be established by the parties for all levels in any new classification structure before any claims for reclassification are processed.
- (d) Reclassification to any higher level shall be contingent upon such additional work being available and required to be performed by the employer.

- (e) Current employees whose existing wage rates are rationalised as a consequence of award restructuring will remain paid at such rates and will continue to receive wage increases appropriate to their current rates of pay—
    - (i) Whilst the employee remains employed in the industry, or
    - (ii) The employee accepts to be reclassified to another classification in the new structure.
  - (f) The parties are committed to modernising the terms of the award in an endeavour to finalise this matter by September 1991.
- (14) Award Modernisation—
- (a) In accordance with paragraph (f) in subclause (9) hereof, the parties are committed to modernising the terms of the award.
  - (b) The parties will discuss all matters raised which may lead to increased flexibility and the removal of the obsolete conditions to better reflect the realities of modern industry practices and assist the restructuring process. Any such discussion with the Unions shall be on the premise that—
    - (i) the majority of employees at the enterprise must genuinely agree;
    - (ii) no employee will lose income as a result of the change;
    - (iii) the Union must be party to the agreement, particularly where enterprise level discussions are considering matters requiring variations to the award;
    - (iv) agreements will be ratified by the Commission;
    - (v) the disputes procedure prescribed in Clause 23.—Grievances and Disputes shall apply if agreement cannot be reached in the implementation process of a particular issue.
  - (c) Should an agreement be reached pursuant to paragraph (b) hereof and that agreement requires variation of the award, the parties shall support such award variation.
  - (d) There shall not be any limitation placed on any award matter raised for discussion.
  - (e) The parties agree that working parties will continue to meet with the aim of modernising the award.

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**ENGINEERING TRADES, (FREMANTLE PORT AUTHORITY)**

**AWARD, 1968**

**NO. 42 & 48 OF 1968**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## FIRST SCHEDULE—WAGES

## PART I

- (1) (a) Subject to this Schedule, an adult employee in a classification specified in the table set out in subclause (2) of this Part (other than an apprentice) shall be paid at the respective award wage rate per week assigned to that class of work.

An employee's award rate of pay is inclusive of the base rate of pay and the supplementary payment. The total rate of pay is inclusive of the base rate, supplementary payment and additional payment, where applicable.

The all purpose hourly rate for this award shall be 1/38th of the total prescribed herein.

Classification	Base Rate \$	Supple— mentary Payment \$	Additional Payment \$	Years of Service Comp- leted	First Arbitrated Safety Net Adjustment \$	Total Wage Per Week \$
<b>Engineering Tradesperson</b>						
C 8—Level 3	391.90	55.80	6.30		60.00	514.00
	391.90	55.80	11.90	(1)	60.00	519.60
	391.90	55.80	16.20	(2)	60.00	523.90
C 9—Level 2	374.10	53.20	3.90		58.00	489.20
	374.10	53.20	9.10	(1)	58.00	494.40
	374.10	53.20	13.20	(2)	58.00	498.50
C10—Level 1	356.30	50.70	18.40		58.00	483.40
	356.30	50.70	23.40	(1)	58.00	488.40
	356.30	50.70	27.70	(2)	58.00	492.70
<b>Engineering Employee</b>						
C11—Level 4	329.20	46.80	-	-	58.00	434.00
	329.20	46.80	-	(1)	58.00	434.00
	329.20	46.80	1.50	(2)	58.00	435.50
C12—Level 3	311.40	44.30	5.30	-	58.00	419.00
	311.40	44.30	9.70	(1)	58.00	423.40
	311.40	44.30	13.10	(2)	58.00	426.80
C13—Level 2	292.20	41.60	20.30	-	58.00	412.10
	292.20	41.60	24.30	(1)	58.00	416.10
	292.20	41.60	28.00	(2)	58.00	419.80

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Levels Classification—for the purposes of this clause, existing classifications translate to the new classification structure in subclause (1) of this clause as follows—

- (a) Engineering Tradespersons—  
 Level 3  
 Tool Maker  
 Scientific Instrument Maker and Repairer  
 Level 2  
 Blacksmith—in workshop  
 Tradesperson—marking off  
 Welder—Special Class  
 Level 1  
 Fitter  
 Turner  
 Battery Fitter  
 Machinist—First Class  
 Welder—First Class  
 Automotive Electrical Fitter  
 Motor Mechanic  
 Plant Mechanic  
 Electrical Fitter and/or Armature Winder  
 Electrical Installer

- (b) Engineering Employees—  
 Level 4  
 Tool Storeperson  
 Level 3  
 Welder—Second Class  
 Level 2  
 Sand and Shop Blaster  
 Blacksmith's Striker  
 Trades Assistant  
 Welder
- (3) Liberty to Apply: Leave is reserved to Respondents to this Award to apply to vary this clause consequent upon the outcome of the 1989/90 paid rates review conducted by the Australian Industrial Relations Commission.

#### PART II

Disability Allowance: \$2.70. This allowance shall not be payable to a worker for any week in which he/she is employed for the major portion of the time in a workshop.

#### PART III

Leading Hands: A tradesperson placed in charge of other workers shall, in addition to the ordinary rate, be paid—

- (1) \$16.20 per week when in charge of not less than 3 and not more than 10 workers.  
 (2) \$24.80 per week when in charge of more than 10 and not more than 20 workers.  
 (3) \$31.90 per week when in charge of more than 20 other workers.

#### PART IV

Casual Workers: A worker who is engaged for less than five consecutive days shall be paid 20% of the ordinary rate in addition to the ordinary rate for the class of work performed.

#### PART V

Apprentices: The weekly wage shall be a percentage of the "Tradesperson's" rate, as hereunder—

(1)	Five Year Term:	%
	First Year .....	40
	Second Year .....	48
	Third Year .....	55
	Fourth Year .....	75
	Fifth Year .....	88
	Four Year Term	
	First Year .....	42
	Second Year .....	55
	Third Year .....	75
	Fourth Year .....	88
	Three and a Half Year Term	%
	First Six Months .....	42
	Next Year .....	55
	Following Year .....	75
	Final Year .....	88
	Three Year Term	
	First Year .....	55
	Second Year .....	75
	Third Year .....	88

- (2) For the purpose of this Part, "Tradesperson's rate" means the rate payable to an employee classified as an Engineering Tradesperson Level 1 in accordance with subclause 1 of Part I.

#### PART VI

Tool Allowance—

- (1) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
- (a) \$9.00 per week to such tradesperson; or
- (b) in the case of an apprentice a percentage of \$9.00, being the percentage which appears against his/her year of apprenticeship in Part V of this Schedule,
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson or apprentice.
- (2) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this Schedule.
- (3) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

- (4) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the employee's negligence.

#### PART VII

##### Licence Allowance—

An electrician-special class, an electrical fitter and/or armature winder or an electrical installer who holds and in the course of employment may be required to use a current "A" Grade or "B" Grade licence issued pursuant to the relevant regulation in force on the 28th day of February 1978 under the Electricity Act 1945, shall be paid an allowance of \$12.50 per week.

#### PART VIII

An engineering employee who is not protected from flying shot and sand by a properly enclosed cabin shall receive a weekly allowance to increase his/her wage to an amount not less than that received by a Level 3 engineering employee.

### ENROLLED NURSES AND NURSING ASSISTANTS (GOVERNMENT) AWARD

#### NO. R 7 OF 1978

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
 (a) apply to all work in ordinary hours.  
 (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

##### 26.—WAGES

	Base Rate	Arbitrated Safety Net Adjustments	Weekly Rate
	\$	\$	\$
(1) Enrolled Nurse Level One			
1st year of employment	418.80	90.00	508.80
2nd year of employment	423.80	90.00	513.80
3rd year of employment and thereafter	434.70	90.00	524.70
(2) Enrolled Nurse Level Two			
1st year of employment	427.60	90.00	517.60
2nd year of employment	432.70	90.00	522.70
3rd year of employment and thereafter	443.50	90.00	533.50
(3) Enrolled Nurse Level Three	456.10	90.00	546.10
(4) Nursing Assistant (at 19 years of age and over)			
1st year of employment	377.40	88.00	465.40
2nd year of employment	387.80	88.00	475.80
3rd year of employment and thereafter	398.30	88.00	486.30

- (a) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (5) Nursing Assistant (under 19 years of age)
- The rate shall be a percentage of the total wage prescribed for a Nursing Assistant in his/her first year of employment in subclause (6) of this clause per week, as follows:-
- |                       |     |
|-----------------------|-----|
| Under 17 years of age | 73% |
| Under 18 years of age | 81% |
| Under 19 years of age | 87% |
- (6) A Nursing Assistant who has completed her first year of service and who is accepted for training as a Enrolled Nurse, shall be paid not less than she would have received had she continued as a Nursing Assistant.
- (7) (a) Any employee who has passed the examination for registration prescribed by the Nurses' Board of W.A. shall for the purposes of this clause be deemed to be an Enrolled Nurse.
- (b) An Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of W.A., will be paid the "first year of employment" rate of wage for his/her appropriate classification level during the training period.
- (c) The ordinary rate of wage prescribed for an Enrolled Nurse in this clause shall be increased by \$10.30 per week when a Registered Enrolled Nurse has obtained a second post basic certificate approved by the Nurses' Board of W.A., and he/she is required to use the knowledge gained in that certificate as part of his/her employment.
- (d) Provided that the provisions of paragraph (c) hereof shall not apply to enrolled community nurses or enrolled community school nurses.
- (8) When the term "year of employment" is used in this clause it shall mean all service whether full time or part time in any of the classifications contained in this award with any hospital covered by this award and shall be calculated in periods of completed months from the date of commencement of work covered by this award. Provided that:—
- (a) "Service" in this context shall have the same meaning as it does in the Long Service Leave conditions appropriate to the employee concerned, but confined to respondents to this award; except where the employer or the Western Australian Industrial Relations Commission deems it appropriate to include service with hospitals not respondent to this award.
- (b) Employees shall be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause. Proof of previous service, if required by the employer, shall rest on the employee; provided that production of the certificate of certificates referred to in subclause (12) of this clause, shall be sufficient proof for the purpose of this paragraph.
- (c) Notwithstanding the provisions of paragraph (b) of this subclause, an Enrolled Nurse who successfully completes a re-registration course following a break in service shall commence employment on the rate prescribed as follows—
- Five year break in service—at third year of employment rate provided that the 1st and 2nd year of service rates have previously been attained.
  - Six year but less than eight year break in service—at second year of employment rate.
  - Greater than eight year break in service—at the first year of employment rate.
- (9) Each employee whose service terminates shall at the time of termination be given a certificate signed by the employer in which shall be stated the name of the employee, the period of service, whether the service was full time or part time and the classifications in this award in which work has been carried out.
- Provided that where an employee terminates without that employee having given the prescribed period of notice, the employer shall be under no obligation to provide the certificate at the time of termination. The employee shall, however, be entitled to request and receive the certificate at any time after the termination.
- (10) Minimum Wage: No employee employed under this award who is 21 years of age or over shall receive less than the minimum wage prescribed from time to time by the Western Australian Industrial Relations Commission.
- (11) Leading hands shall be paid the ordinary wage prescribed for the classification in which they are employed increased by—
- \$16.65 per week when in charge of not less than three and not more than ten other employees;
  - \$25.00 per week when in charge of more than 10 and not more than 20 other employees; and
  - \$33.35 per week when in charge of more than 20 employees.
- The provisions of this subclause shall not apply to enrolled community nurses or enrolled community school nurses.
- (12) The rates herein prescribed shall be increased by the amount of any percentage increase in wages awarded by the Western Australian Industrial Relations Commission to employees covered by this award.

Where any increase in wages is not a percentage increase, the rates of wage shown in this award as relating to afternoon and night shift, permanent shift or weekend work shall be adjusted to reflect the relationship which the additional payment bears to the amount of \$457.65 as at 1st January, 1990.

- (13) The wage rate for an enrolled community school nurse, where such a nurse is not required by the employer to present for duty on any day when the school is not open, shall be calculated as follows—

Weekly wage = the normal rate for an enrolled nurse as prescribed in subclauses (1), (2) or (3) hereof multiplied by 48.5, and divided by 52.166.

**ENROLLED NURSES AND NURSING ASSISTANTS  
(PRIVATE) AWARD**

**NO. 8 OF 1978**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**30.—WAGES**

- (1) The minimum rate of wage payable to employees covered by this award shall be as follows—
- (2)

	Base Rate \$	Arbitrated Safety Net Adjustment \$	Minimum Weekly Rate \$
(a) Trainee Enrolled Nurse			
1st year of training	278.90	88.00	366.90
2nd year of training	316.90	88.00	404.90
(b) Enrolled Nurse Level One			
1st year of employment	419.10	90.00	509.10
2nd year of employment	424.10	90.00	514.10
3rd year of employment and thereafter	435.00	90.00	525.00
(c) Enrolled Nurse Level Two			
1st year of employment	428.20	90.00	518.20
2nd year of employment	433.30	90.00	523.30
3rd year of employment and thereafter	444.10	90.00	534.10
(d) Enrolled Nurse Level Three	456.30	90.00	546.30

- |  |     |   |        |       |        |
|--|-----|---|--------|-------|--------|
|  | (e) | Nursing Assistant (at 19 years of age and over) |        |       |        |
|  |     | 1st year of employment                          | 377.70 | 88.00 | 465.70 |
|  |     | 2nd year of employment                          | 388.00 | 88.00 | 476.00 |
|  |     | 3rd year of employment and thereafter           | 398.50 | 88.00 | 486.50 |
- (f) Nursing Assistant (under 19 years of age) shall be paid a percentage of the total weekly wage prescribed for a Nursing Assistant in their first year of employment in subclause (1)(e) hereof as follows—
- |  |                       |     |
|--|-----------------------|-----|
|  | Under 17 years of age | 73% |
|  | Under 18 years of age | 81% |
|  | Under 19 years of age | 87% |
- (g) Provided that an Enrolled Nurse undergoing training in a post basic course approved by the Nurses' Board of W A will be paid the '1st year of employment' rate of wage at the appropriate level during the training period.
- (h) Provided further that an Enrolled Nurse (Student) who is 21 years of age or over shall be paid at the rate applicable to a Nursing Assistant (at 19 years of age and over) at the 'first year of employment' rate.
- (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) (a) The rate of wage prescribed in subclause (1) of this clause for an enrolled nurse student shall be varied so as to maintain the relationship that exists as at the date of this order with the rates prescribed for a student nurse in his/her first and second years of experience as contained in the Nurses' (Private Hospitals) Award No. 1 of 1966.
- (b) No employee, who at the date of this order was in receipt of a rate of wage higher than that prescribed herein for his/her classification of work, shall have that rate reduced by the operation of this clause.
- (c) A nursing assistant who has completed his/her first year of employment and who is accepted for training as an enrolled nurse shall be paid not less than he/she would have received had he/she continued as a Nursing Assistant.
- (d) Any employee who has passed the examination for registration prescribed by the Nurses' Board of Western Australia shall, for the purpose of this clause, be deemed to be an enrolled nurse.
- (3) (a) When the term "year of employment" is used in this clause it shall mean all service whether full time or part time in any of the classifications contained in this award with any hospital covered by this award and shall be calculated in periods of completed months from the date of commencement of work covered by this award.
- (b) The service referred to in paragraph (a) hereof may be increased by any similar service with hospitals not covered by this award, and in the event of a dispute between an employer and the Union over the inclusion of such service for the purpose of determining the year of employment the dispute may be referred to the Industrial Relations Commission for determination.
- (c) Employees shall be paid the rates shown in this clause according to their year of employment calculated in accordance with the provisions of this subclause subject to satisfactory performance. Proof of previous service, if required by the employer, shall rest on the employee; provided that production of the certificate or certificates referred to in paragraph (d) hereof shall be sufficient proof for the purpose of this paragraph.
- (d) Each employee whose service terminates shall at the time of termination be given a certificate signed by the employer in which shall be stated the name of the employee, the period of service, whether the service was full time or part time and the classifications in this award in which work has been carried out.
- Provided that where an employee terminates without that employee having given the prescribed period of notice, the employer shall be under no obligation to provide the certificate at the time of termination. The employee shall however, be entitled to request and receive the certificate at any time after the termination.
- (4) Minimum Wage: No employee employed under this award who is 21 years of age or over shall receive less than the minimum wage prescribed from time to time by the Western Australian Industrial Relations Commission.
- (5) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (6) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

**ETHNIC CHILDREN'S SERVICES INDUSTRIAL AWARD, 1993  
NO. A 10 OF 1989**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

**(8) Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**16.—SALARIES**

- (1) The minimum salary payable to persons employed pursuant to this award, shall be—

Grade	1	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
	1	509.40	88.00	597.40
	2	532.30	88.00	620.30
	3	555.30	88.00	643.30
	4	578.20	88.00	666.20
	5	601.10	88.00	689.10
	6	624.00	88.00	712.00
	7	647.00	88.00	735.00
	8	669.90	86.00	755.90
	9	692.80	86.00	778.80

- (2) The salaries prescribed in this clause shall apply as follows—
  - (a) a Community Information and Development Officer (CIDO) or a Children's Services Development and Resource Officer shall be paid at no less than the rate prescribed for Grade 1.
  - (b) A Supervisor shall be paid at no less than the rate prescribed for Grade 3.
  - (c) A Co-ordinator shall be paid at no less than the rate prescribed for Grade 5.
- (3) The employee and employer shall be at liberty to negotiate and set a higher grade of salary, bearing in mind the duties and responsibilities or previous experience of the employee. Any agreement to select a higher rate shall be reduced to writing and shall entitle that employee whilst employed at the service to the agreed salary level as if this agreement had expressly provided such an entitlement. Any such agreement may be rescinded only by mutual consent.
- (4) Progression along the salary grades shall be by annual increment, subject to the employee meeting satisfactory performance criteria as agreed in writing between the employer and the union, with such progression being from the employee's anniversary date of appointment, to a maximum of four grades.
- (5) A casual employee shall be paid 20% over the rates specified herein for his/her class of work.
- (6) Child Care (Ethnic Support) Employee shall be paid as follows—

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
1st year of experience	416.25	90.00	506.25
2nd year of experience	434.30	90.00	524.30
3rd year of experience and thereafter	456.00	90.00	546.00

These rates are inclusive of the 20% loading.

- (7) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**FAMILY DAY CARE CO-ORDINATORS' AND ASSISTANTS'  
AWARD, 1985**

**NO. A 16 OF 1985**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

16.—SALARIES

The minimum weekly rate payable to persons employed pursuant to this award shall be—

- |     |       |   |        |
|-----|-------|---|--------|
| (1) | (a)   | Resource Employee (Playgroup/Toy library)   | \$     |
|     |       | Step I  | 481.00 |
|     |       | Step II   | 500.50 |
|     |       | Step III  | 523.50 |
|     |       | Step IV   | 530.00 |
|     |       | Step V  | 548.00 |
|     |       | Step VI   | 560.40 |
|     |       | Step VII  | 574.60 |
|     |       | Step VIII   | 589.10 |
|     | (i)   | A Resource Employee who is unqualified shall enter the salary scale on Step I and exit at Step IV.  |        |
|     | (ii)  | A Resource Employee who is qualified and with no previous experience in the industry shall enter at Step IV. At the end of 12 months satisfactory performance, this person shall progress to Step VI and subject to subclause (2) exit the salary scale at Step VIII. |        |
|     | (iii) | A Resource Employee who is in their first year of experience as a qualified child care employee and has previous experience in the industry, as defined in placitum (iv) of this paragraph, shall enter the salary scale at Step V and exit at Step VIII.             |        |
|     | (iv)  | “Industry” for the purpose of recognising previous experience in placitum (iii) of this paragraph, shall be those sectors of the children’s services industry that deals predominantly with the 0-6 year old age group.   |        |

- (v) For the purpose of this paragraph "previous experience" means one year full-time employment or equivalent.

(b) Special Needs Support Employee

	\$
Step I	530.00
Step II	548.00
Step III	560.40
Step IV	574.60
Step V	589.10

- (i) A Special Needs Support Employee who is unqualified shall enter the salary scale at Step I and exit at Step IV.  
(ii) A Special Needs Support Employee who is qualified shall enter the salary scale at Step II and exit at Step V.

(c) Support Employee

	\$
Step I	507.00
Step II	529.00
Step III	550.00
Step IV	569.00
Step V	575.00
Step VI	589.10

- (i) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance and enrolments shall enter the salary scale at Step I and exit at Step IV.  
(ii) A Support Employee who is unqualified and undertakes the administration of Child Care Assistance, enrolments and/or bookkeeping, administration of finances/accounts, shall enter the salary scale at Step II and exit at Step V.  
(iii) A Support Employee who holds and is required to use the skills and/or knowledge acquired from an Associate Diploma in Accounting or an equivalent qualification shall enter the salary scale at Step III and exit at Step VI.

(d) Assistant Co-ordinator (Field)

	\$
Step I	560.40
Step II	582.30
Step III	603.25
Step IV	628.50
Step V	652.80
Step VI	677.15
Step VII	701.45
Step VIII	714.60
Step IX	746.00

- (i) An Assistant Co-ordinator who is unqualified shall enter the salary scale at Step I and exit at Step IV.  
(ii) An Assistant Co-ordinator who is two year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step II and exit at Step VI.  
(iii) An Assistant Co-ordinator who is three year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step III and exit at Step VII.  
(iv) An Assistant Co-ordinator who is four year trained, as defined in subclause (4) of this clause, shall enter the salary scale at Step V and exit at Step IX.

(e) Scheme Co-ordinator

	\$
Step I	684.10
Step II	714.60
Step III	746.00
Step IV	771.50
Step V	786.30
Step VI	824.60
Step VII	853.00

- (i) A Scheme Co-ordinator shall be graded in accordance with subclause (5) (c) of clause 17. Classification Definitions and Skill Descriptors.  
(ii) A Scheme Co-ordinator Grade One as defined in subclause (5) (c) (i) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause—  
- a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step I and exit at Step IV.

- a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.
- (iii) A Scheme Co-ordinator Grade Two, as defined in subclause (5)(c)(ii) of clause 17. Classification Definitions and Skill Descriptors, shall progress through the salary scale as follows subject to subclause (2) of this clause—
  - a Scheme Co-ordinator with 2 or 3 year training, as defined in subclause (4) of this clause, shall enter at Step III and exit at Step VI.
  - a Scheme Co-ordinator with 4 year training, as defined in subclause (4) of this clause, shall enter at Step IV and exit at Step VII.
- (2) Progression from Step to Step for all classifications will be contingent upon—
  - (a) 12 months service at each Step; and
  - (b) satisfactory performance at each Step.
- (3) The employee and managing body of the Scheme shall be at liberty to negotiate and set a higher rate of salary, bearing in mind the duties and responsibilities or previous experience of the employee. Any agreement to select a higher rate shall be reduced in writing and shall entitle that employee, whilst employed at the Scheme, to the agreed salary level as if this award had expressly provided such an entitlement. Any such agreement may be rescinded only by mutual consent.
- (4) “Two year, three year or four year trained status” refers to a tertiary or post secondary qualification in early childhood care or education, which is recognised by the Child Care Services Board, or the Australian Early Childhood Association, to be relevant and applicable for use as a family day care scheme employee.
- (5) Where an employee is appointed to act as a Scheme Co-ordinator for more than four days, they shall be paid for the whole of that period as a Scheme Co-ordinator according to their level of qualification or a loading of 10% in addition to their normal salary whichever is greater.
- (6) On ceasing employment with an employer, the employee shall be given a written statement of the current classification and Step if appropriate and the date of commencement at the classification and Step to be passed on to the next employer.
- (7) It is a condition that no employee shall suffer a reduction in wages by reason of the coming into operation of any order of the Western Australian Industrial Relations Commission in the implementation of the Minimum Rates Adjustment.
- (8) Any employer who experiences financial hardship as a result of the implementation of the Minimum Rates Adjustments may apply to the Western Australian Industrial Relations Commission for orders regarding the timing of backpayments.
- (9) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

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## FARM EMPLOYEES' AWARD, 1985

### NO. A 19 OF 1984

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
 (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

14.—WAGES

The following shall be the minimum weekly rates of wages payable to employees covered by this award:—

	Base \$	ASNA \$	TOTAL \$
(1) Adult Employees:			
Farm Hand			
(a) With less than twelve months experience in the industry	273.40	50.00	323.40
(b) With twelve months experience in the industry	275.50	50.00	325.50
(c) General Farm Hand	277.40	50.00	327.40
(d) Farm Tradesman (As defined)	289.60	50.00	339.60
"Farm Tradesman" shall mean a farm hand who has satisfactorily completed the approved apprenticeship in "farming" or who has been issued with an approved trade certificate and provides proof satisfactory to the employer of such qualification or who has by other means achieved a standard of knowledge deemed by his employer as equivalent thereto and is appointed as such in writing by his employer.			
(2) Junior Employees—other than Apprentices—			
		Percentage of the rate for a Farm Hand with less than twelve months experience	
15 years of age		45%	
16 years of age		50%	
17 years of age		55%	
18 years of age		65%	
19 years of age		75%	
20 years of age		90%	
(3) Casual Employees—			
A casual employee shall be paid 20 per centum in addition to the rates prescribed			
(4) Apprentices—			
		Percentage of weekly rate of wage for a Farm Tradesman	
First year of service		47.5%	
Second year of service		71.0%	
Third year of service		90.3%	

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**FAST FOOD OUTLETS AWARD 1990**  
**NO. A 14 OF 1990**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 20.—WAGES

The following shall be the minimum rates of weekly wage payable to employees covered by this award.

- (1) Classifications (total wage per week)—

	From the first pay period on or after 22/8/90	From the first pay period on or after 1/10/90	From the first pay period on or after 1/8/01
	\$	\$	\$
Qualified Cook .....	385.00	403.00	453.00
Cook Employed Alone .....	367.00	382.00	432.00
Other Cooks .....	363.00	378.00	428.00
Bar Attendant .....	366.40	381.40	431.40
Head Waiter/Waitress .....	385.00	400.00	450.00
Waiter/Waitress .....	357.80	372.80	422.80
Cashier .....	366.40	381.40	431.40
Counterhand .....	357.80	372.80	422.80
Cleaner .....	354.20	369.20	419.20
Kitchenhand .....	354.20	369.20	419.20
Laundress .....	354.20	369.20	419.20
Yardman .....	354.20	369.20	419.20
General Hand .....	354.20	369.20	419.20

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) **Leading Hands—**

An employee who is appointed and placed in charge of other employees by the employer shall be paid the following rates in addition to the employee's normal wage per week—

	From the first pay period on or after 22/8/90	From the first pay period on or after 1/10/90
	\$	\$
(a) If placed in charge of less than 6 employees	4.90	5.00
(b) If placed in charge of 6 to 10 employees	6.60	6.80
(c) If placed in charge of 11 to 20 employees	7.80	8.00
(d) If placed in charge of more than 20 employees	12.80	13.20

**FIBRE CEMENT WORKERS AWARD NO. 23 OF 1960****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**12.—WAGES**

The following shall be the minimum rate of wage payable to employees under this award:—

	Rate Per Week	ASNA	Total Rate Per Week
	\$	\$	\$
(1) (a) Group 1	404.70	50.00	454.70
Group 2	399.00	50.00	449.00
Group 3	393.40	50.00	443.40
Group 4	383.50	50.00	433.50

- (b) A Fork Lift Driver required to operate a vehicle with a lifting capacity in excess of 4,500 kg shall in addition to the rate prescribed in Group 1 be paid an allowance of \$4.00 per week.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) For the purpose of subclause (1) of this clause, each group shall be comprised of the following classifications—

**Group 1**

Fork Lift Driver/Autoclave Operator

Front End Loader Driver

Waste/Scrap Removal Operator

Machine Driver

**Group 1**

Tool Sharpener

Examiner

**Group 2**

Control Hand

Laboratory Assistant

Raw Materials Treatment Operator - Cellulose  
- Silica  
- Other

- Group 3  
 Moulder  
 Storeperson  
 Press Operator No. 3  
 Flat Sheet Guillotine Operator  
 Sheet Stacking Operator  
 Corrugated Stack Breaker Operator  
 Inspection Hand No. 4  
 Lathe Operator  
 Group 4  
 General Hand  
 Hardi Crete - Panel Hand  
 - Core Panel Hand
- (3) Junior Employees (Percentage of weekly wage for Group 4)
- |                      | %  |
|----------------------|----|
| 17 years of age..... | 60 |
| 18 years of age..... | 70 |
| 19 years of age..... | 80 |
| 20 years of age..... | 90 |
- (4) A "Casual Employee" being a person who is engaged or employed for a period of up to three months (exclusive of hours of overtime worked) shall be paid for the time so engaged at the rate of 20 per cent in addition to the rates prescribed herein.
- (5) Leading Hands: In addition to the appropriate rate prescribed in subclause (1) of this clause, a leading hand shall be paid—
- |   |       |
|---|-------|
| (a) If placed in charge of not less than three and not more than 10 other employees | 16.60 |
| (b) If placed in charge of more than 10 but not more than 20 other employees        | 25.40 |
| (c) If placed in charge of more than 20 other employees                             | 32.80 |

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**FIRE BRIGADE EMPLOYEES (WORKSHOPS) AWARD 1983**

**NO. A 6 OF 1981**

19.—WAGES

- (1) Subject to this clause, an adult employee in the classification specified in the table set out in subclause (2) hereof (other than an apprentice) shall be paid at the respective total wage rate per week assigned to that class of work.

An employee's total rate of pay is inclusive of the award rate, Arbitrated Safety Net Adjustment/s and additional payment, where applicable.

The all-purpose rate for this award shall be 1/38th of the total rate prescribed herein plus any allowances specified in this award as being all purpose.

(2)	(a)	Classification	Award Rate	Safety Net Adjustments	Additional Payment	Years of Service	Total Wage Per Week
			\$	\$	\$	\$	\$
		<b>Engineering Tradesperson -</b>					
		C8 Level 3	458.89	68.00	118.70	(1-2)	645.59
					139.30	(3-8)	666.19
					166.80	(over 8)	693.69
		<b>Engineering Tradesperson -</b>					
		C9 Level 2	437.98	66.00	77.30	(1)	581.28
		C10 Level 3	407.00	66.00	81.10	(1)	554.10
		<b>Engineering Employee -</b>					
		C11 Level 4	385.40	68.00	57.70	(1)	511.10
		C12 Level 3	364.59	66.00	21.50	(1)	452.09

- (b) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) Levels Classifications—For the purposes of this clause, existing classifications translate to the new classification structure in subclause (2) of this clause as follows—
- Engineering Tradespersons -
- |             |                           |
|-------------|---------------------------|
| C8 Level 3  | Senior Technician         |
|             | Brigade Electrician       |
| C9 Level 2  | Technician Grade I and II |
| C10 Level 1 | Technician Grade III      |
- Engineering Employee -
- |             |                                 |
|-------------|---------------------------------|
| C11 Level 4 | Technician's Assistant Grade I  |
| C12 Level 3 | Technician's Assistant Grade II |
- (4) A tradesperson placed in charge of three or more other employees, in addition to the ordinary rate, shall be paid per week—
- |     |   |         |
|-----|---|---------|
| (a) | If placed in charge of not less than three and not more than 10 other employees | \$16.20 |
| (b) | If placed in charge of more than 10 and not more than 19 other employees        | \$24.80 |
| (c) | If placed in charge of more than 20 other employees                             | \$31.90 |
- (5) (a) The employer shall pay employees an allowance for service of—  
\$5.20 in the second year of service.  
\$10.30 in the third and subsequent years of service.
- (b) This allowance shall be paid as “all purpose”.
- (6) (a) Where the employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
- |      |  |
|------|--|
| (i)  | \$9.20 per week to such tradesperson; or   |
| (ii) | in the case of an apprentice a percentage of \$9.20, being the percentage which appears against the relevant year of apprenticeship; |
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) hereof will be included in, and form part of, the all purpose ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide, for the use of tradespersons or apprentices, all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or an apprentice shall replace or pay for any tools supplied by the employer, if lost through the negligence of such employee.
- (7) Liberty to Apply
- Leave is reserved to Respondents to the award to apply to vary this clause consequent upon the outcome of the 1989/90 paid rates review conducted by the Australian Industrial Relations Commission.
- (8) Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.
- |       |   |
|-------|---|
| (i)   | The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.   |
| (ii)  | The Minimum Adult Award Wage of \$130.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.  |
| (iii) | Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.                                     |
| (iv)  | Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.  |
| (v)   | (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate. |
|       | (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.       |
| (vi)  | Subject to this subclause the Minimum Adult Award Wage shall —  |
| (aa)  | apply to all work in ordinary hours.  |

- (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**FIRE BRIGADE EMPLOYEES' AWARD, 1990**  
**NO. A 28 OF 1989**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

6.—WAGES

- (1) The total weekly wage for the ordinary hours of work as defined in Clause 8.—Hours of Duty of this award shall be calculated in accordance with the formulae expressed in Clause 34.—Formula for Calculation of Weekly Wages of this award.
- (2) The total weekly wage for the ordinary hours of work as defined in Clause 8.—Hours of Duty of this award, payable to employees covered by this award, shall be as follows—

		\$
(a)	Trainee Firefighter	612.41
	3rd Class Firefighter	661.05
	2nd Class Firefighter	673.92
	1st Class Firefighter,	
	Level 1	706.07
	Level 2	725.36
	Level 3	789.69
	Senior Firefighter	821.85
	Leading Firefighter	854.00
(b)	Station Officer	
	1st Year	886.15
	2nd Year	918.31
	3rd Year	950.46
(c)	District Officer	1046.92
	Superintendent	1130.52

(d) Fire Safety Assistants	EXISTING TOTAL WAGE	ARBITRATED SAFETY NET ADJUSTMENT	TOTAL WAGE
	\$	\$	\$
Grade 1	459.96	68.00	527.96
Grade 2	507.63	66.00	573.63
Grade 3	579.98	68.00	647.98
Grade 4	610.48	68.00	678.48
(e) Fire Safety Assistants (O'Connor Workshops)			
Grade 1	459.96	68.00	527.96
Grade 2	507.63	66.00	573.63

- (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (4) The total weekly wage for the ordinary hours of work as defined in Clause 8.—Hours of Duty of this award, shall be for all purposes of this award.
- (5) The First Class Firefighter Level 2 is a trained firefighter who has attained this level in the Brigade through the completion of the appropriate stage of the Modular Training Programme designated by the "Australian Fire Competencies" and implemented by the Brigade.

The First Class Firefighter Level 2 attains the skills competencies and qualifications described in this statement by a combination of the W.A. Fire Brigades' requirements under the—

- Modular Training Programme (Theoretical and Practical Components);
- Drill Programme; and
- On-The-Job Training.

The firefighter at this level possesses the skill competency and knowledge to perform the range of firefighting and rescue duties including the operation of equipment required by the Brigade. The firefighter is capable of performing duties within the range of services provided by the Brigade and is familiar with the administrative requirements of the Brigade.

Pursuant to the provisions of Clause 7.—Promotion of this award, the Firefighter at this level is required to undertake further studies towards completion of the Certificate in Firefighting Operations II in order to be eligible for appointment to more senior positions.

The standards associated with the Certificate in Firefighting Operations II are contained within the Australian Fire Competencies Level 2.

## FOOD INDUSTRY (FOOD MANUFACTURING OR PROCESSING) AWARD

### NO. A 20 OF 1990

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

## (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 30.- TRAINEESHIPS

## (1) Scope

(a) Subject to paragraph (b) of this subclause shall apply to persons—

- (i) who are undertaking a Traineeship (as defined); and
- (ii) who are employed by an employer bound by this award; and
- (iii) whose employment is covered by the Food Industry (Food Manufacturing or Processing) Award No. A 20 of 1990.

(b) Notwithstanding the foregoing, this clause shall not apply to employees who were employed by an employer bound by this clause prior to the date of approval of a traineeship scheme relevant to the employer, except where agreed between the employer and the Union.

## (2) Objective

(a) The objective of this clause is to establish a system of traineeships which provides approved training in conjunction with employment in order to enhance the skill levels and future employment prospects of Trainees, particularly young people, and the long term unemployed.

(b) The system is neither designed nor intended for those who are already trained and job ready.

(c) Existing employees shall not be displaced from employment by trainees.

## (3) Supersession

The existing award provisions for the Australian Traineeship System (ATS) shall not apply to any employer bound by this award, except in relation to ATS trainees who commenced a traineeship with the employer before the employer was bound to this award.

## (4) Definitions

“Approved Training” means training undertaken in a Traineeship and shall involve formal instruction, both theoretical and practical, and supervised practice in accordance with a Traineeship Scheme approved by the relevant State Training Authority or NETTFORCE. The training will be accredited and lead to qualifications as set out in subclause 5(e).

“Relevant Award” means the Food Industry (Food Manufacturing or Processing) Award No. A 20 of 1990.

“Trainee” means an employee who is bound by a Traineeship Agreement made in accordance with this clause.

“Traineeship” means a system of training which has been approved by the appropriate State Training Authority, or which has been approved on an interim basis by the National Employment and Training Taskforce (NETTFORCE), until final approval is granted by the relevant State Training Authority.

“Traineeship Agreement” means an agreement made subject to the terms of this award between an Employer and the Trainee for a Traineeship and which is registered with the appropriate State Training Authority, NETTFORCE, or under the provisions of the appropriate State legislation. A Traineeship Agreement shall be made in accordance with the relevant approved Traineeship Scheme and shall not operate unless this condition is met.

“Traineeship Scheme” means an approved Traineeship applicable to a group or class of employees or to an industry or sector of an industry or an enterprise. A Traineeship Scheme shall not be given approval unless consultation and negotiation with the Union upon the terms of the proposed Traineeship Scheme and the Traineeship have occurred. An application for approval of a Traineeship Scheme shall identify the Union and demonstrate to the satisfaction of the approving authority that the abovementioned consultation and negotiation have occurred.

“Parties to a Traineeship Scheme” means the employer organisation and/or the employer and the union involved in the consultation and negotiation required for the approval of a Traineeship Scheme.

References in this award to “the relevant State Training Authority or NETTFORCE” shall be taken to be a reference to NETTFORCE in respect of a Traineeship that is the subject of an interim approval but not a final approval by the relevant State Training Authority. NETTFORCE powers and functions stipulated in this award may be circumscribed and/or delegated by the terms of an agreement between NETTFORCE and a relevant State Training Authority. Reference to NETTFORCE and a relevant state training authority. Reference to NETTFORCE within this clause will have no effect during the currency of the W.A. State Training Authority/NETTFORCE Memorandum of Agreement.

“Appropriate State Legislation” means the State Employment and Skills Development Authority Act 1990.

## (5) Training Conditions

(a) The Trainee shall attend an approved training course or training program prescribed in the Traineeship Agreement or as notified to the trainee by the appropriate State Training Authority in accredited and relevant traineeship schemes; or NETTFORCE if the traineeship scheme remains subject to interim approval.

(b) A Traineeship shall not commence until the relevant Traineeship Agreement, made in accordance with a Traineeship Scheme, has been signed by the employer and the trainee and lodged for registration with the relevant State Training Authority or NETTFORCE, provided that if the Traineeship Agreement is not in a standard format a Traineeship shall not commence until the Traineeship Agreement has been registered with the relevant State Training Authority or NETTFORCE. The employer shall ensure that the Trainee is permitted to attend the training course or program provided for in the Traineeship Agreement and shall ensure that the Trainee receives the appropriate on-the-job training.

- (c) The employer shall provide a level of supervision in accordance with the Traineeship Agreement during the traineeship period.
- (d) The employer agrees that the overall training program will be monitored by officers of the appropriate State Training Authority or NETTFORCE and training records or work books may be utilised as part of this monitoring process.
- (e) Training shall be directed at—
- (i) The achievement of key competencies required for successful participation in the workplace (where these have not been achieved) (e.g. literacy, numeracy, problem solving, teamwork, using technology), and as are proposed to be included in the AVC Level 1 qualification. This could be achieved through foundation competencies which are part of endorsed competencies for an industry or enterprise, and/or
  - (ii) The achievement of competencies required for successful participation in an industry or enterprise (where there are endorsed national standards these will define these competencies), as are proposed to be included in the AVC Level 2 qualification or above.
- (6) Employment Conditions
- (a) A Trainee shall be engaged as a full-time employee for a maximum of one year's duration provided that a Trainee shall be subject to a satisfactory probation period of up to one month which may be reduced at the discretion of the employer. By agreement in writing, and with the consent of the relevant State Training Authority or NETTFORCE the parties to a Traineeship Agreement may vary the duration of the Traineeship and the extent of approved training provided that any agreement to vary is in accordance with the relevant Traineeship Scheme.
  - (b)
    - (i) An employer shall not terminate the employment of a Trainee without firstly having provided written notice of termination to the Trainee concerned in accordance with the Traineeship Agreement and to the relevant State Training Authority or NETTFORCE. The written notice to be provided to the relevant State Training Authority or NETTFORCE shall be provided within 5 working days of termination.
    - (ii) An employer who chooses not to continue the employment of a trainee upon the completion of the traineeship shall notify, in writing, the relevant State Training Authority or NETTFORCE of its decision.
  - (c) The Trainee is permitted to be absent from work without loss of continuity of employment and/or wages to attend the training in accordance with the Traineeship Agreement.
  - (d) Where the employment of a Trainee by an employer is continued after the completion of the traineeship period, such traineeship period shall be counted as service for the purposes of any relevant Award or any other legislative entitlements.
  - (e)
    - (i) The Traineeship Agreement may restrict the circumstances under which the Trainee may work overtime and shiftwork in order to ensure the training program is successfully completed.
    - (ii) No Trainee shall work overtime or shiftwork on their own unless consistent with the provisions of this relevant award.
    - (iii) No Trainee shall work shiftwork unless the parties to a Traineeship Scheme agree that such shiftwork makes satisfactory provision for approved training. Such training may be applied over a cycle in excess of a week, but must average over the relevant period no less than the amount of training required for non-shiftwork Trainees.
    - (iv) The Trainee wage shall be the basis for the calculation of overtime and/or shift penalty rates prescribed by the relevant award, unless otherwise agreed by the parties to a Traineeship Scheme, or unless the relevant award makes specific provision for a Trainee to be paid at a higher rate, in which case the higher rate shall apply.
  - (f) All other terms and conditions of the relevant award that are applicable to the Trainee or would be applicable to the Trainee but for this Clause shall apply unless specifically varied by this Clause.
  - (g) A Trainee who fails to either complete the Traineeship or who cannot for any reason be placed in full time employment with the employer on successful completion of the Traineeship shall not be entitled to any severance payments payable pursuant to termination, change and redundancy provisions or provisions similar thereto.
- (7) Wages
- (a)
    - (i) The minimum rates of wages payable weekly to trainees are as provided in subparagraph (iv) of this subclause.
    - (ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this Clause.
    - (iii) The wage rates prescribed by this clause do not apply to completed trade level training which is covered by the Apprenticeship system.
    - (iv) Skill Level B—  
Where the accredited training course and work performed are for the purposes of generating skills which have been defined for work at Skill Level B.

## HIGHEST YEAR OF SCHOOLING COMPLETED

School Leaver	HIGHEST YEAR OF SCHOOLING COMPLETED		
	Year 10 and below \$	Year 11 \$	Year 12 \$
	177.00	210.00	263.00
Plus 1 year out of school	233.00	263.00	295.00
Plus 2 years	263.00	295.00	337.00

School Leaver	Year 10 and below \$	Year 11 \$	Year 12 \$
Plus 3 years	295.00	337.00	377.00
Plus 4 years	337.00	377.00	
Plus 5 years	377.00		

Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated, the average proportion of time spent in structured training which has been taken into account in setting the rate is 20%.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (b) The skill level of approved Traineeships in the food industries has been agreed to be Skill Level B.
- (c) For the purposes of this provisions, "out of school" shall refer only to periods out of school beyond Year 10, (or below) and shall be deemed to—
- (i) Include any period of schooling beyond Year 10 (or below) which was not part of nor contributed to a completed year of schooling;
  - (ii) Include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10 (or below); and
  - (iii) Not include any period during a calendar year in which a year of schooling is completed.
  - (iv) Have effect on an anniversary date being January 1 in each year.
- (d) At the conclusion of the Traineeship, this clause ceases to apply to the employment of the Trainee and the award shall apply to the former trainee.

### 31.—WAGES

The following shall be the minimum weekly rate of wage payable to employees covered by this award from the first pay period commencing on or after 1 August 2001.

		TOTAL Rate Per Week \$
(1)	Section One to Six as Defined:	
	Level 1	78% 413.40
	Level 1A	80% 421.80
	Level 2	82% 430.10
	Level 3	87.4% 452.60
	Level 4	92.4% 473.50
	Level 5	100% 507.20

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Junior Employees:

(Percentage of adult rate of Level 1)	%
Under 16 years of age	50
16 to 17 years of age	60
17 to 18 years of age	70
18 to 19 years of age	80
19 to 20 years of age	90
20 to 21 years of age	100

- (3) Leading Hands: Per Week  
Extra  
\$

A Leading Hand in charge of:-

- (a) Less than three other employees 10.20

	Per Week
	Extra
	\$
(b) Not less than three and not more than ten other employees	20.20
(c) More than ten other employees	29.60

**FOODLAND ASSOCIATED LIMITED (WESTERN AUSTRALIA) WAREHOUSE AWARD 1982**

**NO. A 27 OF 1982**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**28.—WAGES**

- (1) **PREAMBLE**
  - (a) The following classifications specify skill and training standards and broad areas of work at each level. Employees are to be placed at classification levels commensurate with the level and range of skills held by the employee and required to be performed by the employer.
  - (b) In the event that the employer's business undergoes operational changes such that the addition or deletion of a particular skill or series of skills is required, the parties to the award shall endeavour to reach agreement, subject to endorsement by the Western Australian Industrial Relations Commission.
- (2) **CLASSIFICATION STRUCTURE**
  - (a) **Storeworker Grade 1**  
**Points of Entry**  
 Successful completion of Probationary Period or proven and demonstrated skills to the level required of this grade.  
**Skills/Duties**  
 The person in this grade is able to satisfactorily perform the following duties safely and under routine supervision, to the required Company standard.  
**Responsibilities/Duties may include but are not limited to—**
    - Maintaining the quality of their own work and required performance standards.
    - Working in a team environment and/or under supervision.
    - Undertaking duties in a safe and responsible manner.
    - Exercising limited discretion within their level of skills and training.

- Possessing basic interpersonal and communication skills.
- Performs one or more of the following tasks/duties or a combination thereof. (Duties may include but are not limited to:)
  - (i) Picking, Selecting and/or Processing Stock
    - understanding of order selection procedures;
    - understanding warehouse layout;
    - identifying picking, labelling and assembling stock;
    - transfer of stock;
    - recording of stock.
  - (ii) Receiving Stock
    - identifying stock;
    - confirming accuracy of order;
    - completing delivery dockets/receipts etc;
    - carrying out adjustment procedures;
    - checking and applying labels to stock;
    - loading and unloading of stock;
    - sorting and transfer of stock;
    - recording of stock.
  - (iii) Despatch of Stock
    - identifying stock for despatch;
    - correct stacking and re-assembling of stock;
    - preparation of and loading of stock manually;
    - recording of despatches.
  - (iv) Sale of Stock
    - receipt and preparation for sale or display of goods;
    - prepacking, packing, weighing, assembling, pricing or preparing of goods or provisions or produce for sale;
    - displaying, shelf filling, replenishing or any other method of exposure of presentation of sale of goods;
    - the sale of goods by any means;
    - the receiving, arranging or making payments by any means;
    - the recording by any means of a sale or sales;
    - the wrapping or packing of goods for despatch.
  - (v) Housekeeping and other Functions
    - cleaning/maintaining warehouse and surrounds, equipment and stock;
    - clearing damaged stock, wrapping materials and loose stock;
    - assemble, remove and change racking and equipment as required;
    - counting and recording stock (including stocktakes);
    - sort, assemble, repair and control of pallets etc;
    - customer service and customer enquiry functions.

NOTE: A person in this grade may be required to utilise skills with electronic equipment including input of data related to productivity performance measurement systems and using "menu" driven VDU screens.

(b) **Storeworker Grade 2**

**Points of Entry**

Storeworker Grade 1 or external applicant with proven and demonstrated satisfactory performance standards and skills to the level required of this grade. Existing employees will be considered for advancement on the basis of seniority, all other things being equal.

**Skills/Duties**

This person has consistently achieved and maintained the required standard of storeworker Grade 1.

This person also is required to operate for the majority of his/her time, a ride-on powered operated motor, ride-on power operated pallet truck or walk beside power operated highlift stacker and is responsible for its basic upkeep.

**Responsibilities/Duties may include but are not limited to—**

- Able to work from complex instruction and procedures.
- Able to co-ordinate their own work in a team environment under limited supervision—where such storeworker is placed in charge of other employees the appropriate leading hand rate applies.
- Responsible for the quality of their own work and maintenance of required performance standards.
- Possesses sound interpersonal and communication skills.
- Use of tools and equipment within the warehouse (basic non-trades maintenance).
- All functions of a Storeworker Grade 1 as directed.

- Performs work involving electronic equipment (including problem solving) and maybe required to input data (key entry or swipe) including the use of "menu" driven VDU screens.
- Performs basic administrative tasks associated with the performance of the above tasks/duties.
- Operating all equipment listed in skills and duties safely and adhering to required safety standards and procedures.
- Involved in the training of storeworkers probationary and Grade 1 as appropriate.

(c) **Storeworker Grade 3**

**Points of Entry**

Storeworker Grade 1, or Storeworker Grade 2 or external applicant with proven and demonstrated satisfactory performance standards and skills to the level required of this grade. Existing employees will be considered for advancement on the basis of seniority, all other things being equal.

**Skills/Duties**

This person has consistently achieved and maintained the performance standards as a—

Storeworker Grade 1 and/or;

Storeworker Grade 2.

This person also is required to operate for the majority of his/her time, a ride-on powered operated forklift, high lift stacker, or high lift stock picker, or a power overhead traversing hoist and is responsible for its basic upkeep.

(i) **Duties may include but are not limited to—**

- Ability to work from complex instructions and procedures.
- Ability to coordinate their own work in a team environment under limited supervision—where such storeworker is placed in charge of other employees the appropriate leading hand rate applies.
- Responsible for the quality of their own work and maintenance of required performance standards.
- Possesses sound interpersonal and communication skills.
- Use of tools and equipment within the warehouse (basic non-trades maintenance).
- All functions of Storeworkers Grade 1 and 2 as directed.
- Performs work involving electronic equipment including problem solving.
- Performs basic administrative tasks associated with the performance of the above tasks/duties.
- Operating all equipment safely and adhering to required safety standards and procedures.
- Involved in the training of storeworkers probationary, Grade 1, Grade 2 and Grade 3 as appropriate.
- Involved in stock movement and management to include stock put away, replenishment, rotation bulk order picks etc.

(ii) **Storeworker Grade 3 also encompasses the following—**

**Assembly Instructor—Main Grocery Warehouse—**

**Responsibilities and Duties may include but are not limited to—**

- Training new employees in all aspects of these following areas—
  - Order Assembly
    - . performance sheets;
    - . invoices;
    - . labels;
    - . selection;
    - . stacking;
    - . labelling orders (at last picking location);
    - . carting orders to despatch;
    - . restart;
    - . blackboard procedure;
    - . mark down procedure;
    - . temporary out of stock (TOS);
    - . incomplete order.
  - Operating a Pallet Truck
    - . travelling in assembly aisles;
    - . battery change;
    - . shut down procedure.
  - Working environment
    - . location of lunch rooms and amenities;
    - . first aid.
  - Safety Requirements
    - . accident report;

- . hazard reporting;
- . operation of pallet trucks.
- Perform other tasks appropriate to the classification.
- Perform all duties of Grade 1 or 2 Storeworkers as required.

(d) **Storeworker Grade 4****Points of Entry**

Storeworker Grade 1, or Storeworker Grade 2, or Storeworker Grade 3 or external applicant with proven and demonstrated satisfactory performance standards and skills to the level required of this grade. Existing employees will be considered for advancement on the basis of seniority, all other things being equal.

**Skills/Duties**

This person has consistently achieved and maintained the performance standards as a—

- Storeworker Grade 1 or;
- Storeworker Grade 2 or;
- Storeworker Grade 3.

This grade is designed as an advanced storeworker grade as defined by job description by each individual enterprise from time to time.

(i) **Receiver, Cash and Carry, where no Receivals Supervisor is appointed—****Points of Entry**

- Storeworker Grade 1 and/or;
- Storeworker Grade 2 and/or;
- Storeworker Grade 3 or;
- Storeworker Grade 4 or;
- External Applicant.

**Skills/Duties**

- Storeworker Grade 1 and/or;
- Storeworker Grade 2 and/or;
- Storeworker Grade 3 or;
- Storeworker Grade 4.

**Responsibilities and Duties may include but are not limited to—**

- Unloading and receiving goods from—
  - . direct suppliers;
  - . company warehouses.
- Checking deliveries and ensuring—
  - . no shortages/overages;
  - . no soiled/damaged stock;
  - . correct date codes;
  - . goods received match invoices.
- Raises documentation for goods receivals and organises for returns, discrepancies etc.
- Maintains receivals area (internal and external) and is responsible for housekeeping, safety and security standards being maintained. (Includes compactor, waste bins etc).
- Monitors the efficient output of information for the processing of stock records.
- Organises for despatch of outward goods as required.
- Storage and control of pallets, pallet movements and pallet documentation.
- Performs other tasks appropriate to the classification.
- Perform all duties of Grade 1, 2 or 3 Storeworkers as required.

(ii) **Inventory Controller, Grocery Warehouse—****Points of Entry**

- Storeworker Grade 1 and/or;
- Storeworker Grade 2 and/or;
- Storeworker Grade 3 or;
- Storeworker Grade 4 or;
- External Applicant.

**Skills/Duties**

- Storeworker Grade 1 and/or;
- Storeworker Grade 2 and/or;
- Storeworker Grade 3 or;
- Storeworker Grade 4.

**Responsibilities and Duties may include but are not limited to—**

- Maintaining files for the operation of the Distribution Centre computer system including the key areas of;

- . slotting of products to pick slots;
- . standard order details as per Interim Batching Report;
- . put away of Search Path Logic;
- . slot types and configurations.
- Implement higher level authority transactions into the computer system (eg stock adjustments, reprints of destroyed key documents etc).
- Conduct investigations into discrepancies (book stock records versus computer system stock records versus physical stock) and rectify errors as necessary.
- Participate in the planning and execution of physical stock takes.
- Liaison with customers and staff answering queries.
- Performs other tasks appropriate to the classifications.
- Perform all duties of Grades 1, 2 and 3 Storeworkers as required.

(iii) **Receiver, Australian Liquor Marketers, where no Receptions Supervisor is appointed—**

**Points of Entry**

Storeworker Grade 1 and/or;  
 Storeworker Grade 2 and/or;  
 Storeworker Grade 3 or;  
 Storeworker Grade 4 or;  
 External Applicant.

**Skills/Duties**

Storeworker Grade 1 and/or;  
 Storeworker Grade 2 and/or;  
 Storeworker Grade 3 or;  
 Storeworker Grade 4.

**Responsibilities and Duties may include but are not limited to—**

- Unloading and received goods from suppliers and liaising with transport companies/suppliers.
- Checking deliveries and ensuring;
  - . no shortages/overages;
  - . no soiled/damaged stock;
  - . goods received match invoices.
- Raises documentation for goods receipts and organises for returns, discrepancies, etc.
- Organises for transfer of stock to locations in aisles.
- Recording of all bonded stock and stock checks of bonded stock with Customs Agent.
- Maintains receipts area (internal and external) and is responsible for housekeeping, safety and security standards being maintained.
- Storage and control of pallets, pallet movements and pallet documentation.
- Performs other tasks appropriate to the classification.
- Perform all duties of Grade 1, 2 or 3 Storeworkers as required.

(3) **Wages Rates**

The minimum rates of pay payable to adult workers under this award shall be as follows—

The following shall be the minimum weekly rate of wage payable to employees covered by this award from the first pay period commencing on or after 1 August 2001.

ADULTS (Classification and wage per week)	Award Rate
	\$
<b>(i) Storeworker Grade 1 (as defined)</b>	
(aa) During first 3 months service	489.10
(bb) After 3 months service	492.90
(cc) After 12 months service	497.00
<b>(ii) Grade 2 (as defined)</b>	
(aa) During first 3 months service	494.50
(bb) After 3 months service	498.40
(cc) After 12 months service	502.30
<b>(iii) Grade 3 (as defined)</b>	
(aa) During first 3 months service	499.80
(bb) After 3 months service	505.60
(cc) After 12 months service	509.70

ADULTS (Classification and wage per week)	Award Rate
	\$
<b>(iv) Grade 4 (as defined)</b>	
(aa) During first 3 months service	514.90
(bb) After 3 months service	518.80
(cc) After 12 months service	522.80
(v) Storeworker who is required by the employer to be in charge of a store or warehouse or other employees, shall be paid the following all purpose amount in addition to the rates prescribed in sub paragraph (i) of this clause.	
(aa) If placed in charge of a store or warehouse with no other workers or if placed in charge of less than three other workers .....	\$12.50
(bb) If placed in charge of three or more other workers but less than ten other workers .....	\$22.80
(cc) If placed in charge of ten or more other workers .....	\$41.30
The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.	
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.	
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.	
(b) The minimum rates of pay payable to junior workers covered by this award shall be the following percentage of the adult classification for such work performed.	
	%
Under 16 years of age	40
At 16 years of age	50
At 17 years of age	60
At 18 years of age	70
At 19 years of age	80
At 20 years of age	90
(c) (i) A worker shall receive an additional payment for every hour of which he/she spends 20 minutes or more in a cold chamber in accordance with the following— In a cold chamber in which the temperature is—	Per Hour
(aa) Below 0 degrees celsius to -20 degrees celsius	50
(bb) Below -20 degrees celsius to -25 degrees celsius	58
(cc) Below -25 degrees celsius	67
(ii) Workers required to work in temperatures less than -18.9 degrees celsius shall be medically examined at the employer's expense.	

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**FOREMEN (BUILDING TRADES) AWARD 1991**

**NO. A 5 OF 1987**

6.—MINIMUM RATES

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.

- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
- (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

#### 7.—WAGES

- (1) Each foreman shall be classified by his/her employer within the range prescribed hereunder and be paid not less than the rate for that classification.
- (2) (a) Subject to the provisions of subclause (3) of this clause, a foreman may be reclassified at any time. In the event of any dispute between an employer and the appropriate union as to the classification of any foreman employed by that employer, the matter may be referred to the Board of Reference for determination.

CLASSIFICATION RANGE *	A.S.N.A. \$	TOTAL WAGE \$
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514.90	86.00	600.90
535.00	88.00	623.00
555.20	88.00	643.20
575.30	88.00	663.30
595.50	88.00	683.50
615.70	88.00	703.70
635.90	88.00	723.90

\* Note—inclusive of an Industry Allowance of \$15.90.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (3) Where the classification of a foreman has been fixed by the Board of Reference, that classification shall not be reduced by the employer except after the expiry of fourteen days' notice of the proposed reduction and the reason therefor has been given in writing to the appropriate union.
- (4) The provisions of this clause do not apply to any foreman if and for as long as he/she is being paid a rate in excess of the maximum rate prescribed.

### FREMANTLE PORT AUTHORITY (PILOTS') AWARD 1964

#### NO. 3 OF 1964

##### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**FRUIT AND PRODUCE MARKET  
EMPLOYEES AWARD**

**NO. 50 OF 1955**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

11.—WAGES

	COLUMN A Operative from first pay period on or after 12/10/88	COLUMN B Operative from first pay period on or after 12/4/89	COLUMN C Operative from first pay period on or after 01/08/01
(1) Adults	\$	\$	Inc ASNA \$
Storemen	298.90	308.90	358.90
Head Storemen	320.00	330.00	380.00

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) Whilst so engaged, casual hands shall be paid the rate of twenty per cent in addition to the rates prescribed herein.
- (3) Junior Male Workers (per cent of rate prescribed for Storeman in (1) hereof)—

	Per Week
	%
Under 16 years of age	40
16 to 17 years of age	50
17 to 18 years of age	60
18 to 19 years of age	70
19 to 20 years of age	80
20 to 21 years of age	90

**THE FRUIT GROWING AND FRUIT PACKING  
INDUSTRY AWARD  
NO. R 17 OF 1979**

24.—WAGES

Adult Workers—

The minimum rate of wages payable to a worker under this award shall be as follows—

	\$ Base	Rate Per Week \$ ASNA	\$ Total
(1) Fruit Packing and Sorting			
(a) Trainee Packer & Trainee Sorter	241.10	88.00	329.10
(b) Competent Packer (as defined) & Sorter	257.90	88.00	345.90
(c) Shed Hand	257.90	88.00	345.90
(2) Fruit Growing and Picking:			
(a) Orchard Hand (General)	257.90	88.00	345.90
(b) Orchard Hand (Machine Operator)	266.60	88.00	354.60

The following hourly rates shall apply to workers in this section for each hour worked in excess of 40 hours per week and not more than 52 hours per week—

(a) Orchard Hand (General)	12.97
(b) Orchard Hand (Machine Operator)	13.30

The following hourly rates shall apply to workers in this section for each hour worked in excess of 52 hours per week—

(a) Orchard Hand	17.30
(b) Orchard Hand (Machine Operator)	17.73

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Junior Workers—

Fruit Packing and Sorting or Fruit Growing and Picking wage per week or per hour as the case may be, expressed as a percentage of the appropriate adult classification rate.

	%
Under 16 years of age .....	40
16 years of age .....	50
17 years of age .....	60
18 years of age .....	70
19 years of age .....	80
20 years of age .....	90

- (4) Casual Workers—
- (a) A casual worker shall be paid 20 per cent in addition to the rate prescribed in this clause for work performed.
- (b) A "Casual Worker" shall mean a worker who is engaged and paid as such.
- (5) For the purpose of this clause.  
A "Competent Packer" shall mean a worker who packs 500 bushels of apples per week of 40 hours.

**24A.—MINIMUM WAGE**

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (5) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1st August 2001.
- (6) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions to July 2001
- (7) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (8) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (9) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to employees excluded under (a) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (10) Subject to this subclause the Minimum Adult Award Wage shall —
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (11) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

The rates of pay in this award include the arbitrated adjustment payable under the July 1999 State Wage Decision. This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this Award which are above the wage rates prescribed in the Award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards, or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases made under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreement, are not to be used to offset arbitrated safety net adjustments.

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**FUNERAL DIRECTORS' ASSISTANTS' AWARD**

**NO. 18 OF 1962**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any

equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 10.—WAGES

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be as follows—

	Base Rate Adjustments \$	Arbitrated Safety Net Rate \$	Minimum Weekly \$
<b>Branch Officer:</b>			
First 3 months of employment	379.40	88.00	467.40
After 3 months of employment	424.90	90.00	514.90
After 12 months of employment	428.40	90.00	518.40
After 24 months of employment	432.00	90.00	522.00
<b>Embalmer:</b>			
First 3 months of employment	372.10	88.00	460.10
After 3 months of employment	417.60	90.00	507.60
After 12 months of employment	421.20	90.00	511.20
After 24 months of employment	424.80	90.00	514.80
<b>Coffin Maker and/or Coffin Polisher:</b>			
First 3 months of employment	368.10	88.00	456.10
After 3 months of employment	413.50	88.00	501.50
After 12 months of employment	417.10	90.00	507.10
After 24 months of employment	420.70	90.00	510.70
<b>General Assistants</b>			
<b>After Hours Attendants:</b>			
First 3 months of employment	349.10	88.00	437.10
After 3 months of employment	394.50	88.00	482.50
After 12 months of employment	398.10	88.00	486.10
After 24 months of employment	401.70	88.00	489.70

- (2) Any employee in the Head Office who arranges and attends to funeral business shall be paid the rate prescribed for a Branch Officer while employed on such work.
- (3) Leading Hands: Any employee placed by the employer in charge of three or more other employees shall be paid \$19.81 per week in addition to the amounts prescribed in this clause.
- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**FURNITURE TRADES (GOVERNMENT) AWARD 1979****NO. R 34 OF 1979****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**11.—WAGES**

The minimum total wage payable to employees under this award shall be—

Adult employees:	Base Rate	Tool Allowance	Safety Net Adjustments	Total Minimum Rate
(1) Furniture Manufacturing:				
(a) Cabinetmaking				
1 <sup>st</sup> Year	412.60	9.50	58.00	480.10
2 <sup>nd</sup> Year	417.60	9.50	58.00	485.10
3 <sup>rd</sup> Year and thereafter	421.90	9.50	58.00	489.40
(b) Chairmaking and/or Repairing				
1 <sup>st</sup> Year	412.60		58.00	470.60
2 <sup>nd</sup> Year	417.60		58.00	475.60
3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
(c) Wood Carving				
1 <sup>st</sup> Year	412.60		58.00	470.60
2 <sup>nd</sup> Year	417.60		58.00	475.60
3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
(d) Wood Turning				
1 <sup>st</sup> Year	412.60		58.00	470.60
2 <sup>nd</sup> Year	417.60		58.00	475.60
3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
(e) Upholstering				
1 <sup>st</sup> Year	412.60		58.00	470.60
2 <sup>nd</sup> Year	417.60		58.00	475.60
3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
(f) French Polishing				
1 <sup>st</sup> Year	412.60		58.00	470.60
2 <sup>nd</sup> Year	417.60		58.00	475.60
3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
	412.60	9.50	58.00	480.10

Adult employees:		Base Rate	Tool Allowance	Safety Net Adjustments	Total Minimum Rate	
	(g)	Wood Machinery (sharpener, router, double ended tenoner, four sider) where the employee also grinds cutters and/or sets up and/or a router and/or a shaper hand who works free-hand	417.60	9.50	58.00	485.10
			421.90	9.50	58.00	489.40
		1 <sup>st</sup> Year	412.60		58.00	470.60
		2 <sup>nd</sup> Year	417.60		58.00	475.60
		3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90
(2)	Floor Covering	1 <sup>st</sup> Year	412.60		58.00	470.60
		2 <sup>nd</sup> Year	417.60		58.00	475.60
		3 <sup>rd</sup> Year and thereafter	421.90		58.00	479.90

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Apprentices

- (a) The wages per week for an apprentice shall be the percentages shown in paragraph (c) hereof of the tradesperson's rate.
- (b) For the purposes of this subclause, "tradesperson's rate" shall mean the rate of pay payable to an adult fitter under the Engineering Trades (Government) Award No'd 29, 30 and 31 of 1961 and 3 of 1962 as amended.
- (c)
- |       |                              |    |
|-------|------------------------------|----|
| (i)   | Four year term               | %  |
|       | First year                   | 42 |
|       | Second year                  | 55 |
|       | Third year                   | 75 |
|       | Fourth year                  | 88 |
| (ii)  | Three and one half year term |    |
|       | First six months             | 42 |
|       | Second year                  | 55 |
|       | Third year                   | 75 |
|       | Fourth year                  | 88 |
| (iii) | Three year term              |    |
|       | First year                   | 55 |
|       | Second year                  | 75 |
|       | Third year                   | 88 |

(4) Leading Hands

An employee placed in charge of—

- (a) not less than three and not more than ten other employees shall be paid \$16.80 per week extra;
- (b) not less than ten and not more than twenty other employees shall be paid \$20.80 per week extra;
- (c) more than twenty other employees shall be paid \$27.60 per week extra.

(5) Part time Employees

When an employee is employed part time, he/she shall receive payment for wages, for annual leave, for holidays and for sick leave on a pro rata basis in the same proportion as the number of hours regularly worked each week bears to thirty-eight hours.

(6) Casual Employees

Casual employees shall be paid at the rate of 20 per cent in addition to the rates of pay prescribed by this Award.

**FURNITURE TRADES INDUSTRY AWARD  
NO. A 6 OF 1984**

8.—WAGES

- (1) Classifications
- (a) (i) Upon engagement all employees shall be classified in the group in which they are engaged to work.
- (ii) An employee will only be classified into a higher group where that employee had been trained and has met the assessment and competence criteria established for the higher group and a vacancy exists. Such reclassifications will only be made where the employee is trained and capable of performing the relevant duties of the higher group to the required standard. The grouping of employees is provisional on the employee remaining willing and able to perform the duties required in the group in which they are classified.
- (iii) (aa) The assessment of employees will be carried out by an employee nominated by the works manager who will normally be a supervisor but may be an employee suitably qualified in that trade or calling.
- (bb) At the employee's request re-examination will be carried out by a panel consisting of the supervisor, the employee's representative and a suitably qualified employee of the employee's choice with knowledge of the area of work and the works manager or the works manager's delegate.
- (cc) Should the re-examiners reach a tied decision, then this matter may be referred to a Board of Reference for determination.
- (iv) The parties to this award reserve leave to apply to amend this classification structure.
- (v) An employee reclassified to a higher group, will have his/her performance subject to review, and the employer may, should the employee's performance be unsatisfactory, revert the employee's classification to the previous level.
- (vi) At the employee's request, any demotion pursuant to paragraph (v), will be re-examined by a panel consisting of the Supervisor, the employee's representative, a suitably qualified employee of the employee's choice with knowledge of the area of work and the Manager or the Manager's delegate.
- (vii) Provided that no employee is to be prejudiced by acting or failing to act in a manner provided for in this paragraph (a).
- (b) Employees will be classified into groups as follows—
- (i) Furniture Making Employee Group 1  
(Relativity to Group 5—78%)  
Furniture Making Group 1 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Furniture Making Group 1 employee may be required by the employer to perform any, but not necessarily, all of the duties listed hereunder and for training purposes, the duties of higher classifications of employees—
- |                   |                                      |
|-------------------|--------------------------------------|
| Cleaning          |                                      |
| Factory Hand      |                                      |
| Glass             | - Breakout (Automatic Cutting Table) |
|                   | - Vinyl Back Operating               |
| Material Handling | - Bagging                            |
|                   | - Drilling                           |
|                   | - Grinding                           |
|                   | - Loading/Unloading                  |
- (ii) Furniture Making Employee Group 2  
(Relativity to Group 5—82%)  
Furniture Making Group 2 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Furniture Making Group 2 employee may be required by the employer to perform any, but not necessarily, all of the duties listed hereunder. In addition, the Furniture Making Group 2 employee will perform those duties of a lower classification related to the duties listed hereunder, and for training purposes, the duties of higher classifications of employees—
- |                |   |                          |
|----------------|---|--------------------------|
| Bedding making | - | Border Wiring            |
|                | - | Edge Banding             |
|                | - | Fibre Padding            |
|                | - | Filling                  |
|                | - | Foam Box Assembling      |
|                | - | Stapling                 |
|                | - | Tufting                  |
| Glass          | - | Shower Screen Assembling |
| Metal          | - | Bed Ends Assembling      |
|                | - | Furnace Operating        |
|                | - | Spring Base Assembling   |
|                | - | Resistance Welding       |

Sub Assembling		
Timber	-	Edging/Trimming
	-	Veneer Gluing and Laying
	-	Sanding
	-	Spraying
	-	Staining
	-	Varnishing
	-	Veneering

(iii) Furniture Making Employee Group 3  
(Relativity to Group 5—87.4%)

Furniture Making Group 3 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Furniture Making Group 3 employee may be required by the employer to perform any, but not necessarily, all of the duties of the positions listed hereunder.

In addition, the Furniture Making Group 3 employee will perform those duties of a lower classification related to the duties listed hereunder, and for training purposes, the duties of higher classifications of employees—

Bedding Making	-	Bagging
	-	Base Upholstering
	-	Mattress
	-	Spring Coiling
	-	Spring Unit
Blinds & Awnings	-	Assembling
	-	Cutting
Fabric Cutting	-	Pre-planned
Glass	-	Automatic Cutting
	-	Automatic Edge Grinding/Polishing
	-	Automatic Levelling/Polishing
	-	Cutting maximum 6mm
	-	Pockering
Machine Operating/Adjustments		
Metal Welding		
Metal/Timber (Assembling)		
	-	Cabinet
	-	Chair
	-	Hospital Bed/Trolley
	-	Hospital Equipment
	-	Sofa
	-	Table
Frame Making		
Packing		
Picture Frame Making		
Powder Coating		
Sewing Machining		
Spray Painting		
Timber	-	Woodmachining (Other)
Upholstering (Pre-Planned)		
Wickerwork	-	Ironwork
	-	Other

(iv) Furniture Making Employee Group 4  
(Relativity to Group 5—92.4%)

Furniture Making Group 4 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, maintenance and distribution operations of the employer. The Furniture Making Group 4 employee may be required by the employer to perform any, but not necessarily, all of the duties of the positions listed hereunder.

In addition, the Furniture Making Group 4 employee will perform those duties of a lower classification related to the duties listed hereunder, and for training purposes, the duties of higher classifications of employees—

Bedding Making	-	Garnetting
	-	Hand Cutting
	-	Micro Quilting
	-	Panel Cutting
	-	Tape Edging
	-	Spuhl Automatic Spring Maker
		(other)

- |  |                               |   |                   |
|--|-------------------------------|---|-------------------|
|  | Blinds and Awnings            | - | Finishing         |
|  |                               | - | Installing        |
|  |                               | - | Making            |
|  | Mechanical Handling (Ride-on) |   |                   |
|  | Receiving/Storing/Issuing     | - | Despatching       |
|  |                               | - | Documenting       |
|  |                               | - | Purchasing        |
|  |                               | - | Stock Controlling |
- (v) Furniture Making Employee Group 5  
(Classification in this Group shall be dependent upon an employee holding the appropriate trade qualifications or an employee qualified and/or engaged to perform any of the duties of a Furniture Making Group 5 employee.)  
Furniture Making Group 5 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Furniture Making Group 5 employee may be required by the Employer to perform any, but not necessarily, all of the duties of the positions listed hereunder.  
In addition, the Furniture Making Group 5 employee will perform those duties of a lower classification related to the duties listed hereunder, and for training purposes, the duties of higher classifications of employees—
- |  |                     |   |  |
|--|---------------------|---|--|
|  | Bedding Making      | - | Pocket Spring                          |
|  |                     | - | Spuhl Automatic Spring Maker           |
|  |                     |   | (defined)                              |
|  | Floor Covering      |   |  |
|  | Furniture Designing |   |  |
|  | and/or Drafting     | - | Computer Aided Drafting                |
|  |                     | - | Computer Aided Manufacturing           |
|  |                     | - | Costing                                |
|  | Glass               | - | Bevelling                              |
|  |                     | - | Designing and/or Drawing               |
|  |                     | - | Leadlight Glazing                      |
|  |                     | - | Sandblasting                           |
|  |                     | - | Silvering                              |
|  | Metal               | - | Jigmaking (Metal Furniture)            |
|  |                     | - | Metal Furniture Making                 |
|  | Timber              | - | Cabinetmaking                          |
|  |                     | - | Chairmaking and/or Repairing           |
|  |                     | - | French Polishing (Furniture Finishing) |
|  |                     | - | Wicker Furniture Making                |
|  |                     | - | Wood Carving                           |
|  |                     | - | Wood Machining                         |
|  |                     | - | Wood Turning                           |
- Upholstering
- (vi) Furniture Making Employee Group 6  
(Relativity to Group 5—105%)  
(Classification in this group shall be dependent upon an employee holding the appropriate trade qualifications and successfully completing one half of the requirements of the recognised Advanced Certificate in Furniture Studies at a College of TAFE.)  
Furniture Making Group 6 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Furniture Making Group 6 employee may be required by the employer to perform any, but not necessarily, all of the duties of the positions listed hereunder.  
In addition, the Furniture Making Group 6 employee will perform those duties of a lower classification related to the duties listed hereunder, and for training purposes, the duties of higher classifications of employees—
- |  |                              |   |  |
|--|------------------------------|---|--|
|  | Advanced Furniture Designing |   |  |
|  | and/or Drafting              | - | Computer Aided Manufacturing           |
|  |                              | - | Computer Aided Drafting                |
|  |                              | - | Costing                                |
|  | Advanced Machine Programming |   |  |
|  | Advanced Metal               | - | Jigmaking (Metal Furniture)            |
|  |                              | - | Metal Furniture Making                 |
|  | Advanced Timber              | - | Cabinetmaking                          |
|  |                              | - | Chairmaking and/or Repairing           |
|  |                              | - | French Polishing (Furniture Finishing) |
|  |                              | - | Wicker Furniture Making                |
|  |                              | - | Wood Machining                         |
|  |                              | - | Wood Turning                           |

- Advanced Upholstery
- Toolmaking (Metal Furniture)
- (vii) Furniture Making Employee Group 7  
(Relativity to Group 5—110%)  
(Classification in this category shall be dependent upon successfully completing the requirements of the recognised Certificate in Furniture Studies at a College of TAFE.)  
Furniture Making Group 7 employee shall mean an employee classified as such who is engaged on work in connection with or incidental to the production, and distribution operations of the employer. The Furniture Making Group 7 employee may be required by the employer to perform any, but not necessarily, all of the duties of the positions listed hereunder.  
In addition, the Furniture Making Group 7 employee will perform those duties of a lower classification related to the duties listed hereunder: and for training purposes, the duties of higher classifications of employees—
  - Advanced Furniture Designing and/or Drafting
    - Computer Aided Manufacturing
    - Computer Aided Drafting
    - Costing
  - Advanced Machine Programming
  - Advanced Metal
    - Jigmaking (Metal Furniture)
    - Metal Furniture Making
  - Advanced Timber
    - Cabinetmaking
    - Chairmaking and/or Repairing
    - French Polishing (Furniture Finishing)
    - Wicker Furniture Making
    - Wood Machining
    - Wood Turning
  - Advanced Toolmaking (Metal Furniture)
  - Advanced Upholstery

(2) Wages

The minimum rate of wage for employees covered by this award shall be—

	Base Rate	Arbitrated Safety Net Adjustments	Total Minimum Rate
	\$	\$	\$
(a) Furniture Making Employee—Group 1	325.40	88.00	413.40
Furniture Making Employee—Group 2	342.10	88.00	430.10
Furniture Making Employee—Group 3	364.60	88.00	452.60
Furniture Making Employee—Group 4	385.50	88.00	473.50
Furniture Making Employee—Group 5	417.20	90.00	507.20
Furniture Making Employee—Group 6	438.10	90.00	528.10
Furniture Making Employee—Group 7	458.90	90.00	548.90

(b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(3) Tool Allowance

Where the employer does not provide a cabinetmaker with the tools ordinarily required by a cabinetmaker in the performance of his or her work of cabinetmaking, the employer shall pay a tool allowance of \$10.20 per week.

The tool allowance for cabinetmaking apprentices shall be subject to the provisions hereof and, where applicable, paid at the rate prescribed by subclause (3) of Clause 34.—Apprentices.

(4) Apprentices

(a) The minimum rate of pay per week for an apprentice shall be the percentage shown in paragraph (b) herein of the total rate of pay inclusive of supplementary payment for a Furniture Making Employee Group 5.

(b) Percentages—

(i) Four Year Term -	%
First year	42
Second year	55
Third year	75
Fourth year	88

		\$
(ii)	Three and a Half Year Term -	
	First six months	42
	Next year	55
	Next following year	75
	Final year	88
(iii)	Three Year Term -	
	Apprentices who have completed	
	12 months full time training -	
	First year	55
	Second year	75
	Third year	88
(iv)	Three Year Term -	
	First year	42
	Second year	55
	Third year	88
(5)	Junior Employees	
(a)	The minimum rate of pay per week for a junior employee shall be the percentages shown in paragraph (b) herein, of the total rate of pay inclusive of supplementary payment for a Furniture Making Employee Group 2.	
	(b)	%
	Under 16 years	38
	Between 16 and 17 years	46
	Between 17 and 18 years	53
	Between 18 and 19 years	73
	Between 19 and 20 years	80
	Between 20 and 21 years	85
	Liberty to amend this clause is reserved.	

## (6) Minimum Adult Award Wage

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Cases decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.  
(bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —  
(aa) apply to all work in ordinary hours.  
(bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**APPENDIX III—NATIONAL TRAINING WAGE****9.—WAGES**

- (a) (i) The weekly wages payable to Trainees are as provided in paragraph (iv), (v), (vi) of this sub-clause.
- (ii) These wage rates will only apply to Trainees while they are undertaking an approved traineeship which includes approved training as defined in this Appendix.
- (iii) The wage rates prescribed by this clause do not apply to complete trade level training which is covered by the Apprenticeship system.
- (iv) Skill Level A Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level A.

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	154.00 (50%)	178.00(33%)	268.00
	169.00 (33%)	197.00(25%)	
plus 1 year out of school	227.00	268.00	306.00
plus 2 years	268.00	306.00	249.00
plus 3 years	306.00	349.00	393.00
plus 4 years	349.00	393.00	
plus 5 years or more	393.00		
(v) Skill Level B	Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level B.		

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	154.00 (50%)	178.00(33%)	258.00
	169.00 (33%)	197.00(25%)	
plus 1 year out of school	227.00	258.00	291.00
plus 2 years	258.00	291.00	334.00
plus 3 years	291.00	334.00	385.00
plus 4 years	334.00	385.00	
plus 5 years or more	385.00		
(vi) Skill Level C	Where the accredited training course and work performed are for the purpose of generating skills which have been defined for work at Skill Level C.		

School Leaver	Highest Year of Schooling Completed		
	Year 10 and below	Year 11	Year 12
	\$	\$	\$
	154.00 (50%)	178.00(33%)	266.00
	169.00 (33%)	197.00(25%)	
plus 1 year out of school	227.00	266.00	271.00
plus 2 years	266.00	271.00	299.00
plus 3 years	271.00	299.00	330.00
plus 4 years	299.00	330.00	
plus 5 years or more	330.00		
(vii)			

School Based Traineeship Skill Levels A, B and C	Year of Schooling	
	Year 11	Year 12
	\$	\$
	183.00	227.00

\* Figures in brackets indicate the average proportion of time spent in approved training to which the associated wage rate is applicable. Where not specifically indicated the average proportion of time spent in structured training which has been taken into account in setting the rate is 20 percent.

(viii) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(b) The determination of the appropriate skill level shall be made by NETTFORCE based on the following criteria—

- (i) Any agreement of the parties
- (ii) The nature of the industry
- (iii) The total training plan
- (iv) Recognition that training can be undertaken in stages
- (v) The exit skill level in the relevant award contemplated by the Traineeship.

In event that the parties disagree with such determination it shall be open to any party to the award to seek to have the matters in dispute determined by the Commission.

- (c) For the purposes of this provision "out of school" shall refer only to periods out of school beyond Year 10 or below, and shall be deemed to—
- (i) include any period of schooling beyond Year 10 or below which was not part of nor contributed to a completed year of schooling.
  - (ii) include any period during which a Trainee repeats in whole or part a year of schooling beyond Year 10 or below; and
  - (iii) not include any period during a calendar year in which a year of schooling is completed.
  - (iv) have effect on an anniversary date being January 1 in each year.
- (d) At the conclusion of the Traineeship, this award ceases to apply to the employment of the Trainee and the relevant award shall apply to the former trainee.

### GAOL OFFICERS' AWARD 1998

#### NO. 12 OF 1968

#### 2B—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the minimum adult award wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the minimum adult award wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the minimum adult award wage of \$413.40 per week.
- (6)
  - (a) The minimum adult award wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) A liberty to apply is reserved in relation to any special category of employees not included here or otherwise in relation to the application of the minimum adult award wage.
- (7) Subject to this clause the minimum adult award wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime, all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) This clause shall have effect from the beginning of the first pay period on or after 1st day of August 2001.

#### SCHEDULE A—RATES OF PAY

- (1) **ARBITRATED SAFETY NET ADJUSTMENT—NOVEMBER 1997**
  - (a) Unless otherwise provided the \$10.00 per week arbitrated safety net adjustment from the decision in Matter No. 940 of 1997 is to be added to the wage rates in this clause.
  - (b) This arbitrated safety net adjustment may be offset against any equivalent amount in rates of pay received by employees whose wages and conditions are regulated by this industrial agreement and which are above the wage rates prescribed in it provided that absorption which is contrary to the terms of an agreement is not required.
  - (c) Above award payments include wages payable under enterprise agreements.
  - (d) Any union party to this industrial agreement is bound to accept absorption of the arbitrated safety net adjustment in accordance with this provision.
  - (e) Increases made under State Wage Case Principles prior to November 1997, except those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
  - (f) This provision will have effect from the first pay period on or after the 14th day of November 1997

#### 2) **RATES OF PAY**

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

TITLE RANK		ANNUAL RATE	WEEKLY RATE
(a)	Probationary Prison Officers (Training School)	28873	553.47
(b)	(i) Prison Officers		
	Mon-Fri 1st year	32936	631.36
	2nd Year	34161	654.84
	3-7 Year	35704	684.41
	Thereafter	36611	701.80

TITLE RANK	ANNUAL RATE	WEEKLY RATE
Shifts		
1st Year	42132	807.64
2nd Year	43829	840.16
3-7 Years	45891	879.69
Thereafter	47111	903.09
Shifts – No Additional Shift Component		
1st Year	41027	786.46
2nd Year	42639	817.37
3-7 Year	44600	854.96
Thereafter	45760	877.20
(ii) First Class Prison Officers		
Monday to Friday	38322	734.61
Shift	49044	940.15
(iii) Senior Officers		
Mon-Fri		
1st Year	39547	758.10
2nd Year	40455	775.50
3rd Year	41362	792.88
Thereafter	42292	810.71
Shift		
1st Year	50506	968.18
2nd Year	51817	993.31
3rd Year	53025	1016.46
Thereafter	54235	1039.65
Security		
Albany		
Canning Vale Prison		
1st Year	47026	901.46
2nd Year	48140	922.82
3rd Year	49255	944.20
Thereafter	50370	965.56
Reception		
Canning Vale Prison		
CW Campbell Remand Centre		
1st Year	45072	864.00
2nd Year	46134	884.37
3rd Year	47226	905.29
Thereafter	48262	925.15
Senior Officer Training		
1st Year	48244	924.82
2nd Year	49491	948.72
3rd Year	50639	970.72
Thereafter	51789	992.77
(c) Industrial Officers		
<u>Industrial Officers Group 1</u>		
Canteen Officer		
Bunbury/Casuarina	42668	817.92
Canning Vale Prison	41331	792.30
Woorloo	40328	773.06
Metropolitan Security Unit – Dog Unit	47138	903.61
Activities Officer		
Albany	41832	801.90
Bandyup	45313	868.62
Bunbury	44339	849.96
EAGO	45842	878.77
Greenough	46487	891.14
Karnet	46174	885.14
Woorloo	45357	869.48
Reception Officer		
Canning Vale Prison	42968	823.67
CW Campbell Remand Centre	44511	853.25
<u>Industrial Officers Group 2</u>		
East Perth Lock Up		
1st Year	43295	829.94
2nd Year	44312	849.43
3rd Year	45328	868.91
Thereafter	46344	888.39
Metropolitan Security Unit – Dog Unit		
1st Year	48683	933.22
2nd Year	49841	955.43
3rd Year	51001	977.67
Thereafter	52158	999.85

TITLE RANK			ANNUAL RATE	WEEKLY RATE
Bunbury Cook Instructors				
1st Year			48180	923.59
2nd Year			49325	945.53
3rd Year			50470	967.49
Thereafter			51616	989.46
Kitchen—Canning Vale Prison				
1st Year			43739	838.45
2nd Year			44767	858.16
3rd Year			45795	877.87
Thereafter			46824	897.59
Hospital Officers				
1st Year			58714	1125.52
2nd Year			59948	1149.17
Thereafter			61585	1180.56
Senior Hospital Officer			56548	1084.00
(d) New Industrial Officers				
<b>Level 1</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>
	<b>7 July 2000</b>		<b>1 August 2001</b>	
Drivers—Casuarina				
1st Year	36668	702.92	39121	749.92
2nd Year	38154	731.39	40606	778.39
3-7 Year	40010	766.98	42463	813.98
Thereafter	41125	788.34	43577	835.34
Drivers – Hakea				
1st Year	33972	651.22	36424	698.22
2nd Year	35344	677.53	37796	724.53
3-7 Year	37057	710.36	39509	757.36
Thereafter	38086	730.10	40539	777.10
Drivers—Alternate Weekends				
1st year	35233	675.39	37685	722.39
2nd Year	36800	705.44	39252	752.44
3-7 Year	38482	737.67	40934	784.67
Thereafter	39508	757.35	41960	804.35
<b>Level 2</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>
	<b>7 July 2000</b>		<b>1 August 2001</b>	
Monday to Friday	35088	672.61	37540	719.61
Monday to Friday + Public Holidays	36092	691.85	38544	738.85
Alternate Weekends	40407	774.57	42859	821.57
<b>Level 3</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>
	<b>7 July 2000</b>		<b>1 August 2001</b>	
Monday to Friday				
1st Year	36313	696.10	38765	743.10
2nd Year	37221	713.50	39673	760.50
3rd Year	38128	730.88	40580	777.88
Thereafter	39058	748.71	41510	795.71
Monday to Friday + Public Holidays				
1st Year	37352	716.02	39804	763.02
2nd Year	38297	734.13	40749	781.13
3rd Year	39243	752.26	41695	799.26
Thereafter	40189	770.39	42641	817.39
Alternate Weekends				
1st Year	42044	805.96	44496	852.96
2nd Year	43071	825.64	45523	872.64
3rd Year	44127	845.88	46579	892.88
Thereafter	45216	866.76	47668	913.76
<b>Level 4</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>	<b>Annual Rate</b>	<b>Weekly Rate</b>
	<b>7 July 2000</b>		<b>1 August 2001</b>	
Monday to Friday				
1st Year	37313	715.27	39765	762.26
2nd Year	38221	732.68	40673	779.67
3rd Year	39128	750.07	41580	797.06
Thereafter	40058	767.89	42510	814.89
Monday to Friday + Public Holidays				
1st Year	38393	735.98	40845	782.97
2nd Year	39328	753.90	41780	800.89
3rd Year	40261	771.79	42713	818.78
Thereafter	41218	790.13	43670	837.12

TITLE RANK			ANNUAL RATE	WEEKLY RATE
	Annual Rate	Weekly Rate	Annual Rate	Weekly Rate
Level 5	7 July 2000		1 August 2001	
Monday to Friday				
1st Year	38313	734.44	40765	781.43
2nd Year	39221	751.85	41673	798.84
3rd Year	40128	769.24	42580	816.23
Thereafter	41058	787.06	43510	834.05
Monday to Friday + Public Holidays				
1st Year	39505	757.29	41957	807.28
2nd Year	40357	773.63	42809	820.62
3rd Year	41290	791.51	43742	838.50
Thereafter	42247	809.86	44699	856.85

In addition to the rates prescribed above, any Officer or Industrial Officer attaining First Class status prior to 12 November, 1987 shall be paid an additional \$8.00 per week.

**GARDENERS (GOVERNMENT) 1986 AWARD  
NO. A 16 OF 1983**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**25.—WAGES**

- (1) The minimum weekly rates of wage payable to employees covered by this award shall be:

**PART A—ALL EMPLOYEES EXCEPT THOSE EMPLOYED BY THE MINISTRY OF EDUCATION**

	Base Rate	Arbitrated Safety Net Adjustments	Minimum Award Wage
	\$	\$	\$
(a) Level One Comprehends the following classes of work Gardener/Ground Attendant (Grade 2) Labourer (Maintenance and General) Mower Operator (Walk Mower) 1st year of employment	372.70	88.00	460.70

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
2nd year of employment	376.50	88.00	464.50
3rd year of employment and thereafter	380.60	88.00	468.60
Level Two			
Comprehends the following classes of work			
Assistant on Rubbish Vehicle Gardener/Ground Attendant (Grade 1)			
1st year of employment	377.30	88.00	465.30
2nd year of employment	381.30	88.00	469.30
3rd year of employment and thereafter	385.10	88.00	473.10
Level Three			
Comprehends the following classes of work			
Concrete Finisher, Slab and Kerb Layer			
Machinery Operators			
— Rotary Hoe (not attached to tractor)			
— Tractor Pneumatic Tyred Class I (without power— operated attachments)			
Maintenance Attendant Power-operated Portable Saw			
1st year of employment	388.10	88.00	476.10
2nd year of employment	391.90	88.00	479.90
3rd year of employment and thereafter	395.80	88.00	483.80
Level Four			
Comprehends the following classes of work			
Assistant Mechanical Maintenance Attendant			
Machinery Operators			
— Power Roller			
— Tractor (Pneumatic Tyred) (with power-operated attachments Classes 1—5)			
— Tractor (Pneumatic Tyred) (without power-operated attachments Classes 2—5)			
Motor Vehicle Driver (less than 1.2 tonnes)			
Mower Operator			
— Rider Mower			
— Walk Mower (In Charge of Vehicle) Grades 1 and 2			
Senior Gardener/Ground Attendant			
Senior Maintenance Attendant			
1st year of employment	399.60	88.00	487.60
2nd year of employment	403.70	88.00	491.70
3rd year of employment and thereafter	407.30	88.00	495.30
Level Five			
Comprehends the following classes of work			
(i) Machinery Operator			
— Tractor (Pneumatic Tyred with power-operated attachments Class 6 and up to 230 hp)			
Motor Vehicle Driver (over 1.2 tonnes and below 3 tonnes)			
Tractor Mower Operator			
1st year of employment	402.20	88.00	490.20
2nd year of employment	406.00	88.00	494.00

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
3rd year of employment and thereafter	409.50	88.00	497.50
(ii) Motor Vehicle Driver (over 3 tonnes and less than 6 tonnes)			
Rider Mower (In charge of Vehicle)			
1st year of employment	406.90	88.00	494.90
2nd year of employment	410.80	88.00	498.80
3rd year of employment and thereafter	414.40	88.00	502.40
Level Six			
Comprehends the following classes of work			
Tradesperson Gardener			
1st year of employment	417.80	90.00	507.80
2nd year of employment	423.00	90.00	513.00
3rd year of employment and thereafter	427.20	90.00	517.20
Level Seven			
Comprehends the following classes of work			
Horticulturist (Certificated)			
Senior Mower Operator (BMA)			
1st year of employment	436.40	90.00	526.40
2nd year of employment	440.50	90.00	530.50
3rd year of employment and thereafter	444.50	90.00	534.50
Level Eight			
Comprehends the following classes of work			
Foreperson Grade 2			
1st year of employment	466.90	88.00	554.90
2nd year of employment	472.00	88.00	560.00
3rd year of employment and thereafter	476.50	88.00	564.50
Level Nine			
Comprehends the following classes of work			
Estate Foreperson (Homeswest)			
Foreperson Grade 1			
1st year of employment	495.70	88.00	583.70
2nd year of employment	500.80	88.00	588.80
3rd year of employment and thereafter	505.30	88.00	593.30

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

PART B—ALL EMPLOYEES EMPLOYED BY THE MINISTRY OF EDUCATION

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
(d) Level One			
Nil			
Level Two			
Assistant Gardener/Handyperson			
1st year of employment	380.30	88.00	468.30
2nd year of employment	383.60	88.00	471.60
3rd year of employment and thereafter	386.70	88.00	474.70
Level Three			
Gardener/Handyperson			
Gardener/Pool Maintenance Officer			
1st year of employment	387.10	88.00	475.10
2nd year of employment	391.10	88.00	479.10
3rd year of employment and thereafter	395.30	88.00	483.30
Level Four			
Gardener/Ride on Mower Operator/ Handyperson			
1st year of employment	396.40	88.00	484.40
2nd year of employment	400.00	88.00	488.00

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Minimum Award Wage \$
3rd year of employment and thereafter Level Five	404.20	88.00	492.20
Senior Gardener/Handyperson Senior Gardener/Pool Maintenance Officer Handyperson (Belmont SHS)			
1st year of employment	408.40	88.00	496.40
2nd year of employment	412.20	88.00	500.20
3rd year of employment and thereafter Level Six	416.00	90.00	506.00
Horticulturist (Certificated)			
1st year of employment	439.40	90.00	529.40
2nd year of employment	444.70	90.00	534.70
3rd year of employment and thereafter	449.10	90.00	539.10

- (d) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### PART C—ALL EMPLOYEES

- (2) **Casual Employees**  
Casual employees shall be paid 20% in addition to the first year rate prescribed for the work performed. Casual employees shall not be engaged on weekends or holidays unless full-time employees are not available.
- (3) A Senior Gardener/Ground Attendant who is required to maintain turf wickets, bowling greens or tennis courts shall be paid in addition to the rates prescribed an amount of \$5.05 per week. Occasional off-season attention shall not qualify an employee for payment under this subclause.
- (4) Where the term "year of employment" is used in this clause, it shall mean all service, irrespective of classification with that employer.
- (5) **Leading Hands**  
Leading Hands and Senior Gardener/Ground Attendants if placed in charge of :  
 (a) five and not more than ten other employees shall be paid \$17.65 per week extra;  
 (b) more than ten but not more than 20 other employees shall be paid \$25.90 per week extra;  
 (c) more than 20 other employees shall be paid \$34.35 per week extra.
- (6) For the purpose of subclause (1) of this clause, pneumatic tyred tractors up to 230 power take-off horse power, are classified as follows:
- | Class | Power Take-Off Horse Power |
|-------|----------------------------|
| 1     | up to 15                   |
| 2     | over 15 up to 25           |
| 3     | over 25 up to 35           |
| 4     | over 35 up to 45           |
| 5     | over 45 up to 60           |
| 6     | over 60 up to 80           |
- Self-propelled rollers are classified by weight complete including maximum ballast. Back Hoe when attached to a tractor shall be considered as power-operated attachment to the tractor.
- (7) **Apprentices**  
The weekly wage payable to an apprentice shall be the following percentage of the tradesperson's rate:
- |                     |    |
|---------------------|----|
| (a) Four Year Term  | %  |
| First year          | 42 |
| Second year         | 55 |
| Third year          | 75 |
| Fourth year         | 88 |
| (b) Three Year Term |    |
| First year          | 55 |
| Second year         | 75 |
| Third year          | 88 |
- (8) **Trainee Horticulturists**  
The weekly wage payable to trainee Horticulturists shall be the following percentage of the Certificated Horticulturist's rate—
- |             |    |
|-------------|----|
|             | %  |
| First year  | 55 |
| Second year | 75 |
| Third year  | 88 |

- (9) Junior Employees  
Junior employees shall be paid the appropriate percentage of the total rate prescribed for Gardener/Ground Attendant Grade 2.
- |                                |    |
|--------------------------------|----|
| Between 17 and 18 years of age | 70 |
| Between 18 and 19 years of age | 80 |
- Over 19 years of age, full adult rate
- (10) Toilet Cleaning Allowance (Zoological Gardens)
- (a) Employees of the Zoological Gardens Board covered by this award who are required to clean public toilets shall be paid 55 cents per closet, per week.
- (b) For the purposes of this subclause one metre of urinal shall count as one closet and three urinal stalls shall count as one closet.
- (c) All such employees shall be supplied with rubber gloves on request.

## GATE, FENCE AND FRAMES MANUFACTURING AWARD

### NO. 24 OF 1971

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
(a) apply to all work in ordinary hours.  
(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage  
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### FIRST SCHEDULE—WAGES

(a) Adult Employees:	Rate Per Week	Safety Net Adjustment Payment	Total Rate Per week
Machinist (Wire) "A"	333.30	88.00	421.30
Machinist (Wire) "B"	320.70	88.00	408.70
Machinist (Wire) Assistant	314.30	88.00	402.30
Framer "A"	333.30	88.00	421.30
Framer "B"	310.40	88.00	398.40
Process Employee	310.40	88.00	398.40
Wirer	310.40	88.00	398.40
Welder "A"	363.20	88.00	451.20
Welder "B"	316.10	88.00	404.10
Welder "C"	312.00	88.00	400.00
Painter of Iron Work	319.30	88.00	407.30
Erector	316.10	88.00	404.10
Erector's Assistant	310.40	88.00	398.40
Tool and Material Storeperson	323.10	88.00	411.10
Tradesperson	363.20	88.00	451.20
Mechanical Tradesperson - Special Class	386.90	90.00	476.90

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) **Leading Hand:** In addition to the appropriate rate prescribed in subclause (1) of this clause, a leading hand shall be paid:
- |   | \$    |
|---|-------|
| (a) If placed in charge of not less than three and not more than 10 other employees | 18.12 |
| (b) If placed in charge of more than 10 and not more than 20 other employees        | 27.73 |
| (c) If placed in charge of more than 30 other employees                             | 35.70 |
- (3) **Apprentices:**
- | (a) (Wages per week expressed as a percentage of the "Tradesman's" rate). | %  |
|---|----|
| Five Year Term  |    |
| First Year  | 40 |
| Second Year   | 48 |
| Third Year  | 55 |
| Fourth Year   | 75 |
| Fifth Year  | 88 |
| Four Year Term  |    |
| First Year  | 42 |
| Second Year   | 55 |
| Third Year  | 75 |
| Fourth Year   | 88 |
| Three and a Half Year Term  |    |
| First Six Months  | 42 |
| Second Six Months   | 55 |
| Next Year   | 75 |
| Final Year  | 88 |
| Three Year Term   |    |
| First Year  | 55 |
| Second Year   | 75 |
| Third Year  | 88 |
- (b) For the purpose of subclause (a) of this clause "Tradesman's" rate means the total wage for the classification "tradesman" as set out in subclause (1) of this Schedule.
- (4) **Junior Employees:**
- | (a) (Wages per week expressed as a percentage of the "Process Employees" rate). | %    |
|---|------|
| Under 16 years of age   | 35   |
| 16 years of age   | 45   |
| 17 years of age   | 55   |
| 18 years of age   | 65   |
| 19 years of age   | 78.5 |
| 20 years of age   | 93   |
- (b) For the purpose of subclause (a) of this clause "Process Employees" rate means the total wage for the classification "Process Employee" as set out in subclause (1) of this Schedule.
- (5) A casual employee shall be paid twenty per cent of the ordinary rate in addition to the rate for the calling in which he is employed.
- (6) **Tool Allowance:**
- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of their work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
- (i) \$10.04 per week to such tradesperson, or

- (ii) In the case of an apprentice a percentage of \$10.04 being the percentage which appears against the year of apprenticeship in subclause (a) of subclause (3) of this Schedule.

For the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of their work as a tradesperson or apprentice.

- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this schedule.
- (c) An employer shall provide for the use of tradesmen or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesman or apprentice shall replace or pay for any tools supplied by the employer, if lost through his negligence.

(7) Structural Efficiency:

- (a) Arising out of the decision of 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first structural efficiency adjustment in Application No. 1707 of 1989, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions.
- (b) The parties to this award are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the gate, fence and frame manufacturing industry and to enhance the career opportunities and job security of employees in the industry.
- (c) At each plant or enterprise a consultative mechanism may be established by the employer, or shall be established upon request by the employees or their relevant union or unions. The consultative mechanism and procedure shall be appropriate to the size, structure and needs of that plant or enterprise. Measures raised by the employer, employees or union or unions for consideration consistent with the objectives of paragraph (b) hereof shall be processed through that consultative mechanism and procedures.
- (d) Measures raised for consideration consistent with paragraph (c) hereof shall be related to implementation of the new classification structure, the facilitative provisions contained in this award and, subject to Clause 30.—Training of this award, matters concerning training and, subject to paragraph (e) hereof, any other measures consistent with the objectives of paragraph (b) of this subclause.
- (e) Without limiting the rights of either an employer or a union to arbitration, any other measure designed to increase flexibility at the plant or enterprise and sought by any party shall be notified to the Commission if the initiative varies and Award provision and by agreement of the parties involved shall be subject to the following requirements:
  - (i) The changes sought shall not affect the provisions reflecting national standards recognised by the Western Australian Industrial Relations Commission.
  - (ii) The majority of employees affected by the change at the plant or enterprise must genuinely agree to the change.
  - (iii) No employee shall lose income as a result of the change.
  - (iv) The relevant union or unions must be a party to the agreement.
  - (v) The relevant union or unions shall not unreasonably oppose any agreement.
  - (vi) Any agreement shall be subject to approval by the Western Australian Industrial Relations Commission and, if approved, shall operate as a Schedule to this award or a Section 41 Industrial Agreement and take precedence over any provision of this award to the extent of the inconsistency.
- (g) Any disputes arising in relation to the implementation of paragraphs (c) and (d) hereof shall be subject to the provisions of Clause 29.—Avoidance of Industrial Disputes of this award.

23.—SUPPLEMENTARY PAYMENTS

- (1) (a) In addition to the rates payable under the provisions of this award, other than this provision, an employee, other than an apprentice or junior employee, employed in classifications listed shall be paid the supplementary payment prescribed. The supplementary payments prescribed below shall take effect from the first pay period commencing on or after the 11th day of February 1992.

	Supplementary Payment Per Week \$
Machinist (Wire) A	23.30
Machinist (Wire) B	18.60
Machinist (Wire) Assistant	17.50
Framer A	23.30
Framer B	17.50
Process Employee	17.50
Wirer	17.50
Welder (A)	34.10
Welder (B)	18.60
Welder (C)	17.50
Painter of Iron Work	18.60
Erector	18.60
Erector's Assistant	17.50

	Supplementary Payment Per Week \$
Tool & Material Storeperson	20.10
Tradesperson	34.10
Mechanical Tradesperson Special Class	39.00

(b) In addition to the rates under the provisions of this award, other than this provision:

(i) an apprentice shall be paid per week a percentage of \$34.10 being the percentage which appears against the year of apprenticeship in subclause (3) of the First Schedule—Wages of this award, and

(ii) a junior employee shall be paid per week a percentage of \$17.50 as the case may be, being the percentage which appears against the age in subclause (4) of the First Schedule—Wages of this award.

(iii) The amount payable to any employee pursuant to the provisions of this subclause:

(a) shall be for all purposes of this award,

(b) shall be reduced by the amount of any payment being made to that employee in addition to the said rates otherwise than pursuant to the provisions of this subclause, whether such payment is being made by virtue of any order, industrial agreement, or other agreement or arrangement.

### GOLD MINING CONSOLIDATED AWARD, 1980

#### NO. 21 of 1967

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### SCHEDULE 1—RATES OF PAY

Classification and Wage Per Week.	With effect from the 1st pay period commencing on or after 3 February 1992.	ASNA	TOTAL
(1) UNDERGROUND	\$	\$	\$
Group 1	297.80	50.00	347.80
Trucker			
Tool Carrier			
Salvage Man			
Pass Runner			

Classification and Wage Per Week.	With effect from the 1st pay period commencing on or after 3 February 1992. \$	ASNA \$	TOTAL \$
Group 2 Pipe Sampler Sampler Popper Machineman Diamond Driller's Assistant Air Hoist Operator Ventilation Man Pump Attendant (as distinct from Pumpman) Hydraulic Fill Operator	311.60	50.00	361.60
Group 3 Platelayer Train Crew Mechanical Loader Operator Scraper Hauler Operator Braceman Platman Skipman	316.80	50.00	366.80
Group 4 Scaler Pumpman (engaged in dewatering a mine)	321.60	50.00	371.60
Group 5 Rock Drill Man in other places Rock bolter Powder Monkey Percussion Drill Operator Sanitary Man Crusher Operator	329.60	50.00	379.60
Group 6 Rock Drill Man in rises and winzes Raise Drill Operator In-the-hole Hammer Operator Diamond Driller up to 15 kw Timberman	338.40	50.00	388.40
Group 7 Rock Drill Man in Shaft Timberman in Shaft Diamond Driller over 15 kw	346.70	50.00	396.70
Group 8 Diesel Truck and Loader Operator Diesel Personnel Carrier Operator	352.80	50.00	402.80
Group 9 Hydraulic Jumbo Drill Operator	365.50	50.00	415.50
(2) (a) Mining—Open Cut Mine Employee—Grade 1 Labourer Spotter Sampler Mine Employee—Grade 2 Blast Crew Trainee—Mobile Plant Operator Serviceman Production Driller	298.70	50.00	348.70
Mine Employee—Grade 3 Trained—Mobile Plant Operator Serviceman Production Driller	321.10	50.00	371.10
Mine employee—Grade 4 Shot Firer Skilled—Mobile Plant Operator Serviceman Production Driller	361.30	50.00	411.30
Mine Employee—Grade 5 Multiskilled	370.90	50.00	420.90
	384.40	50.00	434.40

Classification and Wage Per Week.	With effect from the 1st pay period commencing on or after 3 February 1992.	ASNA	TOTAL
	\$	\$	\$
(b) Ore Processing			
Process Operator—Grade 1	291.00	50.00	341.00
Process Operator—Grade 2	308.00	50.00	358.00
Process Operator—Grade 3	324.50	50.00	374.50
Process Operator—Grade 4	340.30	50.00	390.30
Process Operator—Grade 5	370.90	50.00	420.90
(c) Laboratory			
Laboratory Employee—Grade 1	291.00	50.00	341.00
Laboratory Employee—Grade 2	308.00	50.00	358.00
Laboratory Employee—Grade 3	324.50	50.00	374.50
Laboratory Employee—Grade 4	340.30	50.00	390.30
Laboratory Employee—Grade 5	370.90	50.00	420.90
(d) Mine Services			
Mine Services Employee—Grade 1	298.70	50.00	348.70
Mine Services Employee—Grade 2	315.30	50.00	365.30
Mine Services Employee—Grade 3	331.50	50.00	381.50

## (3) LEADING HANDS

In addition to the appropriate wage rates prescribed in subclauses (1) and (2) of this Schedule, a Leading Hand shall be paid per week the following in excess of the highest wage rate applicable to the work being carried out:

	\$
(a) If placed in charge of not less than three and not more than ten other employees	14.30
(b) If placed in charge of more than ten and not more than twenty other employees	21.60
(c) If placed in charge of more than twenty other employees	28.00

The contract of service shall be daily for which one-fifth (1/5th) of the above rates are payable.

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

## SCHEDULE 4—STRUCTURAL EFFICIENCY PRINCIPLE—WAGE RATES

Notwithstanding prescriptions for wages and allowances elsewhere contained in this award the following shall apply to the sites or companies named below:

## 1. Hill 50 Gold Mine NL

The following rates of pay shall apply to surface employees employed by Hill 50 Gold Mine NL.

	\$	ASNA	TOTAL
A. Metallurgy Personnel			
Process Operator 1	292.60	50.00	342.60
Process Operator 2	305.50	50.00	355.50
Process Operator 3	324.50	50.00	374.50
Process Operator 4	330.40	50.00	380.40
Process Operator 5	348.30	50.00	398.30
B. Engineering Personnel			
Utility Person 1	292.60	50.00	342.60
Utility Person 2	315.30	50.00	365.30
Utility Person 3	326.40	50.00	376.40
Utility Person 4	339.70	50.00	389.70
Utility Person 5	349.40	50.00	399.40
C. Storeperson			
Storeperson G1	292.60	50.00	342.60
Storeperson G2	315.30	50.00	365.30
Storeperson G3	326.40	50.00	376.40
Storeperson G4	349.40	50.00	399.40
D. Open Pit Personnel			
Sampler G1	288.40	50.00	338.40
Sampler G2	303.80	50.00	353.80
E. Laboratory Personnel			
Laboratory Person 1	292.60	50.00	342.60
Laboratory Person 2	305.50	50.00	355.50

	\$	ASNA	TOTAL
Laboratory Person 3	324.50	50.00	374.50
Laboratory Person 4	330.40	50.00	380.40
Laboratory Person 5	348.30	50.00	398.30

F. Leading Hands

In addition to the appropriate wage rates prescribed in parts A to D above of this section, a Leading Hand shall be paid per week the following in excess of the highest wage rate applicable to the work being carried out:

	\$
(a) If placed in charge of not less than 3 and not more than 10 other employees	14.35
(b) If placed in charge of more than 10 and not more than 20 other employees	21.60
(c) If placed in charge of more than 20 other employees	28.00

2. State Wage Principles June 1991

The following commitment is given by the union in respect of sites or companies listed within this Schedule.

"It is a term of this award or industrial agreement that the union undertakes for the duration of the Principles determined by the Commission not to pursue any extra claims, award or overaward except where consistent with the State Wage Principles."

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

SCHEDULE 6—KALGOORLIE CONSOLIDATED GOLD MINES PTY LTD

The conditions prescribed in this Schedule apply to Kalgoorlie Consolidated Gold Mines Pty Ltd, hereafter called the Company, and its employee engaged in the classification set out herein and to the extent of the provisions contained herein replace any other provision of the award.

1.—ARRANGEMENT

1. Arrangement
2. Structural Efficiency
3. Classification Structure and Definitions
4. Wages
5. Training
6. Allowances

2.—STRUCTURAL EFFICIENCY

- (1) Arising out of the decision on 8 September 1989 in the State Wage Case and in consideration of the wage increases resulting from the first and second structural efficiency adjustments and arising out of the decision of 17 June 1991 in the State Wage Case, employees are to perform a wider range of duties including work which is incidental or peripheral to their main tasks or functions and the Company may direct an employee to carry out such duties as are within the employee's skill, competence and training as defined in Clause 3.—Classification Structure and Definitions of this Schedule and the Skills Training Code of Practice.
- (2) The party named in this Schedule are committed to co-operating positively to increase the efficiency, productivity and international competitiveness of the enterprise and its employees in the enterprise.
- (3) A consultative committee will be established appropriate to the size, structure and needs of the enterprise. Committee composition shall be equal numbers of appointed Company representatives and elected employees representatives. Matters raised by the Company, employees or union for consideration consistent with objectives of subclause (2) hereof shall be processed through that consultative committee and the procedures established for this purpose for recommendation to the Company.
- (4) Measures raised for consideration consistent with subclause (2) hereof shall be related to the classification structure, matters considering training and any other measure consistent with the objectives of subclause (2) of this Schedule.

3.—CLASSIFICATION STRUCTURE AND DEFINITIONS

- (1) Clause 37.—Definitions and Schedule 1—Rates of Pay of this award shall be replaced by the provisions of this Schedule and the Skills Training Code of Practice.
- (2) Classifications are based on the progressive acquisition of training modules and/or skills to form the career path which determines the pay rate structure. These structures will be outlined in the Training Manuals developed for each area of the Company's operations.
- (3) The structure recognises that credit for skill and formal training is transferable from one classification to the next.
- (4) Transition/Implementation Period and Arrangements:
  - (a) Duration:
 

It is agreed between the parties that a transition/implementation period shall be complete within six months from completion of the skills analysis exercise.

- (b) Objective:  
The objective of this transition/implementation period is—
- (i) To enable all parties to this Schedule to familiarise themselves with the wage classification and definition and training structure specific to the Company.
- (ii) For the Company to apply (subject to the transitional arrangements below) the wage, classification and definition structure set out in this Schedule and the Skills Training Code of Practice (exhibit P1—No 1242 of 1991) in place of existing arrangements as defined in Clause 37.—Definitions and Schedule 1—Rates of Pay of this award.
- (c) Transitional Arrangements:  
In order to assist in making an orderly transition, the following arrangements shall apply:
- (i) From the first pay period commencing on or after 24 September 1991 an employee's new wage group shall be determined in accordance with subclause (1) of Clause 4.—Wages of this Schedule.
- (ii) Upon transition to the new classification structure, employees will perform work in accordance with the new classifications and definitions set out in this Schedule and the Skills Training Code of Practice (Exhibit P1—No. 1242 of 1991) in lieu of the classifications and definitions currently set out in Schedule 1—Rates of Pay and Clause 37.—Definitions respectively of this award.
- (iii) For the purpose of transition to the new classification structure, no employee will suffer any loss of ordinary time earnings.
- (iv) Any disputes arising from the wage classification and definition structure shall be handled according to the grievance procedure agreed by the Consultative Committee. If such a dispute is unable to be resolved by such a procedure it will be referred to the Western Australian Industrial Relations Commission.
- (d) Review:
- (i) Prior to the expiration of the six month period, the parties will consult and make any changes to the classification structure considered necessary according to subclause (2) of Clause 2.—Structural Efficiency of this Schedule.
- (ii) At the expiration of the six month period, the Company will be required to have completed the transitional phase.

(5) New Classification Structure:

	Weekly Rate \$	A.S.N.A. \$	TOTAL \$
(a) Underground Employee:			
Mine Operator Grade 1	311.60	50.00	361.60
Salvage Man			
Pass Runner			
Pipe Assembler			
Sampler			
Popper Machineman			
Diamond Driller's Assistant			
Air Hoist Operator			
Ventilation Man			
Hydraulic Fill Operator			
Mine Operator Grade 2	321.60	50.00	371.60
Platelayer			
Loco Operator			
Mechanical Loader Operator			
Scraper Operator			
Braceman			
Platman			
Skipman			
Scaler			
Diesel Service Operator			
Sanitary Man			
Mine Operator Grade 3	338.50	50.00	388.50
Rock Drill Man			
Powder Monkey			
Long Hole Driller			
Crusher Operator			
Diamond Driller up to 15 Kw			
Timberman			
Mine Operator Grade 4	352.80	50.00	393.00
Rock Drill Man in Shaft			
Timberman in Shaft			
Diamond Driller over 15 Kw			
Diesel Truck Loader Operator			
Mechanised Rock Bolter			
Mine Operator Grade 5	365.50	50.00	415.50
Hydraulic Jumbo Drill Operator			

	Weekly Rate \$	A.S.N.A. \$	TOTAL \$
(b) Processing Employees			
Process Operator—Grade 1	291.00	50.00	341.00
Process Operator—Grade 2	308.00	50.00	358.00
Process Operator—Grade 3	324.50	50.00	374.50
Process Operator—Grade 4	340.80	50.00	390.0080
Process Operator—Grade 5	370.90	50.00	420.90
Process Operator—Grade 6	399.00	50.00	449.00
(c) Surface Employee			
Surface Operator—Grade 1	291.00	50.00	341.00
Surface Operator—Grade 2	301.20	50.00	351.20
Surface Operator—Grade 3	315.30	50.00	365.30
Surface Operator—Grade 4	361.30	50.00	411.30

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

#### 4.—WAGES

- (1) Until the transitional arrangements outlined in subclause (4) of Clause 3.—Classification, Structure and Definitions of this Schedule have been complied with, the minimum rates of wages per week to employees covered by this Schedule shall be as follows:

(a)	Underground	\$	A.S.N.A. \$	TOTAL \$
	Group 1	300.30	50.00	350.30
	Trucker			
	Tool Carrier			
	Salvage Man			
	Pass Runner			
	Group 2	311.60	50.00	361.60
	Pipe Sampler			
	Sampler			
	Popper Machineman			
	Diamond Driller's Assistant			
	Air Hoist Operator			
	Ventilation Man			
	Pump Attendant (as distinct from Pumpman)			
	Hydraulic Fill Operator			
	Group 3	316.80	50.00	366.80
	Platelay			
	Train Crew			
	Mechanical Loader Operator			
	Scraper Hauler Operator			
	Braceman			
	Platman			
	Skipman			
	Group 4	321.60	50.00	371.60
	Scaler			
	Pumpman (engaged in dewatering a mine)			
	Group 5	329.60	50.00	379.60
	Rock Drill Man in other places			
	Rock Bolter			
	Powder Monkey			
	Percussion Drill Operator			
	Sanitary Man			
	Crusher Operator			
	Group 6	338.50	50.00	388.50
	Rock Drill Man in rises and winzes			
	Raise Drill Operator			
	In-the-hole Hammer Operator			
	Diamond Driller up to 15 kw			

		\$	A.S.N.A. \$	TOTAL \$
	Timberman Group 7	346.70	50.00	396.70
	Rock Drill Man in Shaft Timberman in Shaft Diamond Driller over 15 kw			
	Group 8 Diesel Truck and Loader Operator	352.80	50.00	402.80
	Diesel Personnel Carrier Operator			
	Group 9 Hydraulic Jumbo Drill Operator	365.50	50.00	415.50
(b)	Surface			
	(i)			
	Mining—Open Cut Mine Employee—Grade 1	301.20	50.00	351.20
	(ii)			
	Ore Processing Process Operator—Grade 1	291.00	50.00	341.00
	Process Operator—Grade 2	308.00	50.00	358.00
	Process Operator—Grade 3	324.40	50.00	374.40
	Process Operator—Grade 4	340.60	50.00	390.60
	Process Operator—Grade 5	370.90	50.00	420.90

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(iii) Leading Hand

(a)	14.35
(b)	21.60
(c)	28.10

#### 5.—TRAINING

- (1) The parties to this Schedule have recognised the importance of training in the establishment of the Skills Training Code of Practice.
- (2) Following consultation in accordance with Clause 2.—Structural Efficiency of this Schedule, the Company will develop a training programme and establish a Training and Skills Manual consistent with the criteria set out in the Skills Training Code of Practice.

#### 6.—ALLOWANCES

In lieu of the allowance otherwise expressed in Clause 6.—Hours of Work, Clause 7.—Shift Work, Clause 8.—Overtime, Clause 11.—Wet Places, Clause 19.—First Aid, Clause 38.—Special Rates and Clause 39.—Industry Allowance, of this award.

	\$
Clause 6.—Overtime (Other than Continuous Shift Employees)	
Subclause (6)—Meal Allowance	4.90
Clause 7.—Continuous Shift Employees	
Subclause (7)—Meal Allowance	4.90
Clause 9.—Shift Work	
Subclause (2)—Shift Allowance	7.97
Clause 11.—Wet Places	1.24
Clause 20.—First Aid	
Subclause (4)—First Aid Allowance	1.52
Clause 40.—Special Rates	
Subclause (1)—Height Money	1.07
Clause 41.—Industry Allowance	66.30

**GOLF LINK AND BOWLING GREEN EMPLOYEES****AWARD, 1993****No 16 OF 1967****27.—WAGES**

The following shall be the minimum rates of wages payable to employees covered by this award.

CLASSIFICATIONS	Base Rate per fortnight \$	Arbitrated Safety Net Adjustment \$	Total Rate per fortnight \$
(1) Adult Employees			
Trainee (90% of Groundsperson Grade 1 rate)	561.40	176.00	737.40
Groundsperson Grade 1	623.80	176.00	799.80
Groundsperson Grade 2	630.80	176.00	806.80
Assistant Greenkeeper	675.40	176.00	851.40
Greenkeeper Tradesperson Grade 1	795.40	176.00	971.40
Greenkeeper Tradesperson Grade 2	814.00	176.00	990.00

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(2) Apprentices (Percentage of Greenkeeper Tradesperson Grade 1)

	%
First Year	42
Second Year	55
Third Year	75
Fourth Year	88

(3) Leading Hands (Greenkeeper Tradesperson)

In addition to the appropriate rate prescribed in subclause (1) of this clause a Leading Hand shall be paid:

	Extra Per Fortnight \$
(a) If placed in charge of up to three other employees including at least one other Greenkeeper;	16.40
(b) If placed in charge of more than three other employees including at least one other Greenkeeper	36.10

(4) Minimum Wage Rates

Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.

- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v)
  - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
  - (aa) apply to all work in ordinary hours.
  - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**GOLD MINING ENGINEERING AND MAINTENANCE AWARD****NO. 26 of 1947****5.—CLASSIFICATION STRUCTURE AND RATES OF PAY**

- (1) (a)
- | Classification                   | Rate<br>Per Week<br>\$ | Arbitrated<br>Safety Net<br>Adjustments<br>\$ | Total<br>Rate<br>Per Week<br>\$ |
|----------------------------------|------------------------|---|---------------------------------|
| Maintenance Employee Level 1     | 314.60                 | 88.00   | 402.60                          |
| Maintenance Employee Level 2     | 329.00                 | 88.00   | 417.00                          |
| Maintenance Employee Level 3     | 345.00                 | 90.00   | 435.00                          |
| Maintenance Tradesperson Level 1 | 363.10                 | 90.00   | 453.10                          |
| Maintenance Tradesperson Level 2 | 381.30                 | 90.00   | 471.30                          |
| Maintenance Tradesperson Level 3 | 399.50                 | 88.00   | 487.50                          |
| Maintenance Tradesperson Level 4 | 417.60                 | 90.00   | 507.60                          |
- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.
- Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) The following classification task statements are indicative only of the tasks which may be competently performed by an employee at a level of the classification.
- Maintenance Employee Level 1 87%  
Semi-skilled employees, on commencement, engaged on basic maintenance training, including induction, site safety and operational procedures.
- Maintenance Employee Level 2 90%  
An employee who has satisfactorily completed basic maintenance training and has completed not less than three months employment at an enterprise. Employees at this level will perform non-trade engineering skills including but not limited to assisting tradespersons, operation of maintenance equipment and using tools appropriate to tasks allocated.  
An employee at this level shall possess skills and knowledge equivalent to, or hold an Engineering Production Certificate Level 1, or equivalent accredited qualification.
- Maintenance Employee Level 3 95%  
Semi-skilled employees who demonstrate skill and knowledge superior to maintenance employee level 2. Employees at this level may be involved with servicing of production machinery, hold certificated rigging or lifting tickets, non-trades welding/cutting to a level which requires the exercise of skill and knowledge required and agreed for the enterprise concerned.  
An employee at this level shall possess skills and knowledge equivalent to, or hold an Engineering Production Certificate Level 2, or equivalent accredited qualification.
- Maintenance Tradespersons Level 1 100%  
An employee who holds an appropriate Trades Certificate or Tradespersons Rights Certificate as an  
Engineering Tradesperson (electrical/electronic);  
Engineering Tradesperson (mechanical); or  
Engineering Tradesperson (fabrication); and  
is able to exercise competently the skills and knowledge of that trade.  
Employees shall perform all non-trade tasks incidental to their work including tasks of any lower classification level. Employees at this level shall also perform other trade tasks associated with their work provided that such other trade work does not require additional formal technical training.
- Maintenance Tradesperson Level 2 105%  
A maintenance tradesperson who demonstrates the ability to accurately identify equipment faults and effect maintenance practices applied to that equipment in critical areas of the operations, exercises trade skills relevant to the specific requirements of the enterprise at a higher level than Maintenance Tradesperson Level 1, who has an understanding of applicable health and safety standards, can perform work under general supervision either individually or in a team environment, and can perform trade and non-trade tasks incidental to their work, and has either
- (a) satisfactorily completed a minimum of three accredited technical training modules and complemented such training with relevant on the job skill application to the appropriate level of competence where defined in a training programme established for an enterprise;
- (b) completed one-third of an appropriate Post Trade Certificate; or
- (c) has been assessed as possessing skills and knowledge equivalent to the accredited training for this level.
- Maintenance Tradesperson Level 3 110%  
A maintenance tradesperson who is able to correctly diagnose faults, evaluate and assess the possible impact to the operation and initiate first stage maintenance remedial action, who works with minimal supervision, provides other

trades guidance and assistance, exercises trade skills relevant to the specific requirements of the enterprise at a higher level than maintenance tradesperson level 2, who has an understanding of applicable health and safety standards and has either

- (a) satisfactorily completed six accredited technical training modules and complemented such training with relevant on the job skill application to the appropriate level of competence as defined in a training programme established for the enterprise;
- (b) completed two-thirds of an appropriate Post Trade Certificate; or
- (c) has been assessed as possessing skills and knowledge equivalent to the accredited training at this level.

Maintenance Tradesperson Level 4

115%

A maintenance tradesperson who capably plans and organises the daily and weekly routine, has the ability to lead a team of maintenance employees, is competent to resource materials and services for this level of work, completes work to a defined schedule, updates equipment history records, and has a thorough knowledge of occupational health and safety requirements of the employer, plans and works effectively without supervision, in conjunction with supervisors and trainers (provided the employee is trained and where necessary is registered) assists in the provision of training and assessment of lower level employees and has either:—

- (a) satisfactorily completed nine accredited technical training modules and complemented such training with relevant on the job skill application to the appropriate level of competence as defined in a training programme established for the enterprise;
- or
- (b) completed an appropriate Post Trade Certificate;
- or
- (c) has been assessed as possessing skills and knowledge equivalent to the accredited training for this level.

(3) Industry Allowance:

- (a) Each employee shall be paid an allowance of \$71.00 per week.
- (b) The allowance recognises, and is in payment for, all aspects of work in the industry including the location and nature of individual operation within it.
- (c) The allowance shall be paid in addition to the weekly wage rates contained in subclause (1) of this clause and shall be paid for all purposes of the award.

(4) Leading Hands:

In addition to the weekly wage prescribed for an employee's classification, a Leading Hand shall be paid the following:

	\$
(a) If in charge of not less than three and not more than ten other employees	15.40
(b) If in charge of more than ten and not more than 20 employees	23.10
(c) If in charge of more than 20 employees	30.10

(5) Apprentices:

Apprentices shall be paid the following percentage of tradesperson rate per week.

Four year term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a half year term—	
First six months	42
Next year	55
Following year	75
Final year	88
Third year term—	
First year	55
Second year	75
Third year	88

Apprentices shall also receive the above percentage rates of the District Allowance, Tool Allowance, and Industry Allowance.

(6) Casual Employees:

Casual employees shall be paid ordinary rates plus twenty percent.

(7) Tool Allowance:

- (a) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of—
  - (i) \$9.30 per week to such tradesperson; or

- (ii) in the case of an apprentice a percentage of \$9.30, being the percentage which appears against the year of apprenticeship in subclause (5) of this clause, for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of work as a tradesperson or as an apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (c) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.
- (d) A tradesperson or apprentice shall replace or pay for any tools supplied by his employer if lost through the employees negligence.
- (8) Minimum Wage
- Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.
- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
- (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (v) (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
- (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (vi) Subject to this subclause the Minimum Adult Award Wage shall —
- (aa) apply to all work in ordinary hours.
- (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.
- (Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

## APPENDIX I

## - KALGOORLIE CONSOLIDATED GOLD MINES PTY LTD

## 5.—WAGES

- (1) (a) Until the transitional arrangements outlined in subclause (4) of Clause 3.—Classification Structures and Definitions of this Appendix have been complied with, the minimum rates of wages payable per week to employees covered by this Appendix shall be as follows—

Occupation	Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Total Rate Per Week \$
Driller and/or Screwer	314.60	88.00	402.60
Motor Attendant	314.60	88.00	402.60
Electrical Installer	363.20	88.00	451.20
Linesperson—	363.20	88.00	451.20
Grade 1—i.e. with not less than three years' experience as a linesperson			
Grade 2—i.e. with less than three years' experience as a linesperson	345.00	88.00	433.00
Pipe Fitter	329.00	88.00	417.00
Coppersmith	363.20	88.00	451.20
Blacksmith	363.20	88.00	451.20
Electrical Fitter	363.20	88.00	451.20
Fitter	363.20	88.00	451.20
Motor Mechanic	363.20	88.00	451.20
Turner and/or Machinist	363.20	88.00	451.20
Oxy-acetylene and Electrical Welder	363.20	88.00	451.20
Pattern Maker	374.30	90.00	464.30
Drill Doctor	327.40	88.00	415.40
Boilermaker	363.20	88.00	451.20

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

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**GOVERNMENT DREDGE MASTERS, MATES AND ENGINEERS AWARD**

**NO. 34 OF 1960**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

6.—RATES OF PAY

- (1) The following shall be the minimum weekly rates of wage payable to employees covered by this Award -

	ASNA	
Launch Masters	\$52.00	515.62

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

- (2) It is a term of this Award that the union undertakes for the duration of the Principles determined by the Commission in Court Session in Application No. 1940 of 1989 not to pursue any extra claims award or overaward except when consistent with the State Wage Principles.

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**GOVERNMENT ENGINEERING AND BUILDING TRADES FOREMEN AND SUB FOREMEN AWARD**

**NO. 15 OF 1973**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.

- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**SCHEDULE B—WAGES**

- (1) Rate per week:

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
(a) Foreman Class 1	615.60	76.00	691.60
	629.60	76.00	705.60
	643.40	76.00	719.40
Foreman Class 2	562.40	76.00	638.40
	575.40	76.00	651.40
	588.60	76.00	664.60
	603.90	76.00	679.90
(b) Sub-Foreman	527.50	74.00	601.50
	539.60	76.00	615.60
	550.20	76.00	626.20

- (2) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**GOVERNMENT OFFICERS (SOCIAL TRAINERS) AWARD 1988  
NO. PSA A 20 OF 1985**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**GOVERNMENT OFFICERS (STATE GOVERNMENT INSURANCE COMMISSION) AWARD, 1987**  
**NO. PSA A21 OF 1986**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**18.—SALARY CLASSIFICATIONS**

- (1) Subject to the provisions of subclause (2) of this clause the annual salaries applicable to officers covered by Clause 19 – Salaries – Specified Callings, of this award shall be:

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 1			
Under 17 years	11,355	1,447	12,802
17 years	13,270	1,691	14,961
18 years	15,480	1,972	17,452
19 years	17,918	2,284	20,202
20 years	20,122	2,565	22,687
1.1	22,104	2,817	24,921
1.2	22,756	2,817	25,573
1.3	23,407	2,817	26,224
1.4	24,054	2,922	26,976

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
1.5	24,705	2,922	27,627
1.6	25,356	2,922	28,278
1.7	26,105	2,818	28,923
1.8	26,623	2,818	29,441
1.9	27,389	2,818	30,207
Level 2			
2.1	28,306	2,818	31,124
2.2	29,009	2,818	31,827
2.3	29,748	2,818	32,566
2.4	30,529	2,818	33,347
2.5	31,346	2,818	34,164
Level 3			
3.1	32,469	2,818	35,287
3.2	33,344	2,818	36,162
3.3	34,246	2,818	37,064
3.4	35,172	2,818	37,990
Level 4			
4.1	36,442	2,818	39,260
4.2	37,437	2,714	40,151
4.3	38,461	2,714	41,175
Level 5			
5.1	40,433	2,714	43,147
5.2	41,766	2,714	44,480
5.3	43,151	2,714	45,865
5.4	44,588	2,714	47,302
Level 6			
6.1	46,899	2,714	49,613
6.2	48,470	2,714	51,184
6.3	50,096	2,714	52,810
6.4	51,832	2,714	54,546
Level 7			
7.1	54,494	2,714	57,208
7.2	56,336	2,714	59,050
7.3	58,340	2,714	61,054
Level 8			
8.1	61,597	2,714	64,311
8.2	63,930	2,714	66,644
8.3	66,823	2,714	69,537
Level 9			
9.1	70,436	2,714	73,150
9.2	72,877	2,714	75,591
9.3	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

- (2) Pursuant to Regulation 3 of the Public Service Regulations 1979, made under the Public Service Act 1978-1985 the General Division shall consist of the following classification and annual salary:

CLASSIFICATION	COLUMN A	COLUMN B
	Salary Per Annum \$	Salary Per Annum \$
G-11-13	45,513	48,749

NOTE: Salary rates in Column A shall have effect on and from the 28th day of September, 1988.

Salary rates in Column B shall have effect from the first pay period commencing on or after the 1 August, 2001.

19.—SALARIES—SPECIFIED CALLINGS

- (1) Officers, who possess a relevant tertiary level qualification, or equivalent determined by the employer, and who are employed in the callings of Agricultural Scientist, Architect, Dental Officer, Educational Officer, Engineer, Forestry Officer, Geologist, Laboratory Technologist, Land Surveyor, Legal Officer, Librarian, Medical Officer, Planning Officer, Probation and Parole Officer, Psychiatrist, Clinical Psychologist, Psychologist, Quantity Surveyor, Scientific Officer, Social Worker, Superintendent of Education, Therapist (Occupational, Physio or Speech), Veterinary Scientist, or any other professional calling determined by the employer, shall be entitled to annual salaries as follows:

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
Level 2/4			
1st year	28,306	2,818	31,124
2nd year	29,748	2,818	32,566
3rd year	31,346	2,818	34,164
4th year	33,344	2,818	36,162
5th year	36,442	2,818	39,260
6th year	38,461	2,714	41,175
Level 5			
1st year	40,433	2,714	43,147
2nd year	41,766	2,714	44,480
3rd year	43,151	2,714	45,865
4th year	44,588	2,714	47,302
Level 6			
1st year	46,899	2,714	49,613
2nd year	48,470	2,714	51,184
3rd year	50,096	2,714	52,810
4th year	51,832	2,714	54,546
Level 7			
1st year	54,494	2,714	57,208
2nd year	56,336	2,714	59,050
3rd year	58,340	2,714	61,054
Level 8			
1st year	61,597	2,714	64,311
2nd year	63,930	2,714	66,644
3rd year	66,823	2,714	69,537
Level 9			
1st year	70,436	2,714	73,150
2nd year	72,877	2,714	75,591
3rd year	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

- (2) Subject to subclause (4) of this clause, on appointment or promotion to the Level 2/4 under this clause:
- Officers, who have completed an approved three year tertiary qualification, relevant to their calling, shall commence at the first year increment.
  - Officers, who have completed an approved four year tertiary qualification, relevant to their calling, shall commence at the second year increment.
  - Officers, who have completed an approved Masters or PhD degree relevant to their calling shall commence on the third year increment.

Provided that officers who attain a higher tertiary level qualification after appointment shall not be entitled to any advanced progression through the range.

- (3) The Employer shall be exclusively responsible for determining the relevant acceptable qualifications for appointment for the callings covered by this clause and shall maintain a manual setting out such qualifications.
- (4) The Employer in allocating levels pursuant to subclause (a) of this clause may determine a commencing salary above level 2/4 for a particular calling/s.
- (5) The following conditions shall apply to officers in the callings detailed below:
- Education Officers—Officers employed in the calling of Education Officer and appointed or promoted to level 2/4 under this Award shall commence on the following salary points:
    - Officers who have completed an approved three year qualification, relevant to their calling, shall commence at the first year of the range subject to (v) below.
    - Officers who have completed an approved four year tertiary qualification, relevant to their calling, shall commence at the second year of the range, subject to (v) below.
    - Officers, who hold a relevant qualification such as an Honours or other four year degree (or equivalent) plus a Diploma of Education, or a relevant Masters degree or PhD, shall commence at the third year of the range, subject to (v) below.

- (iv) Officers, who hold a relevant Masters Degree or PhD plus a Diploma of Education, shall commence at the fourth year of the range, subject to (v) below.
  - (v) Officers, who have not less than two years of relevant experience, shall receive an additional increment at the time of appointment. Where the officer has had three or more years of relevant experience, two additional increments shall be granted at the time of commencement.
- (6) Engineers—
- (i) Officers employed in the calling of Engineer and who are classified level 2/4 under this Award shall be paid a minimum salary at the rate prescribed for the maximum of level 2/4 where the officer is an "experienced engineer" as defined.  
For the purposes of this paragraph "experienced engineer" shall mean:—
    - (a) An engineer appointed to perform professional engineering duties and who is a Corporate Member of The Institution of Engineers, Australia or who attains that status during service.
    - (b) An engineer appointed to perform professional duties who is not a Corporate Member of The Institution of Engineers, Australia but who possesses a degree or diploma from a University, College or Institution acceptable to the Employer on the recommendation of The Institution of Engineers, Australia, and who—
      - (1) having graduated in a four or five year degree course at a University or Institution recognised by the Employer, has had four years' experience on professional engineering duties acceptable to the Employer, since becoming a qualified engineer, or
      - (2) not having a University degree but possessing a diploma recognised by the Employer has had five years' experience on professional engineering duties, recognised by the Employer since becoming a qualified engineer.
  - (ii) An Engineer, who is classified Level 6 under this Award, and who was classified as an Engineer, Level 3 prior to 17th September, 1971, (the operative date of The Public Authority (Professional Engineers) Salaries Agreement, No. 103 of 1971) shall, after progressing through the incremental range in Level 6 of this Award, proceed by way of permanent allowance to the minimum salary of Level 7 of this Award, provided that the allowance shall be automatically varied to conform to variations to the minimum salary of Level 7.
  - (c) Legal Officers—There shall be for the calling of Legal Officer an additional salary point which shall be the salary applicable to Level 9 (maximum) plus a special allowance equivalent to half the difference between Level 9 (maximum) and Class 1.

## GOVERNMENT OFFICERS SALARIES, ALLOWANCES AND CONDITIONS AWARD 1989

NO. PSA A3 OF 1989

### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## SCHEDULE D – SALARIES

The annual salaries applicable to officers covered by this Award.

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 1			
Under 17 years	11,355	1,447	12,802
17 years	13,270	1,691	14,961
18 years	15,480	1,972	17,452
19 years	17,918	2,284	20,202
20 years	20,122	2,565	22,687
1.1	22,104	2,817	24,921
1.2	22,756	2,817	25,573
1.3	23,407	2,817	26,224
1.4	24,054	2,922	26,976
1.5	24,705	2,922	27,627
1.6	25,356	2,922	28,278
1.7	26,105	2,818	28,923
1.8	26,623	2,818	29,441
1.9	27,389	2,818	30,207
Level 2			
2.1	28,306	2,818	31,124
2.2	29,009	2,818	31,827
2.3	29,748	2,818	32,566
2.4	30,529	2,818	33,347
2.5	31,346	2,818	34,164
Level 3			
3.1	32,469	2,818	35,287
3.2	33,344	2,818	36,162
3.3	34,246	2,818	37,064
3.4	35,172	2,818	37,990
Level 4			
4.1	36,442	2,818	39,260
4.2	37,437	2,714	40,151
4.3	38,461	2,714	41,175
Level 5			
5.1	40,433	2,714	43,147
5.2	41,766	2,714	44,480
5.3	43,151	2,714	45,865
5.4	44,588	2,714	47,302
Level 6			
6.1	46,899	2,714	49,613
6.2	48,470	2,714	51,184
6.3	50,096	2,714	52,810
6.4	51,832	2,714	54,546
Level 7			
7.1	54,494	2,714	57,208
7.2	56,336	2,714	59,050
7.3	58,340	2,714	61,054
Level 8			
8.1	61,597	2,714	64,311
8.2	63,930	2,714	66,644
8.3	66,823	2,714	69,537
Level 9			
9.1	70,436	2,714	73,150
9.2	72,877	2,714	75,591
9.3	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

(EDIT SCH)

## SCHEDULE E—SALARIES—SPECIFIED CALLINGS

Officers, who possess a relevant tertiary level qualification, or equivalent determined by the employer and who are employed in the callings of Agricultural Scientist, Architect, Architectural Graduate, Community Corrections Officer, Dental Officer, Dietitian, Educational Officer, Engineer, Geologist, Laboratory Technologist, Land Surveyor, Legal Officer, Librarian, Medical Officer, Pharmacist, Planning Officer, Podiatrist, Psychiatrist, Clinical Psychologist, Psychologist, Quantity Surveyor, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Scientific Officer, Social Worker, Therapist (Occupational, Physio or Speech), Veterinary Scientist, or any other professional calling determined by the employer shall be entitled to annual salaries as follows:

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustment \$	Total Salary Per Annum \$
Level 2/4			
1st year	28,306	2,818	31,124
2nd year	29,748	2,818	32,566
3rd year	31,346	2,818	34,164
4th year	33,344	2,818	36,162
5th year	36,442	2,818	39,260
6th year	38,461	2,714	41,175
Level 5			
1st year	40,433	2,714	43,147
2nd year	41,766	2,714	44,480
3rd year	43,151	2,714	45,865
4th year	44,588	2,714	47,302
Level 6			
1st year	46,899	2,714	49,613
2nd year	48,470	2,714	51,184
3rd year	50,096	2,714	52,810
4th year	51,832	2,714	54,546
Level 7			
1st year	54,494	2,714	57,208
2nd year	56,336	2,714	59,050
3rd year	58,340	2,714	61,054
Level 8			
1st year	61,597	2,714	64,311
2nd year	63,930	2,714	66,644
3rd year	66,823	2,714	69,537
Level 9			
1st year	70,436	2,714	73,150
2nd year	72,877	2,714	75,591
3rd year	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

**GOVERNMENT RAILWAYS LOCOMOTIVE ENGINEMEN'S AWARD 1973-1990**

**NO. 13 OF 1973**

14.—RATES OF PAY

Item No.	Grade or Designation	Arbitrated Safety Net Adjustments(3 x \$8 + \$14 or \$12) (+ \$12 or \$10) + (\$15)	Total Rate per Week
(1)	Trainee Engineman and Locomotive Trainee (unqualified):		
(a)	A junior locomotive trainee (unqualified) shall be paid at the rate of the following percentages of the appropriate rate prescribed for item number 1(b)(i) herein.		
	(i) Under 18 years	60%	278.30
	(ii) 18 years and under 19 years	70%	324.70
	(iii) 19 years and under 20 years	80%	371.00
	(iv) 20 years and under 21 years	90%	417.40
(b)	21 years and over:		
	(i) 1st year of adult service		463.80
	(ii) 2nd year of adult service		470.50
	(iii) Thereafter		477.40
(c)	Qualified to act as fireman or driver's assistant:		
	(i) 1st year of adult service		473.40
	(ii) 2nd year of adult service		479.90
	(iii) Thereafter		487.10
(c)	Locomotive Trainee (qualified) and when acting as a fireman or driver's assistant		
	(i) 1st year of adult service		478.30
	(ii) 2nd year of adult service		484.70
	(iii) Thereafter		492.20

- (2) Fireman or Driver's Assistant and Locomotive Trainee (appointed):
- |     |  |        |
|-----|--|--------|
| (a) | First Year   |        |
|     | (i) Less than 1 year adult service                     | 489.20 |
|     | (ii) Over 1 year's adult service but less than 2 years | 495.50 |
|     | (iii) Over 2 years' adult service                      | 502.70 |
| (b) | Second year  |        |
|     | (i) Less than 2 years' adult service                   | 508.20 |
|     | (ii) Over 2 years' adult service                       | 515.50 |
| (c) | Third year   | 525.20 |
- (3) Fireman or Driver's Assistant qualified in driver's duties and Driver's Assistant (qualified):
- |     |                                 |        |
|-----|---------------------------------|--------|
| (a) | (i) First year                  | 547.80 |
|     | (ii) Second year                | 565.00 |
|     | (iii) Third year and thereafter | 577.80 |
| (b) | When acting as a driver         | 593.30 |
- (4) Shunting Fireman:  
A fireman or driver's assistant who at the worker's own request or for health or disciplinary reasons is regressed to the grade of shunting fireman and is employed full-time on shunting duties, shall be paid as follows:
- |     |  |        |
|-----|--|--------|
| (a) | First year   |        |
|     | (i) Less than 1 year adult service                   | 476.70 |
|     | (ii) Over 1 year adult service but less than 2 years | 483.40 |
|     | (iii) Over 2 years' adult service                    | 490.10 |
| (b) | Second year  |        |
|     | (i) Less than 2 years' adult service                 | 486.90 |
|     | (ii) Over 2 years' adult service                     | 493.80 |
| (c) | Third year and thereafter                            | 498.90 |
- (5) (a) Engine Driver (including Diesel Railcar Driver and Diesel Locomotive Driver):
- |       |               |        |
|-------|---------------|--------|
| (i)   | First year    | 600.10 |
| (ii)  | Thereafter    | 602.90 |
| (iii) | Special Class | 610.60 |
- (b) Driver (so classified) not in receipt of the rate prescribed in (a)(iii) hereof, who in any week for the most part of the rostered week's work, drives a passenger train or freight train tabled at passenger speed 105.00 kilometres or more in one direction.
- 610.60
- (c) Provided that the senior twenty-five (25) per cent of all mainline drivers employed shall be paid at the rate prescribed in (a)(iii) hereof. Advancement to the higher rate will be arranged annually and will operate from the first pay period commencing on or after July 7.
- The number of drivers to be advanced each year shall be determined by calculating the total number of all mainline drivers employed at July 1 and any driver in the senior twenty-five (25) per cent not previously in receipt of the higher rate shall be advanced in accordance with the foregoing provisions.
- Where the number of mainline drivers previously advanced and in receipt of the higher rate is greater than twenty-five (25) per cent of all mainline drivers employed on July 1 no variation will be made.
- (6) Shunting Driver:  
An engineman who, at the worker's own request or for health or disciplinary reasons is regressed to the grade of shunting driver and is employed full-time on shunting duties shall be paid as follows:
- |     |                            |        |
|-----|----------------------------|--------|
| (a) | First year                 | 532.90 |
| (b) | Second year and thereafter | 557.50 |
- (7) Driver in Charge:  
A driver, while required to undertake the duties of a driver in charge of an out-depot, shall work through the roster for that depot and shall be paid the highest ordinary wage prescribed for locomotive drivers. In addition, the driver in charge shall be paid the following amounts—
- |     |  |       |
|-----|--|-------|
| (a) | at an out-depot where six or more workers are stationed    | 12.00 |
| (b) | at an out-depot where fewer than six workers are stationed | 10.00 |
- provided that on relinquishing the duties of a driver-in-charge a driver will revert to the wage he would have received had the driver not acted as driver-in-charge.
- (8) No driver shall be entitled to promotion from one class to another unless the driver satisfactorily passes any examination or test required by the head of the branch.
- (9) A driver whilst acting as sub-foreman shall be paid in accordance with the current award of the Railways Classification Board; provided that the driver shall not be paid a less rate than that prescribed in this award for a driver in charge.
- (10) Permanent Cleaner:
- |     |                              |        |
|-----|------------------------------|--------|
| (a) | First year of adult service  | 471.60 |
| (b) | Second year of adult service | 483.40 |
| (c) | Thereafter                   | 490.10 |

- (11) Kilowatt Allowance:
- (a) A locomotive driver, fireman, driver's assistant or worker acting as such, who in any shift works a train hauled by one or more operating diesel electric or diesel locomotives with a total rated kilowatt for traction specified hereunder shall, in addition to the wages prescribed in this clause, be paid an allowance as follows:
- |     |   |       |
|-----|---|-------|
| (i) | For a period of four hours or more—                 |       |
|     | Up to and including 976 kilowatts                   | nil   |
|     | Over 976 kilowatts but not exceeding 2760 kilowatts | 17.70 |
|     | Over 2760 kilowatts                                 | 35.50 |
- (ii) For a period of less than four hours one eighth of the appropriate allowance prescribed in (i) hereof for each hour or part thereof worked, calculated to the nearest 10 cents, with any broken part of 10 cents not exceeding five cents being disregarded.
- Provided that where a locomotive engineman commences a shift working a train entitling him to payment of a rate of allowance specified in this paragraph, the rate shall continue to apply throughout the shift irrespective of any variation in the locomotive kilowatt rating.
- (b) The allowance shall stand alone and not be taken into consideration in the calculation of overtime, other penalty payments or guaranteed payment.
- (c) The provisions of this subclause shall not apply to a locomotive engineman performing shunting duties at terminal depots.
- (12) Suburban Electric Railcar Allowance:
- (a) A worker qualified in the operation of electric suburban railcars and who, for any shift or part of a shift is rostered to work as a driver on the suburban rail system shall, for the whole of that shift, be paid the following rate of allowance in addition to the appropriate rate of pay:
- |               |              |       |
|---------------|--------------|-------|
| Engine Driver |              |       |
| (i)           | First year   | 26.20 |
| (ii)          | Thereafter   | 26.50 |
| (iii)         | Special Case | 26.90 |
- This allowance shall form part of the total rate of pay.
- (b) For the purpose of this subclause "driver" shall include "shed driver" provided that a shed driver in receipt of the above allowance shall be available and capable of being rostered for passenger operations.
- (13) (a) A fireman or driver's assistant working trains at Hampton and Redmine and being required to supervise and be responsible for the loading or unloading of a train shall be paid 80 cents per shift.
- (b) A fireman or driver's assistant working trains at Western No. 2 Collie shall be paid 15 cents per hour with a minimum of two hours for each train worked.
- (14) Minimum Wage
- (a) Notwithstanding the provisions of this clause no adult worker shall be paid less than \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001 as ordinary rates of pay in respect of the ordinary hours of work prescribed by this award.
- (b) Where a minimum rate of pay as aforesaid is applicable to workers for work in ordinary hours, the same rate shall be applicable to the calculation of overtime and all other penalty rates, payment during the sick leave and annual leave and all other purposes of this award.
- (15) Should the rates of pay provided in Clause 4 of Part (iii) of the Locomotive Enginemen's Award 1966 issued under the authority of the Commonwealth Conciliation and Arbitration Act and to which the Commissioners of Railways, Victoria, South Australia, Tasmania are respondents be varied, any variation to the rate per week in this clause which may result therefrom shall operate from the same date as the variations made to Clause 4 of the first mentioned award.
- (16) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

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## GOVERNMENT WATER SUPPLY, SEWERAGE AND DRAINAGE EMPLOYEES AWARD 1981

### NO. 2 OF 1980

#### 38.—WAGES

- (1) Subject to this clause, an adult employee in a classification specified in the tables set out in subclauses (2) and (5) hereof (other than an apprentice) shall be paid at the respective award wage rate per week assigned to that class of work.
- The rates prescribed in subclauses (2) and (5) hereof shall operate from the first pay period commencing on or after 9 July 1992.
- The all-purpose hourly rate for the Award shall be one-thirty-eighth of the total rate prescribed herein.

## (2) Classification Structure

## (a) (i) Water Industry Engineering Trades Employees (other than Instrument/Electrical Classifications)

	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Level C13	357.50	88.00	445.50
Level C12	381.10	88.00	469.10
Level C11	402.90	88.00	490.90
Level C10	436.00	90.00	526.00
Level C9	457.80	90.00	547.80
Level C8	479.60	88.00	567.60
Level C7	501.40	88.00	589.40
Level C6	545.00	88.00	633.00
Level C5	566.80	88.00	654.80

## (ii) Water Industry Engineering Trades Employees (Instrument/Electrical Classifications)

	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Level DC10	494.10	88.00	582.10
Level DC9	525.20	88.00	613.20
Level DC8	547.00	88.00	635.00
Level DC7	568.80	88.00	656.80
Level DC6	601.10	88.00	689.10
Level DC5	622.90	88.00	710.90

(iii) In addition to the above rates an employee designated in classifications C13 to C7 inclusive or DC10 to DC7 inclusive shall receive an all purpose experience allowance of \$10.30 payable after one year of service in the Water Industry. If an employee has already qualified for a Government Industry allowance or equivalent allowance in other areas of State Government employment, then this would qualify the employee for the all purpose experience allowance. This experience allowance shall be adjusted in accordance with any movements to the wage prescribed herein.

(iv) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

(b) Employees employed within the structure/levels within this clause shall perform work to the level of their competence in accordance with the definitions and training programme set out in Clause 5.—Definitions, and Clause 45.—Training, of this Award.

(c) Progression from one Water Industry Engineering Tradesperson/Employee level to the next shall be contingent upon such additional skills being required to be performed by the employer, the related level of technology being in operation, such a move promotes and maintains the cost efficiency and effectiveness of the work area, and the individual having demonstrated capability and such pre-requisites and minimum training as prescribed in the Clause 5.—Definitions, of this Award.

(d) In addition to the rates prescribed in subparagraph (i) of paragraph (a) hereof, an employee on successful completion of the first half (Stage 2B) of the instrument/electrical cross trade TAFE training shall be paid an all purpose allowance of \$15.00 per week. Payment of this allowance is subject to satisfactory progression in instrument/electrical cross trade training and ceases upon appointment to the DC structure prescribed in subparagraph (ii) of paragraph (a) hereof.

## (3) Transition Arrangements

(a) For the purposes of the adoption of the new classification structure the interim classifications shall be moved into the new levels as follows.

WIT Level C12

Engineering Trades (Government) Award 1967

Engineering Employee Level 2

Engineering Employee Level 3

Government Water Supply Sewerage and Drainage Employees Award 1981

Engineering Employee Level 3

Government Water Supply (Kalgoorlie Pipeline) Award 1981

Engineering Employee Level 3

WIT Level C11

Engineering Trades (Government) Award 1967

Engineering Employee Level 4 Group B

Engineering Employee Level 4 Group C

Engineering Employee Level 4 Group D

Engineering Trades (Government) Award 1967  
 Engineering Employee Level 4 Group A  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Employee Level 4 Group A  
 Government Water Supply (Kalgoorlie Pipeline) Award 1981  
 Engineering Employee Level 4 Group A  
 WIT Level C10  
 Engineering Trades (Government) Award 1967  
 Engineering Tradesperson Level 1  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Tradesperson Level 1  
 Government Water Supply (Kalgoorlie Pipeline) Award 1981  
 Engineering Tradesperson Level 1  
 WIT Level C9  
 Engineering Trades (Government) Award 1967  
 Engineering Tradesperson Level 2  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Tradesperson Level 2  
 Government Water Supply (Kalgoorlie Pipeline) Award 1981  
 Engineering Tradesperson Level 2  
 WIT Level C8  
 Engineering Trades (Government) Award 1967  
 Engineering Tradesperson Level 3 Group A  
 Engineering Tradesperson Level 3 Group B  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Tradesperson Level 3 Group B  
 Engineering Tradesperson Level 3 Group C  
 Government Water Supply (Kalgoorlie Pipeline) Award 1981  
 Engineering Tradesperson Level 3 Group B  
 Engineering Tradesperson Level 3 Group C  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Tradesperson Level 3 Group A  
 Government Water Supply (Kalgoorlie Pipeline) Award 1981  
 Engineering Tradesperson Level 3 Group A  
 WIT Level C6  
 Government Water Supply, Sewerage and Drainage Employees Award 1981  
 Engineering Tradesperson Level 4 Group A  
 Engineering Tradesperson Level 4 Group B  
 Engineering Tradesperson Level 4 Group C

- (b) For the purpose of adoption of the new DC classification structure, instrument/electrical classifications shall be aligned into the new levels as follows—
- (i) An employee on completion of the instrument/electrical cross trade training shall be appointed to the DC structure on one of the following bases—
    - (aa) Existing employees classified at C10, C9 or C8 following the reclassification process outlined in paragraph (5)(b) of Clause 44.—Structural Efficiency, of this Award shall be appointed to level DC8; or
    - (bb) Existing employees classified at C7, C6 or C5 following the reclassification process outlined in paragraph (5)(b) of Clause 44.—Structural Efficiency, of this Award shall be appointed to level DC7, DC6 or DC5 respectively.
    - (cc) Existing employees in either of the cases described in placitum (aa) or (bb) above shall not be able to pursue a claim for reclassification as described in paragraph (5)(b) of Clause 44.—Structural Efficiency, of this Award on the basis of studies undertaken and/or skills attained as part of the instrument or electrical cross training indentureship.
  - (ii) An instrument/electrical fitting apprentice (dual trained) shall, on completion of his/her indenture be appointed at level DC10 if offered continuing employment with the Water Authority.
  - (iii) A new employee shall be appointed to the DC classification structure at a level commensurate with his/her skills and qualifications. A new employee holding trade qualifications in both instrument and electrical fitting (cross trained) shall be appointed at a level no lower than DC8.

## (c) One-Off Reclassification

An employee who is classified at C8 on vertical skills in accordance with this transition and/or the Water Authority Engineering Trades Joint Development/Implementation Committee's agreed reclassification procedure is entitled to an additional 2.5% of the C10 rate, or \$10.90 per week, if he/she was, at 9 July 1992, utilising horizontal or non-trade skills of three modular equivalents.

This additional payment will be included in that employee's classification rate for all purposes of the Award. It is available only through the one-off reclassification process, as outlined in Clause 44.—Structural Efficiency, of this Award, and ceases to be payable when that employee achieves the C7 classification.

The additional payment is NOT available to an employee who is classified at C8 on a mix of horizontal, vertical and/or non-trade skills.

## (4) (a) Building Trades Employees—Wage Rate Per Week

	Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Painter or Signwriter			
On Engagement	436.00	90.00	526.00
After One Year's Service	441.30	90.00	531.30
After Two Year's Service	445.60	90.00	535.60

## (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

## (5) Apprentices

The weekly wage rate shall be a percentage, as hereunder, of the tradesperson's rate—

(a)	%
Five year term -	
First year	40
Second year	48
Third year	55
Fourth year	75
Fifth year	88
Four year term -	%
First year	42
Second year	55
Third year	75
Fourth year	88
Three and a half year term -	
First six months	42
Next year	55
Next following year	75
Final year	88
Three year term -	
First year	55
Second year	75
Third year	88

## (b) For the purposes of this part "Tradesperson's Rate" means the rate of pay prescribed for an employee classified as a Water Industry Tradesperson Level C10 in subclause (2) of this clause.

## (6) Tool Allowance

## (a) Engineering Trades

(i) Where an employer does not provide a tradesperson or an apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of work as a tradesperson or as an apprentice the employer shall pay a tool allowance of—

(aa) \$9.71 per week to such tradesperson; or

(bb) in the case of an apprentice a percentage of \$9.71 being the percentage which appears against the year of apprenticeship in subclause (5) of this clause.

(ii) Any tool allowance paid pursuant to paragraph (i) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in subclause (2) of this clause.

(iii) An employer shall provide for the use of tradespersons or apprentices all necessary power tools, special purpose tools and precision measuring instruments.

(iv) A tradesperson or apprentice shall replace or pay for any tools supplied by the employer if lost through the negligence of the employee.

- (b) Building Trades  
In addition to the rate of pay prescribed in this clause for a Painter or a Signwriter, such employee shall be paid a tool allowance of \$3.38 per week in accordance with the provisions of the Building Trades (Government) Award.
- (7) Leading Hands  
An employee placed in charge of—
- (a) Metal Trades
- (i) Three and not more than 10 other employees shall be paid \$17.52 per week extra.
  - (ii) More than 10 and not more than 20 other employees shall be paid \$26.81 per week extra.
  - (iii) More than 20 other employees shall be paid \$34.62 per week extra.
  - (iv) A Certificated Rigger or Scaffolder on ships and buildings, other than a Leading Hand, who, in compliance with the provisions of the Occupational Health, Safety and Welfare Act and Regulations 1988, is responsible for the supervision of not less than three other employees shall be deemed a Leading Hand and shall be paid at the rate prescribed for a Leading Hand in charge of not less than three and not more than 10 other employees.
- (b) Building Trades
- (i) Three and not more than 10 other employees shall be paid \$27.02 per week extra.
  - (ii) More than 10 and not more than 20 other employees shall be paid \$36.00 per week extra.
  - (iii) More than 20 other employees shall be paid \$45.07 per week extra.
- (8) Construction Work Allowance
- (a) Subject to the provisions of this clause, an employee specified in this clause shall be paid an allowance at the rate of \$16.47 per week to compensate for disabilities when actually engaged on construction work on site (as defined).
- (b) "Construction Work" for the purpose of paragraph (a) hereof, shall mean and include all work performed on site on the construction, alteration, repair or maintenance of roads, reservoirs and drainage works, pipelines, water and sewerage mains and services. It shall not include the following classes of work—
- (i) work in, around and/or adjacent to any workshop, depot, yard, treatment works, nursery or other similar establishments;
  - (ii) work in, around and/or adjacent to pumping stations for less than two hours;
  - (iii) gardening operations; or
  - (iv) driving vehicles, floats or fork lifts when that driving is not directly associated with construction work (as defined) for less than four hours on the day.
- (c) An employee referred to in paragraph (a) of this subclause who is employed on construction work (as defined) for less than one week shall be paid for each day so employed, 1/5th of the said allowance.
- (d) Provided that an employee under this clause who is engaged in the construction, or alteration of any building, structure or other civil engineering project which is carried out in areas excluded in paragraph (b) of this subclause shall be paid a construction allowance at the rate of \$8.23 per week.
- (9) Minimum Wage:
- Notwithstanding the terms of this clause (or subclause) no adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided in this clause.
- (i) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period on or after 1 August 2001.
  - (ii) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
  - (iii) Unless otherwise provided in this subclause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
  - (iv) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
  - (v)
    - (aa) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships, or Jobskills traineeships or to other categories of employees who by prescription are paid less than the minimum award rate.
    - (bb) Liberty to apply is reserved in relation to employees excluded under (aa) above and any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
  - (vi) Subject to this subclause the Minimum Adult Award Wage shall —
    - (aa) apply to all work in ordinary hours.
    - (bb) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
  - (vii) Nothing in this clause (or subclause) shall operate to reduce the rate of pay fixed by the award for an adult apprentice in force on 13th November 1997.

(Note: A notation will be made in each relevant award by the Registrar where the adult apprentice rate requires specific mention as at 13th November 1997.)

**GOVERNMENT WATER SUPPLY, SEWERAGE AND DRAINAGE FOREMEN'S AWARD 1984  
NO. A10 OF 1983**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**27.—WAGE RATES**

Classification Title	Base Rate	Arbitrated Safety Net	Total Weekly
Water Industry Worker Level	\$	Adjustments	Rate
		\$	\$
WIW Level 7.1	590.80	88.00	678.80
WIW Level 6.4	579.65	88.00	667.65
WIW Level 6.3	557.35	90.00	647.35
WIW Level 6.2	535.05	90.00	625.05
WIW Level 6.1	523.90	90.00	613.90
WIW Level 5.4	512.75	88.00	600.75
WIW Level 5.3	501.60	88.00	589.60
WIW Level 5.2	490.45	88.00	578.45
WIW Level 5.1	479.30	88.00	567.30
WIW Level 4.2	468.15	88.00	556.15
WIW Level 4.1	457.05	90.00	547.05
WIW Level 3.2	445.90	90.00	535.90
WIW Level 3.1	437.70	90.00	527.70
WIW Level 2.4	434.00	90.00	524.00
WIW Level 2.3	424.10	90.00	514.10
WIW Level 2.2	414.20	88.00	502.20
WIW Level 2.1	406.95	88.00	494.95
WIW Level 1	403.85	88.00	491.85

- (1) The base rate as shown does not prejudice any future decision to express the rate in terms of base rate plus supplementary payment plus over award component in line with the Metal Industry Restructuring and future Industrial tribunal directives.
- (2) The base rates shown include the Government Water Sewerage and Drainage wage loading previously prescribed.
- (3) **Construction Work Allowance:** The allowance for Construction Work prescribed in the Government Water Supply, Sewerage and Drainage Employees Award No 2 of 1980 as amended or replaced from time to time shall be paid in the same circumstances to Water Supply Foremen covered by this award.
- (4) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

**GRAIN HANDLING MAINTENANCE WORKERS AWARD  
NO. C477 OF 1979**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**27.—WAGES**

- (1) (a) The rate of wages payable weekly to adult employees covered by this Award shall be as follows:

Classification	Relativit	Wage	Arbitrated	Total
	y	Rate	Safety Net	Rate
	%	\$	\$	\$
Tradesperson Level 4	115.0	524.40	66.00	590.40
Tradesperson Level 3	110.0	501.60	66.00	567.60
Tradesperson Level 2	105.0	478.80	68.00	546.80
Tradesperson Level 1	100.0	456.00	68.00	524.00
Maintenance Employee Level 4	92.4	421.40	66.00	487.40
Maintenance Employee Level 3	88.0	401.30	66.00	467.30
Maintenance Employee Level 2	84.0	383.00	66.00	449.00
Maintenance Employee Level 1	79.2	361.20	66.00	427.20
Driver Articulated Vehicle exceeding 20 tonne capacity	98.44	448.90	68.00	516.90
Driver Motor Vehicle exceeding 7 tonne capacity	94.76	432.10	66.00	498.10

- (b) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

- (2) **In-Charge Allowance:**
  - (a) In addition to the appropriate total rate prescribed in subclause (1) of this clause, an employee shall be paid—
    - (i) If placed in charge of one to ten employees \$16.60
    - OR
    - (ii) If placed in charge of not less than 11 and not more than 20 other employees \$25.40
    - OR
    - (iii) If appointed by the Company as a Senior Tradesperson at a Grain Handling Terminal \$26.20

- (b) For the purpose of calculating authorized paid leave and overtime payments only, any in charge allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in the award.
- (3) Apprentices:  
Percentage of the Tradesperson's Level 1 rate per week—
- |     |                            |     |
|-----|----------------------------|-----|
| (a) | Four Year Term             |     |
|     | 4th year                   | 88% |
|     | 3rd year                   | 75% |
|     | 2nd year                   | 55% |
|     | 1st year                   | 42% |
| (b) | Three And A Half Year Term |     |
|     | Final year                 | 88% |
|     | Next year                  | 75% |
|     | Next year                  | 55% |
|     | First six months           | 42% |
| (c) | Three Year Term            |     |
|     | 3rd year                   | 88% |
|     | 2nd year                   | 75% |
|     | 1st year                   | 55% |
- (4) Tool Allowance:
- (a) Where the employer does not provide a tradesperson or apprentice with the tools ordinarily required by that tradesperson or apprentice in the performance of his/her work as a tradesperson or as an apprentice, the employer shall pay a tool allowance of—
- (i) \$9.50 per week to such tradesperson; or
  - (ii) in the case of an apprentice a percentage of \$9.50 being the percentage which appears against the year of apprenticeship in subclause (4) of this clause,
- for the purpose of such tradesperson or apprentice supplying and maintaining tools ordinarily required in the performance of his/her work as a tradesperson or apprentice.
- (b) Any tool allowance paid pursuant to paragraph (a) of this subclause shall be included in, and form part of, the ordinary weekly wage prescribed in this clause.
- (5) Where two or more mobile cranes or fork lifts are engaged on any one lift the driver thereof shall be paid an additional amount for the time occupied at the rate of \$2.88 per week.
- (6) A casual employee shall be paid 20% of the ordinary rate in addition to the ordinary rate for the classification in which he/she is employed.
- (7) Reclassification will be according to the following principles—
- (a) Reclassification to any higher level shall be in accordance with Clause 5.—Definitions of this award and contingent upon such additional work being available and required to be performed by the employer.
  - (b) In the event that there is a claim for reclassification by an existing employee to a higher level under the new structure on the ground that the employee possesses equivalent skill and knowledge gained through on-the-job experience or on any ground the following principles apply—
    - (i) The parties agree that the existing award disputes avoidance procedure shall be followed.
    - (ii) Agreed competency standards shall be established by the parties in conjunction with TAFE (and SESDA when operative) for all levels in the new classification structure before any claims for reclassification are processed and shall be incorporated in the Implementation Manual as they become available.
    - (iii) The Implementation Manual shall lay down procedures for testing the validity of an employee's claim for reclassification. These procedures shall be undertaken by an independent third party recognized by SESDA (when operative) and/or the National Training Board, eg. TAFE.

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**GRAIN HANDLING SALARIED OFFICERS' CONSOLIDATED AWARD 1989**

**NO. 37 OF 1965**

1A.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.

- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

### 31. – SALARIES

- 1) The following annualised rates of salaries shall be payable to adult employees as follows—

	Base Rates		Arbitrated Safety Net Adjustment	Minimum Annual Salary Range	
Range 1	\$24,193	\$28,297	\$4,590	\$28,783	\$32,887
Range 2	\$28,297	\$32,401	\$4,590-\$4,486	\$32,887	\$36,887
Range 3	\$32,401	\$36,401	\$4,486	\$36,887	\$40,887
Range 4	\$36,401	\$40,401	\$4,486	\$40,887	\$44,887
Range 5	\$40,401	\$44,401	\$4,486	\$44,887	\$48,887
Range 6	\$44,401	\$48,401	\$4,486	\$48,887	\$52,887
Range 7	\$48,401	\$52,401	\$4,486	\$52,887	\$56,887
Range 8	\$52,401	\$56,401	\$4,486	\$56,887	\$60,887
Range 9	\$56,401	\$60,401	\$4,486	\$60,887	\$64,887
Range 10	\$60,401	\$64,401	\$4,486	\$64,887	\$68,887

#### Identification of Arbitrated Safety Net Adjustments ASNA's since 1993

December 1993	\$8	
December 1994	\$8	
March 1996	\$8	
November 1997	\$10	
June 1998	\$14	- up to \$550 per week
	\$12	- \$550—\$700 per week
	\$10	- above \$700 per week
July 1999	\$12	- up to \$510 per week
	\$10	- above \$510 per week
June 2000	\$15	

Conversion of weekly to annual = x 52.166

- 2) The employee shall be in addition be paid the All-Purpose Allowance prescribed in clause 9 – All-Purpose Allowance.
- 3) Junior employees shall be paid the following percentage of the prescribed adult rate for the work upon which the junior employee is engaged:—
- |          |     |
|----------|-----|
| 16 years | 80% |
| 17 years | 90% |
- 4) For the purpose of adjustment and payment the weekly salary shall be calculated as six three hundred and thirteenths of the annual salary, the fortnightly salary as double the weekly salary, and the monthly salary as one twelfth of the annual salary.
- 5) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.
- These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

**THE GRAIN POOL OF W.A. ADMINISTRATIVE AND CLERICAL OFFICERS AWARD, 1978****NO. 15 OF 1978****1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**11.—SALARIES**

An employer on whom this award is binding shall not increase the rate of wage payable to an employee on 6th October, 1983, or otherwise vary the conditions of employment applicable to an employee on that date so as to increase that employer's labour costs except to the extent that any such increase has been authorised by the Commission after that date.

- (1) Each officer bound by this award shall be allocated a classification, drawn from those specified in subclause (2) hereof, by the General Manager and subject to the approval of the Board.

In allocating classifications the General Manager and the Board shall be guided by a requirement that officers performing base grade duties shall proceed to class 9 within seven years of commencing their adult clerical experience.

- (2) (a) The annual salary applicable to each classification is as follows:

Class	Salary	Class	Salary	Class	Salary
1	13311	16	18491	31	26085
2	13656	17	18902	32	26880
3	14001	18	19317	33	27570
4	14347	19	19731	34	28262
5	14693	20	20146	35	28848
6	14735	21	20560	36	29538
7	15382	22	21044	37	30227
8	15728	23	21526	38	31265
9	16072	24	22009	39	32404
10	16417	25	22491	40	33440
11	16762	26	23045	41	34474
12	17108	27	23599	42	35511
13	17454	28	24149	43	36548
14	17799	29	24702	44	37581
15	18143	30	25393	45	38619

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments

- (b) The salaries prescribed in paragraph (a) hereof shall be varied in accordance with decisions of the full bench of the Australian Conciliation and Arbitration Commission in the National Wage Case unless the Board notifies the union in writing to the contrary within seven days of any decision.

- (3) (a) Salaries shall be paid at least fortnightly during office hours. The weekly rate may be ascertained by dividing the annual rate by 52 and the fortnightly rate by dividing the annual rate by 26.
- (b) At the discretion of the Board payment may be made in cash or by cheque. If payment is made by cheque, facilities and/or time shall be allowed for encashment purposes.
- (4) Part-time officers may be engaged under such conditions as may be agreed between the Board and the union.

**GRAYLANDS SELBY-LEMNOS AND SPECIAL CARE HEALTH SERVICES AWARD 1999**

**NO. PSA A1 OF 1999**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**SCHEDULE A – SALARIES**

- (1) Annual salaries applicable to officers covered by this award:

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 1			
Under 17 years	11,355	1,447	12,802
17 years	13,270	1,691	14,961
18 years	15,480	1,972	17,452
19 years	17,918	2,284	20,202
20 years	20,122	2,565	22,687
1.1	22,104	2,817	24,921
1.2	22,756	2817	25,573
1.3	23,407	2817	26,224
1.4	24,054	2,922	26,976
1.5	24,705	2,922	27,627
1.6	25,356	2,922	28,278
1.7	26,105	2,818	28,923
1.8	26,623	2,818	29,441
1.9	27,389	2,818	30,207
Level 2			
2.1	28,306	2,818	31,124
2.2	29,009	2,818	31,827
2.3	29,748	2,818	32,566
2.4	30,529	2,818	33,347
2.5	31,346	2,818	34,164

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 3			
3.1	32,469	2,818	35,287
3.2	33,344	2,818	36,162
3.3	34,246	2,818	37,064
3.4	35,172	2,818	37,990
Level 4			
4.1	36,442	2,818	39,260
4.2	37,437	2,714	40,151
4.3	38,461	2,714	41,175
Level 5			
5.1	40,433	2,714	43,147
5.2	41,766	2,714	44,480
5.3	43,151	2,714	45,865
5.4	44,588	2,714	47,302
Level 6			
6.1	46,899	2,714	49,613
6.2	48,470	2,714	51,184
6.3	50,096	2,714	52,810
6.4	51,832	2,714	54,546
Level 7			
7.1	54,494	2,714	57,208
7.2	56,336	2,714	59,050
7.3	58,340	2,714	61,054
Level 8			
8.1	61,597	2,714	64,311
8.2	63,930	2,714	66,644
8.3	66,823	2,714	69,537
Level 9			
9.1	70,436	2,714	73,150
9.2	72,877	2,714	75,591
9.3	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

#### SCHEDULE B – SALARIES – SPECIFIED CALLINGS

(1) Officers, who possess a relevant tertiary level qualification, or equivalent determined by the employer, and who are employed in the callings of, Architect, Architectural Graduate, Dental Officer, Dietician, Engineer, Laboratory Technologist, Librarian, Pharmacist, Podiatrist, Clinical Psychologist, Psychologist, Medical Imaging Technologist, Nuclear Medicine Technologist, Radiation Therapist, Scientific Officer, Social Worker, Therapist (Occupational, Physio or Speech), or any other professional calling as agreed between the Unions and the employer, shall be entitled to annual salaries as follows—

Level	Salary Per Annum \$	Arbitrated Safety Net Adjustments \$	Total Salary Per Annum \$
Level 2/4			
1st year	28,306	2,818	31,124
2nd year	29,748	2,818	32,566
3rd year	31,346	2,818	34,164
4th year	33,344	2,818	36,162
5th year	36,442	2,818	39,260
6th year	38,461	2,714	41,175
Level 5			
1st year	40,433	2,714	43,147
2nd year	41,766	2,714	44,480
3rd year	43,151	2,714	45,865
4th year	44,588	2,714	47,302
Level 6			
1st year	46,899	2,714	49,613
2nd year	48,470	2,714	51,184
3rd year	50,096	2,714	52,810
4th year	51,832	2,714	54,546
Level 7			
1st year	54,494	2,714	57,208
2nd year	56,336	2,714	59,050
3rd year	58,340	2,714	61,054

Level	Salary Per Annum \$	Arbitrated Safety Net \$	Total Salary Per Annum \$
Level 8			
1st year	61,597	2,714	64,311
2nd year	63,930	2,714	66,644
3rd year	66,823	2,714	69,537
Level 9			
1st year	70,436	2,714	73,150
2nd year	72,877	2,714	75,591
3rd year	75,661	2,714	78,375
Class 1	79,871	2,714	82,585
Class 2	84,081	2,714	86,795
Class 3	88,289	2,714	91,003
Class 4	92,499	2,714	95,213

### HAIRDRESSERS AWARD 1989

#### NO. A32 OF 1988

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

#### 11.—WAGES

- (1)
  - (a) The rate of wage set out in paragraph (b) of this subclause reflects a total rate for ordinary hours of work Monday to Saturday inclusive. This total rate is comprised of a notional base rate plus a 10% all purpose loading in lieu of the penalties which applied prior to the first pay period on or after 1 March, 1993 for work performed in ordinary hours on the one night of late trading and on Saturday.
  - (b) The minimum wage payable for ordinary hours to employees bound by this Award from the first pay period on or after 1 August 2001 shall be as follows:

	Award Rate per week \$	Arbitrated Safety net Adjustment Plus 10% \$	Total \$
(i) Full time			
Principal	537.80	48.40	586.20
Senior	509.50	48.40	557.90

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

The Arbitrated Safety Net Adjustments are increased by the 10% all purpose loading in lieu of penalties as specified in paragraph (a) above.

(ii)		Part time
	Principal	\$15.43
	Senior	\$14.68
(iii)		Casual
	Principal	\$18.52
	Senior	\$17.62

(2) Apprentices: (Percentage of the appropriate Senior rate of wage per week)

(a)	FOUR YEAR TERM	%
	First Six Months	35
	Second Six Months	40
	Second Year	50
	Third Year	70
	Fourth Year	85
(b)	THREE YEAR TERM	%
	First Year	50
	Second Year	70
	Third Year	85

(c) APPRENTICE (OFF THE JOB GRADUATE)

An Apprentice (Off the Job Graduate) is an Apprentice, as defined in subclause (2) of Clause.-5 Definitions of this Award, who has successfully completed a training program, which has been accredited by the Training Accreditation Council and which meets all the of-the-job training requirements of an apprenticeship, at a registered training provider, prior to being indentured as an apprentice

	First Year	50
	Second Year	70
	Third Year	85

#### Adult Apprentices

In the case of an apprentice aged twenty-one years or over, where the rate of wage determined by the application of paragraphs (a) or (b) of this subclause is less than the minimum wage for adults as prescribed by the Commission from time to time in General Orders, that minimum wage shall apply in lieu of the rates otherwise applicable by the application of this subclause.

- (3) Where a permanent employee is advised that he/she will be required to work until specified time, such employee shall be entitled to be paid until such specified time, notwithstanding that the employer may allow the employee to leave early.
- (4) Apprentice Assessment  
Notwithstanding that the term of the apprenticeship shall have expired, an employee shall continue to receive the wage payable in the last year of apprenticeship until the employee has been assessed as achieving the necessary trade skills outlined in the Trade Training Schedule and a final Trade Certificate has been issued.
- (5) Ban on Sub-Contracting  
No employer shall rent any portion of the salon to an employee or employ any employee in the hairdressing trade on a commission only basis, or in any manner other than prescribed in this award.
- (6) An employer may direct an employee to carry out such duties as are within the limits of the employees' skill, competence and training

### HEALTH ATTENDANTS AWARD, 1979

#### NO. A49 OF 1978

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.

- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage
- The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.
- Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 11.—WAGES

	Base Rate Per Week \$	Arbitrated Safety Net Adjustments \$	Minimum Weekly Rate \$
(1) Adult Employees:			
Instructor/ess Controller	363.30	88.00	451.30
Instructor/ess	350.70	88.00	438.70
Masseur/Masseuse	350.70	88.00	438.70
Health Attendant	337.10	88.00	425.10
(2) Junior Workers (percentage of the "Instructor/ess" wage rate):			
		%	
Under 16 years of age		40	
16 to 17 years of age		50	
17 to 18 years of age		60	
18 to 19 years of age		70	
19 to 20 years of age		80	
20 to 21 years of age		90	
(3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.			
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.			
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments			

**HEALTH CARE INDUSTRY (PRIVATE) SUPERANNUATION AWARD 1987****NO. A8 OF 1988**

## 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
- (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
- (a) apply to all work in ordinary hours.
- (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**HEALTH WORKERS—COMMUNITY AND CHILD HEALTH SERVICES AWARD, 1980  
NO. R 21 OF 1979**

**1B.—MINIMUM ADULT AWARD WAGE**

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.

(8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

**19.—WAGES**

- (1) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
 These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
 Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (2) The weekly rate of wage payable to employees covered by this award shall include the base rate plus the arbitrated safety net adjustment expressed hereunder.

Classification	Arbitrated Base Rate Per Week \$	Safety Net Adjustments \$	Total Rate Per Week \$
Level 1 Currently Practising Conditional Aboriginal Health Worker:			
1st year of employment	398.30	88.00	486.30
2nd year of employment	409.80	88.00	497.80
3rd year of employment	423.40	90.00	513.40
Level 2 Qualified Aboriginal Health Worker:			
1st year of employment	437.06	90.00	527.06
2nd year of employment	447.42	90.00	537.42
3rd year of employment	457.77	90.00	547.77

	Arbitrated Base Rate Per Week \$	Safety Net Adjustments \$	Total Rate Per Week \$
4th year of employment	468.04	88.00	556.04
Level 3 Senior Aboriginal Health Worker:			
1st year of employment	483.50	88.00	571.50
2nd year of employment	512.90	88.00	600.90
3rd year of employment	542.70	88.00	630.70
4th year of employment	565.50	88.00	653.50
Level 4 Manager of Aboriginal Health Work:			
1st year of employment	603.84	88.00	691.84
2nd year of employment	632.59	88.00	720.59
3rd year of employment	661.35	88.00	749.35
4th year of employment	699.69	86.00	785.69
Level 5 State Co-ordinator Aboriginal Health Work:			
1st year of employment	709.27	86.00	795.27
2nd year of employment	738.03	86.00	824.03
3rd year of employment	766.78	86.00	852.78
4th year of employment	805.12	86.00	891.12
Level 1 Ethnic Health Worker:			
1st year of employment	398.30	88.00	486.30
2nd year of employment	409.80	88.00	497.80
3rd year of employment	423.40	90.00	513.40
4th year of employment	436.11	90.00	526.11
Level 2 Ethnic Health Worker:			
1st year of employment and thereafter	455.27	90.00	545.27

The classification prescribed in the relevant minimum rates award on which the rate prescribed for the key classifications\* in this award is based, is the wage group C10 in the Metal Trades (General) Award No. 13 of 1965.

- \* Level 2 Aboriginal Health Worker and  
Level 2 Ethnic Health Worker

Incremental progression for all Aboriginal and Ethnic Health Workers is subject to satisfactory performance.

### HEAT CONTAINMENT INDUSTRIES (REFRACTORY SPECIALTIES) AWARD NO. 3 OF 1981

#### 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) Minimum Adult Award Wage

The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.

Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 12.—WAGES

- (1) (a) The following shall be the minimum rates of wages payable to employees covered by this Award:
- | Classification         | Rate per Week<br>\$ | Safety Net Adjustments<br>\$ | Supplementary Payment<br>\$ | Award Rate<br>\$ |
|------------------------|---------------------|------------------------------|-----------------------------|------------------|
| Plant Attendant        | 344.90              | 40.00                        | 87.57                       | 472.47           |
| Casual Plant Attendant | 332.80              | 40.00                        | 57.02                       | 429.82           |
- (b) (i) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.  
These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.  
Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.
- (ii) The supplementary payment set out in this clause is to be paid in addition to the base rates prescribed by this clause, and the total rate prescribed by this clause is the award rate of pay prescribed by this clause for the respective classification.
- (iii) The supplementary payment set out in this clause represents payment in lieu of equivalent overaward payments.
- (iv) "Overaward payment" is defined as the amount (whether it be termed "overaward payment", "attendance bonus" or any term whatsoever) which an employee would receive in excess of the "award wage". Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time allowances and any other ancillary payments of a like nature prescribed by the award.
- (2) **Leading Hand:**  
A leading hand as defined placed in charge of not more than ten other employees shall receive per week an additional \$15.85

**THE HORTICULTURAL (NURSERY) INDUSTRY AWARD  
NO. 30 OF 1980**

## 1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.
- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6) (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.  
(b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—  
(a) apply to all work in ordinary hours.  
(b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

## 5.—WAGES

The minimum weekly rate of wages payable to employees under this award shall be as follows—

## (1) Adult Employees

	Base Rate \$	Arbitrated Safety Net Adjustments \$	Total Rate \$
Trainee (90% of Horticultural Employee Grade 1 rate)	283.20	79.20	362.40
Horticultural Employee Grade 1	314.70	88.00	402.70
Horticultural Employee Grade 2	332.10	88.00	420.10
Horticultural Employee Grade 3	337.70	88.00	425.70
Horticultural Tradesperson Grade 1	388.30	88.00	476.30
Horticultural Tradesperson Grade 2	407.00	88.00	495.00
Horticultural Tradesperson Advanced	425.60	90.00	515.60

The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.

“Overaward payment” shall mean the amount (whether it be termed “overaward payment”, “attendance bonus” or any term whatsoever) which an employee would receive in excess of the “award wage”. Provided that such payment shall exclude overtime, shift allowance, penalty rates, disability allowances, fares and travelling time and any other ancillary payments of a like nature prescribed by the award.

## (2) Junior Employees

Junior employees shall be entitled to the following percentage of the Adult Employee Grade 1 wage—

	%
Under 16 years of age	40
16 years of age	50
17 years of age	60
18 years of age	70
19 years of age	80
20 years of age	90

## (3) Leading Hands

In addition to the appropriate rate prescribed in subclauses (1) or (2) of this clause, a Leading Hand shall be paid—

	\$
(a) In charge of not less than three employees and not more than 10 other employees	16.10
(b) In charge of more than 10 and not more than 20 other employees	24.80
(c) In charge of more than 20 other employees	31.00

## (4) Apprentices

Apprentices shall be paid the following percentage amount of the Horticultural Tradesperson Grade 1 rate.

	%
Four year term	
First year	42
Second year	55
Third year	75
Fourth year	88

**HOSPITAL EMPLOYEES' (BRIGHTWATER) CONSOLIDATED AWARD 1981  
NO. 26 OF 1960**

1B.—MINIMUM ADULT AWARD WAGE

- (1) No adult employee shall be paid less than the Minimum Adult Award Wage unless otherwise provided by this clause.

- (2) The Minimum Adult Award Wage for full time adult employees is \$413.40 per week payable from the beginning of the first pay period commencing on or after 1st August 2001.
- (3) The Minimum Adult Award Wage of \$413.40 per week is deemed to include all arbitrated safety net adjustments from State Wage Case decisions.
- (4) Unless otherwise provided in this clause adults employed as casual or part time employees shall not be paid less than pro rata the Minimum Adult Award Wage according to the hours worked.
- (5) Juniors shall be paid no less than the wage determined by applying the percentage prescribed in the junior rates provision to the Minimum Adult Award Wage of \$413.40 per week.
- (6)
  - (a) The Minimum Adult Award Wage shall not apply to apprentices, employees engaged on traineeships or Jobskills placements, or to other categories of employees who by prescription are paid less than the minimum award rate.
  - (b) Liberty to apply is reserved in relation to any special categories of employees not included here or otherwise in relation to the application of the Minimum Adult Award Wage.
- (7) Subject to this clause the Minimum Adult Award Wage shall—
  - (a) apply to all work in ordinary hours.
  - (b) apply to the calculation of overtime and all other penalty rates, superannuation, payments during sick leave, long service leave and annual leave and for all other purposes of this award.
- (8) **Minimum Adult Award Wage**  
 The rates of pay in this award include the minimum weekly wage for adult employees payable under the 2001 State Wage Case Decision. Any increase arising from the insertion of the adult minimum wage will be offset against any equivalent amount in rates of pay received by employees whose wages and conditions of employment are regulated by this award which are above the wage rates prescribed in the award. Such above award payments include wages payable pursuant to enterprise agreements, consent awards or award variations to give effect to enterprise agreements and over award arrangements. Absorption which is contrary to the terms of an agreement is not required.  
 Increases under previous State Wage Case Principles or under the current Statement of Principles, excepting those resulting from enterprise agreements, are not to be used to offset the adult minimum wage.

28.—WAGES

- (1) The minimum weekly rate of wage payable to employees covered by this award shall be the Base Rate plus the Arbitrated Safety Net Adjustment (ASNA) Payment expressed hereunder—
- (2)

Base Rate Adjustments \$	Arbitrated Safety Net Rate \$	Minimum Weekly \$
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**HOSPITAL WORKER LEVEL 1**

Comprehends the following classes of work:

- Carpark Attendant
- Cleaner
- Dining Attendant
- Domestic
- Gardener (Other)
- Ironer and Presser
- Kitchen Assistant
- Laundry Assistant
- Orderly (Other)
- Pantry Assistant
- Hotel Services Assistant
- Yard Assistant
- Ward Assistant

1st year of employment	369.80	88.00	457.80
2nd year of employment	374.30	88.00	462.30
3rd year of employment and thereafter	378.30	88.00	466.30

**HOSPITAL WORKER LEVEL 2**

Comprehends the following classes of work:

- Machinist
- House Parent
- Gardener (only one employed)
- Orderly (handling patients)
- First Laundry Worker (where more than 1 employed)
- Washing Machine Attendant

1st year of employment	374.90	88.00	462.90
2nd year of employment	379.80	88.00	467.80
3rd year of employment and thereafter	384.10	88.00	472.10

	Base Rate Adjustments \$	Arbitrated Safety Net Rate \$	Minimum Weekly \$
<b>HOSPITAL WORKER LEVEL 3</b>			
Comprehends the following classes of work:			
Shaving Orderly			
Theatre Assistant			
Security Attendant			
Theatre Orderly			
Call Room Orderly			
Menu Assistants			
Gardener (Herbicide and Propagator)			
Machinist (who cuts and fits)			
Boiler Firing Orderly			
TSSU Assistant (1st year of employment)			
CSSD Assistant (1st year of employment)			
Maintenance Employee			
1st year of employment	384.10	88.00	472.10
2nd year of employment	388.20	88.00	476.20
3rd year of employment and thereafter	392.30	88.00	480.30
<b>HOSPITAL WORKER LEVEL 4</b>			
Comprehends the following classes of work:			
TSSU Assistant (2nd, 3rd year of employment and thereafter)			
CSSD Assistant (2nd, 3rd year of employment and thereafter)			
Cook (Other)			
1st year of employment	389.00	88.00	477.00
2nd year of employment	393.60	88.00	481.60
3rd year of employment and thereafter	397.30	88.00	485.30
<b>HOSPITAL WORKER LEVEL 5</b>			
Comprehends the following classes of work:			
Cook (only one employed)			
Storeperson			
Driver (under 3 tonnes)			
1st year of employment	404.00	88.00	492.00
2nd year of employment	407.60	88.00	495.60
3rd year of employment and thereafter	411.30	88.00	499.30
<b>HOSPITAL WORKER LEVEL 6</b>			
Comprehends the following classes of work:			
Driver (over 3 tonnes)			
Bus Driver (less than 25 passengers)			
Canteen Supervisor			
1st year of employment	407.80	88.00	495.80
2nd year of employment	411.30	88.00	499.30
3rd year of employment and thereafter	414.80	88.00	502.80
<b>HOSPITAL WORKER LEVEL 7</b>			
Comprehends the following classes of work:			
Bus Driver (over 25 passengers)			
Second Cooks			
1st year of employment	417.30	90.00	507.30
2nd year of employment	422.20	90.00	512.20
3rd year of employment and thereafter	426.40	90.00	516.40
<b>HOSPITAL WORKER LEVEL 8</b>			
Comprehends the following classes of work:			
Senior Food Service Attendant (Hospitals less than 100 beds)			
Deputy Head Orderly			
Machinist Tradesperson			
Horticulturist			
First Cook (where more than one employed)			
1st year of employment	440.10	90.00	530.10

	Base Rate Adjustments \$	Arbitrated Safety Net Rate \$	Minimum Weekly \$
2nd year of employment	445.00	90.00	535.00
3rd year of employment and thereafter	448.50	90.00	538.50
<b>HOSPITAL WORKER LEVEL 9</b>			
Comprehends the following classes of work:			
Tradesperson Cook			
Senior Food Services Attendant (more than 100 beds)			
Head Gardener			
Catering Supervisor			
Laundry Supervisor			
Head Orderly			
Domestic Supervisor/Housekeeper			
Cleaning Services Supervisor			
Linen Services Supervisor			
1st year of employment	454.80	90.00	544.80
2nd year of employment	459.10	90.00	549.10
3rd year of employment and thereafter	462.90	88.00	550.90
<b>HOSPITAL WORKER LEVEL 10</b>			
Comprehends the following classes of work:			
Chef			
1st year of employment	475.50	88.00	563.50
2nd year of employment	481.90	88.00	569.90
3rd year of employment and thereafter	488.00	88.00	576.00

## (2) General Conditions

- (a) The ordinary wages of any employee, placed in charge of three or more employees, shall be increased by \$16.55 per week.
- (b) Where the term "year of employment" is used in this clause, it shall mean all service whether full time or part time and regardless of the class of work with that employer. Such service shall be calculated in periods of calendar years from the date of commencement of work with the employer and by automatic progression subject to satisfactory service.
- Provided that in determining the rate of wage of an employee 19 years of age and over, service prior to attaining the age of 19 years shall not be counted in determining the total service of an employee for the purpose of this clause.
- (c) A casual employee shall be paid a loading of 25% over the rates specified in this clause.
- (d) The hourly rate for an employee working an average of 38 hours per week shall be calculated by dividing the weekly rate herein expressed by 40.
- (e) The hourly rate for an employee actually working 38 hours shall be calculated by dividing the weekly rate herein expressed by 38.

## (3) The rates of pay in this award include arbitrated safety net adjustments available since December 1993, under the Arbitrated Safety Net Adjustment Principle.

These arbitrated safety net adjustments may be offset against any equivalent amount in the rate of pay received by employees since 1 November 1991 above the rate prescribed in the Award, except where such absorption is contrary to the terms of an industrial agreement.

Increases in rates of pay otherwise made under the State Wage Case Principles, excepting those resulting from enterprise agreements, are not to be used to offset arbitrated safety net adjustments.